Choral Director Interview Evaluation Guide

Question Focus	Strong Response Indicators	Weak Response Indicators
Philosophy & Vision	Values student expression, inclusivity, community through music.	Overly performance- or competition-driven.
Vocal Pedagogy	References healthy technique, vowel unification, tone production, vocal health.	Little to no understanding of voice pedagogy.
Music Literacy & Sight-Singing	Uses sequential methods (Kodály, movable do, solfege drills, daily exercises).	"We just learn by ear or by repetition."
Repertoire Selection	Emphasizes diverse styles, text meaning, accessibility, and educational merit.	Chooses only based on difficulty or personal favorites.
Ensemble Skills	Teaches blend, balance, diction, phrasing, and expressive singing.	"We just sing until it sounds right."
Program Organization	Demonstrates concert planning, festival prep, communication systems.	Disorganized or reactive approach.
Student Leadership	Encourages section leaders, mentorship, ownership in choir culture.	No clear student leadership opportunities.
Recruitment & Retention	Involves feeder programs, visibility, and inclusive outreach.	Lacks ideas or initiative for recruitment.
Collaboration	Works with theater, band, and orchestra; fosters interdisciplinary projects.	Isolates choir from other departments.
Reflection & Growth	Values feedback, professional associations, continuing vocal study.	Uninterested in professional learning.

General Evaluation Framework

Category	Description	Score Range
Musical & Pedagogical Knowledge	Depth of musical understanding, ability to teach technique, theory, literacy	1–5 _____
Instructional Skill & Differentiation	Strategies for engaging all learners, adapting instruction, classroom management	1–5 _____
Program Leadership	Evidence of organization, vision, recruitment, performance planning	1–5 _____
Student Engagement & Relationships	Ability to motivate, connect, and build positive culture	1–5 _____
Collaboration & Communication	Professionalism with staff, parents, and community	1–5 _____
Professional Growth & Reflection	Self-awareness, learning mindset, openness to feedback	1–5 _____

Scoring Key:

- **5 – Excellent:** Clear, detailed, evidence-based response; confident and student-centered.
- **4 – Strong:** Thoughtful and practical; minor gaps but solid grasp.
- **3 – Satisfactory:** Adequate but general; lacks examples or clarity.
- **2 – Weak:** Unclear or unrealistic; limited evidence of skill.
- **1 – Poor:** Inaccurate, inappropriate, or no meaningful response.