

Questions to be asked during an interview of a candidate

1. How do you see yourself as the Superintendent fitting into the CSD, both from an internal and an external perspective?
2. How would you use district organization and resources to improve student performance?
 - a. What do you see as areas that impede student educational achievement?
3. How would you improve the quality of the personnel within CSD and how the CSD functions organizationally?
4. Would you use the CSD Strategic Plan to operate the CSD? How would you do that?
5. Talk about a time that you made an unpopular decision that you believed was in the best interest of students? What was the decision? Who was your opposition? What was the result?
6. Give us a few examples of how you helped dramatically improve student outcomes in previous roles. What outcomes were you able to achieve and what actions allowed you to get those results?
7. What partnerships have you created with your local community that benefited students?
8. A top leader in your executive team tells you she is planning to leave to take a job in another district. Share how you would approach trying to get her to stay with the district.
9. Can you discuss a time that you failed as a school leader or professional? What did you learn from the situation and what actions have you taken since?
10. Can you share a few stories that exemplify how you inspire, support and engage with parents in your district?
11. **Relationship with Board** How can you help us, as a board, come to a consensus on our roles and responsibilities?
12. **Relationship with Board** How would you determine the board's position on issues that you need to respond to as superintendent?

13. **Instructional Program** What is your concept of your role next year in terms of instruction and evaluating staff?
14. **Budget and Funding** How would you provide oversight to our business office?
15. **Staff Relationships** How would you work with our staff during the first few months?
16. **Staff Relationships** How will you help develop a cohesive administrative team?
17. **Relationships** What is your experience with Municipal government?
18. **Relationships** Describe your management style.
19. When would you be able to start?
20. What is your stance on use of current research based practices supporting actions to improve the administrators and the district as a whole in the areas of organizational dynamics?
21. How will you address college and career (post-secondary planning) in CSD? How would you ensure that post-secondary advisement plans are being completed?
22. Should CSD be introducing college and career planning at early grade levels?
23. What do you see as the role of counselors in our schools? Should the interventions be proactive or reactive?
24. What is your position on the need for more school counselors, including school psychologists? Elementary, Middle School, High School?