

Waterville-Elysian-Morristown Possible First Round Questions

Opening question

1. Tell us about yourself and why you are interested in becoming the Waterville-Elysian-Morristown School Superintendent.

Acts with honesty and in an ethical manner with the School Board, staff, and community

2. What qualities do you possess that you believe make you an outstanding administrator?
3. What has been the most unpopular decision you have had to make and how did you handle the reaction to this decision?
4. How do you respond and personally deal with conflict or criticism?

Has experience in school finance

5. Tell us about your previous experience related to directing, planning, building, and implementing a school district budget including managing budget shortfalls.
6. How would you lead the school district in developing short- and long-range strategic, financial, and operational plans? Who would you involve in the planning process? How would you implement the plans?
7. What is your experience in organizing and successfully passing operating levies?

Is visible and accessible to the School Board, staff, students, parents, and community

8. We are looking for a leader who has a record of involvement and visibility in both the school district and communities. Provide us with examples of how you will be involved, visible, approachable, and accessible in our district and school community.
9. What would a typical day look like for you if you were to become our superintendent?

Is a “people person” with proven abilities in human relations and communications

10. How would you describe your communication skills? How would your current staff and community describe them?
11. Tell us how you keep all staff involved and motivated, while keeping morale high? What steps have you taken to achieve this?

Develops trust and works collaboratively with diverse groups of stakeholders

12. How would you approach the important task of developing relationships with staff, students, parent groups, and multiple communities?
13. What are the most critical elements in creating a good working relationship between staff, administration, and the school board? How do you build trust? Provide an example to show how you've done this in your current assignment.

Values teamwork; effectively mediates and accommodates different perspectives

14. What are your beliefs about building effective leadership teams? How have you implemented those beliefs and what strategies have you used to provide general oversight of all other school district personnel?
15. Is there a difference between management and leadership? If so, what might that be?
16. How would you build trust and collaboration within the school district and multiple communities?

Has experience with Fundraising and/or grant writing

17. Describe your experiences with fundraising or grant writing.

Delegates authority while maintaining accountability

18. What is your management style as it pertains to your direct reports.
19. How have you empowered employees to be independent thinkers while at the same time instilling in them a sense of accountability.

Is a visionary, creative thinker

20. Describe an innovative program or idea that you have created and implemented in your previous work.

Closing question

21. What questions do you have for us?