

CATEGORIES FOR INTERVIEW QUESTIONS

Communications

Example: How would you, as superintendent, communicate effectively with staff, parents, and other district patrons and maintain your visibility within the community?

Curriculum Issues

Example; Discuss the latest trends in curriculum and instruction initiatives that you believe would be important within our district.

Decision Making

Example: Tell us about a difficult decision you have made. How did you determine the recommendation and how did you evaluate the results?

Diversity

Example: What have you done in previous positions and what will you do as our superintendent to ensure that you receive diverse perspectives on issues facing the district?

Finance

Example: Budget development is a balancing act between needs. What steps will you take to ensure board, community, and staff support in decision-making?

General

Example: Based on what you have learned about our district, what personal strengths can you bring to our schools and community to help us improve? What do you see as our biggest challenge going forward?

Instructional Leadership

Example: What do you expect of principals as instructional leaders?

Integrity/Values

Example: How would you decide if behavior by an employee was unethical or lacked proper integrity? What would you do?

Leadership

Example: Describe a time you provided leadership around an issue/effort you knew/believed was right but may have been “controversial.” How did you know it was “right”? How did you develop your leadership plan and strategies? What happened? What would you do differently?

Organizational Oversight

Example: How would you determine what changes you would make during your first year as Superintendent?

Personnel Management

Example: How will you handle employees who do not fulfill the requirements of their job?

Public Relations

Example; One of our concerns is to have a superintendent who will be accessible. How would you make yourself available given all of the demands on your time?

School Law and Legislative Issues

Example: How do you stay current with legislative issues? How do you keep the Board up-to-date on those issues?

Situational

Example: As a superintendent, how do you create a positive learning environment for all students? Follow up: How do you address the needs of low-achieving and high-ability students?

Superintendent - Board Relations

Example: How do you envision an effective working relationship with the board?

Technology

Example: What role does technology play in education today and what do you envision our students and staff having access to aid their learning?

Visibility

Example: What do you do to create and maintain a high profile in your present community?

Vision

Example: What process would you use to establish a vision for the school district?