

Ecpf k cw'T wdt k u'Uco r r g'/'Dqct f 'qh'Gf ""Cppllicant versus Leadership Profile

Applicants	1	2	3	4	5
Characteristics/Skills					
Background as an educator (10)					
a. Administrative					
b. Teaching					
Good Communicator (10)					
a. Written					
b. Oral					
Experience with Diverse Students & Community Populations – size (10)					
a. Urban					
b. Rural					
c. Suburban					
Good Financial Skills (10)					
a. Budgeting					
b. Grants					
Board/School Committee Work (10)					
a. Relationships					
b. Training/Experience					
Personal Qualities (10)					
a. Student focused					
b. Passion for the Profession					
c. Confident					
d. Trustworthy and Ethical					
Interpersonal Skills (10)					
a. Good Listener					
b. Collaborative					
c. Accountability					
Leadership Skills (10)					
a. Team Builder					
b. Innovative/Creative Thinking/Vision					
c. Community Visibility					

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 ""'Cpplcant versus Leadership Profile (cqp10)**

Applicants	1	2	3	4	5
Characteristics/Skills					
Other attributes (10)					
a. No Skeletons					
a. Considers Living in the Community					
b. Commitment to Lewiston					
c. Knowledge of Educational Trends and C&I Issues					
Overall written application (10)					
a. Cohesive					
b. Cover Letter					
c. References					
d. Complete					
Total					
Percentage					

Superintendent - Sample Interview Form 1

Candidate: _____

Date: _____ Time: _____

Descriptive Information:

During the interview, you may wish to record your perceptions of the candidate's compatibility with the criteria.

Qualities Desired

Comments

Student
Achievement and
Curriculum

Diversity and
Inclusion

Human Resource
Management

Budget, Finance,
Organizational
Management

Communication and
Outreach

**Overall
Responses**

Other Comments:

Overall Rating on a scale of 1 (Not Satisfactory) 2 (Good) 3 (Outstanding)

Other Notes:

Superintendent - Sample Interview Form 1 Scoring Rubric

Name						
STUDENT ACHIEVEMENT (16)						
Strong ins. bkgrd. documented success student ach						
Reduce or eliminate achievement gaps - diverse						
Pass support for variety of student programming						
Integrity, honest, trustworthy with data						
DIVERSITY & INCLUSION (20)						
Cares about children – education and wellbeing						
Success in outreach to low income and diverse fm						
Creative and visionary						
Culturally competent						
Ability to work with school staff for dis & safety						
HUMAN RESOURCE MANAGEMENT (16)						
High level of expectations for all - accountability						
Fosters positive professional climate for all						
Recognizes accomplishments of staff						
Recruits, employs, retains staff						

BUDGET/FINAN/ ORG MANAGEMENT (20)						
Can analyze, plan address fund & fac. needs						
Understands compliance requirements						
Ability to influence financial decision makers						
Understanding of complex fin & plan issues						
Takes calculated risks - out the box thinking						
COMMUNICATION & OUTREACH (20)						
Success in collaboration with bus and elec. officials						
Examples of visible, approach, engaging w/ all						
Politically savvy – effect work with SC + others						
Strong communication across platforms						
Can simplify and communicate complex matters						
OTHER (8)						
Doctorate/Certification (1)						
Admin Experience (1)						
District Size (1)						
Overall Presentation (5)						
Total						
Percentage						