

Sheridan Superintendent Search

Candidate Name _____

Name of Evaluator _____

Date _____

1. Briefly walk us through your work history (as per your resume) and describe how this position fits in with your career path. Please include any unusual transitions or situations that you may have had and why.
2. Why are you interested in working for this district? What first interested you about this position?
3. Tell us about your role in promoting student achievement? What specific activities have you guided or fostered to motivate staff and improve student performance. How do you see data driven decision making fit into the equation?
4. Tell us your experience related to Special Education, Charter Schools and Federal Programs.
5. What is your knowledge of the Oregon Student Success Act (SSA) and the corresponding Student Investment Account (SIA)?
6. Tell us about your experience seeking grants for the district?
7. How have you dealt with a consistently underperforming teacher/staff member?
8. How do you describe your style of leadership? Can you illustrate your style with a concrete example?
9. Describe how to build trust and collaboration within a district. Please give a specific situation/example from your previous work experience. Describe the action(s) you took and the result. How did you know you were successful?
10. Describe your experiences with building or remodeling facilities. Construction bonds?
11. What would you do to promote and expect a school-based climate of tolerance, acceptance and civility?
12. Describe how you have developed, implemented, promoted and monitored continuous improvement processes. Please give specific examples from your previous work experience. How did you evaluate your success?
13. How would you evaluate the instructional program? How would you report the results of instructional assessments to the board? What would you do with the results?
14. As we conduct our reference checking, how will others describe you and your strengths and weaknesses? Please include any professional "skeletons" that we may find in the closet.
15. Do you have any questions for us?

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Optional/Additional Questions?

- A. Describe how you would work with local legislators to explain our financial needs and lobby for district funding. Describe how you would help the board be involved in the lobbying process.

- B. How would you keep the board informed about what is happening in the district?
- C. Describe how to involve the community in the schools. What about the business community?
- D. What role do you see technology playing in the management of the district?
- E. Describe how you would involve others in planning the curriculum and instructional program.
- F. Describe the role of the chief executive officer and the board in the hiring of personnel.
- G. Describe how you develop a strong support services staff (food services, transportation, secretaries, aides, maintenance, etc.).
- H. Describe your successful experiences with collective bargaining. Unsuccessful experiences?
- I. Describe how classified bargaining might differ from licensed bargaining.