Portland High School | Head Football Coach Search -- Round 1 Virtual Screen

15-20 Minutes | Panel: Athletic Director, Principal, Director of People and Culture, HR | Confidential

Candidate: _____ **Date:** _____ **Interviewer:** _____

Purpose:

Determine whether this candidate is a viable finalist for a full Round 2 panel interview.

Rating Scale: 1 = Does not meet expectations 2 = Partially meets expectations 3 = Meets expectations 4 = Exceeds expectations

Coaching Experience and Background

Interview Question	Rating 1-4	Notes / Evidence
Coaching History *Walk me through your coaching background -- what levels, what roles, and what program outcomes you're most proud of.*		
Head Coaching or Program Leadership *Have you served as a head coach or led a program? What did you inherit, what did you build, and what was the result?*		

Football Knowledge and Class A North Context

Interview Question	Rating 1-4	Notes / Evidence
Systems and Game Knowledge *Walk me through how you approach building an offensive or defensive system. What principles do you anchor to?*		
Class A North Awareness *You're stepping into Class A North competition. What do you know about this landscape, and how would you assess what PHS football needs to be competitive?*		

Coaching Philosophy and Culture

Interview Question	Rating 1-4	Notes / Evidence
Coaching Philosophy		

How would you describe your coaching philosophy -- for players, for your staff, and for the program overall?		
Sportsmanship and Standards *This role emphasizes modeling sportsmanship and setting high standards on and off the field. What does that look like in practice for you -- and how do you hold players and staff accountable to it?*		

Fit with Portland High School

Interview Question	Rating 1-4	Notes / Evidence
Why Portland High School? *What specifically drew you to this position at PHS -- not just football coaching in general?*		
Commitment and Community *This role requires full commitment through the 2026 season and off-season, and PHS is a visible, community-facing program. How would you approach building relationships with feeder programs, alumni, and the Portland community?*		
What role does academics play for H.S. athletes and here at PHS? Should it play? How would you promote and encourage your athletes to make a commitment to academic success, while balancing the drive and goal to win/succeed.		

SECTION 2 TOTAL SCORE: _____ / 32 | **COMBINED SCORE (Sec 1 + Sec 2):** _____ / 56

Panel Recommendation

ADVANCE	HOLD	DO NOT ADVANCE
Move to Round 2 full panel	*Possible -- revisit if needed*	*Does not meet threshold*

Rationale / Panel Notes:

Portland High School | Head Football Coach Search -- Round 1 Virtual Screen

15-20 Minutes | Panel: Athletic Director, Principal, Director of People and Culture, HR | Confidential

Candidate: _____ **Date:** _____ **Interviewer:** _____

Purpose:

Determine whether this candidate is a viable finalist for a full Round 2 panel interview.

Rating Scale: 1 = Does not meet expectations 2 = Partially meets expectations 3 = Meets expectations 4 = Exceeds expectations

Coaching Experience and Background

Interview Question	Rating 1-4	Notes / Evidence
Coaching History *Walk me through your coaching background -- what levels, what roles, and what program outcomes you're most proud of.*		
Head Coaching or Program Leadership *Have you served as a head coach or led a program? What did you inherit, what did you build, and what was the result?*		

Football Knowledge and Class A North Context

Interview Question	Rating 1-4	Notes / Evidence
Systems and Game Knowledge *Walk me through how you approach building an offensive or defensive system. What principles do you anchor to?*		
Class A North Awareness *You're stepping into Class A North competition. What do you know about this landscape, and how would you assess what PHS football needs to be competitive?*		

Coaching Philosophy and Culture

Interview Question	Rating 1-4	Notes / Evidence
Coaching Philosophy		

How would you describe your coaching philosophy -- for players, for your staff, and for the program overall?		
Sportsmanship and Standards *This role emphasizes modeling sportsmanship and setting high standards on and off the field. What does that look like in practice for you -- and how do you hold players and staff accountable to it?*		

Fit with Portland High School

Interview Question	Rating 1-4	Notes / Evidence
Why Portland High School? *What specifically drew you to this position at PHS -- not just football coaching in general?*		
Commitment and Community *This role requires full commitment through the 2026 season and off-season, and PHS is a visible, community-facing program. How would you approach building relationships with feeder programs, alumni, and the Portland community?*		
What role does academics play for H.S. athletes and here at PHS? Should it play? How would you promote and encourage your athletes to make a commitment to academic success, while balancing the drive and goal to win/succeed.		

SECTION 2 TOTAL SCORE: _____ / 36

Panel Recommendation

ADVANCE	HOLD	DO NOT ADVANCE
Move to Round 2 full panel	*Possible -- revisit if needed*	*Does not meet threshold*

Rationale / Panel Notes:

Portland High School | Head Football Coach Search -- Round 1 Virtual Screen

15-20 Minutes | Panel: Athletic Director, Principal, Director of People and Culture, HR | Confidential

Candidate: _____ **Date:** _____ **Interviewer:** _____

Purpose:

Determine whether this candidate is a viable finalist for a full Round 2 panel interview.

Rating Scale: 1 = Does not meet expectations 2 = Partially meets expectations 3 = Meets expectations 4 = Exceeds expectations

Coaching Experience and Background

Interview Question	Rating 1-4	Notes / Evidence
Coaching History *Walk me through your coaching background -- what levels, what roles, and what program outcomes you're most proud of.*		
Head Coaching or Program Leadership *Have you served as a head coach or led a program? What did you inherit, what did you build, and what was the result?*		

Football Knowledge and Class A North Context

Interview Question	Rating 1-4	Notes / Evidence
Systems and Game Knowledge *Walk me through how you approach building an offensive or defensive system. What principles do you anchor to?*		
Class A North Awareness *You're stepping into Class A North competition. What do you know about this landscape, and how would you assess what PHS football needs to be competitive?*		

Coaching Philosophy and Culture

Interview Question	Rating 1-4	Notes / Evidence
Coaching Philosophy		

How would you describe your coaching philosophy -- for players, for your staff, and for the program overall?		
Sportsmanship and Standards *This role emphasizes modeling sportsmanship and setting high standards on and off the field. What does that look like in practice for you -- and how do you hold players and staff accountable to it?*		

Fit with Portland High School

Interview Question	Rating 1-4	Notes / Evidence
Why Portland High School? *What specifically drew you to this position at PHS -- not just football coaching in general?*		
Commitment and Community *This role requires full commitment through the 2026 season and off-season, and PHS is a visible, community-facing program. How would you approach building relationships with feeder programs, alumni, and the Portland community?*		
What role does academics play for H.S. athletes and here at PHS? Should it play? How would you promote and encourage your athletes to make a commitment to academic success, while balancing the drive and goal to win/succeed.		

SECTION 2 TOTAL SCORE: _____ / 36

Panel Recommendation

ADVANCE	HOLD	DO NOT ADVANCE
Move to Round 2 full panel	*Possible -- revisit if needed*	*Does not meet threshold*

Rationale / Panel Notes: