

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?
 - b. Please provide examples from your previous experience.
3. How would you improve the quality of the personnel within CSD and how the CSD functions organizationally? Provide specifics of how you would do this in CSD. Provide examples from our previous experience.
4. Would you use the CSD Strategic Plan to operate the CSD? How would you do that? What has been your experience with use of a Strategic Plan, both good and bad. What have you learned from that experience?
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/guardian/care givers in your district?

11. In the area of the relationship between the Superintendent and the Board, how can you help us, as a board, come to a consensus on our roles and responsibilities? Provide previous experience in developing a good relationship with a Board.
12. How would you determine the board's position on issues that you need to respond to as superintendent? Can you provide an example of previous experience, both positive and negative?
13. **Instructional Program** What is your concept of your role next year in terms of instruction and evaluating staff? Would your role change in future years?
14. **Budget and Funding** How would you provide oversight to our business office?
 - a. How would you make sure that all schools receive adequate funding to meet the needs of each school based on its specific needs?
 - b. How would you ensure that adequate funding is provided for special education student? What experience do you have with adequate funding for special education students?
 - c. What experience do you have with special schools within a district (e.g. DSD, Brennan and DAP, Networks)?
 - d. How would you deal with a situation where the state share of education funding is reduced? What experience have you had?
15. **Staff Relationships** How would you work with our staff during the first few months? Provide specific goals you would want to achieve and how would you go about accomplishing your goals in this area?
 - a. Central district administration
 - b. School leaders
 - c. Teachers
 - d. Other employees.
16. **Staff Relationships** How will you help develop a cohesive administrative team?
17. **Relationships** What is your experience with and how have you worked with other government entities?
 - a. State Department of Education
 - b. General Assembly and individual legislators
 - c. County government
 - d. Municipalities within CSD (Wilmington, Newark)
 - e. Other school districts
 - f. Other educational stakeholders
18. Charter schools educate a significant share of the students who attend public schools within Christina. How would you establish relationships with Charters?

- a. On an instructional level?
- b. Extracurricular level?
- c. Other relationships?
- d. Provide any experience with Charter schools.

19. **Relationships** Describe your management style. Describe your leadership style? Provide examples of your experience where you have had to differentiate between leadership and management.

20. What is your vision for CSD as our next leader? How would you develop the vision for the CSD? How would you include all stakeholders?

21. When would you be able to start?

22. 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?

23. How will you address college and career (post-secondary planning) in CSD?

- a. How would you implement support for students to make decisions on their career goals? Directly to the work place, technical school after high school, 2 year or 4 year college, military?
- b. At what grade level would you begin to introduce career education?
- c. How would you prepare students and their parents to decide to attend CSD high schools or attend NCCo Vo Tech?
- d. How would you include parents in the decision making process?
- e. Should CSD be introducing college and career planning at early grade levels?

24. What do you see as the role of counselors in our schools? Should the interventions be proactive or reactive?

25. What is your position on the need for more school counselors, including school psychologists? Elementary, Middle School, High School?

26. As Superintendent, how would you have accountability in place for each school?

- a. School principals and assistant principals?
- b. Teachers?

27. As Superintendent, how will you raise the educational outcomes of the students? Include Special Education students, ESL students, and students with learning differences.

28. How would you address the needs of students who have shown the most needs? Considering the wide range of demographics within CSD, how would you address the issues with low achievement that are influenced by factors outside the schools? Please provide specifics.
29. What areas do you see in Christina that need more resources, and how would you get the resources we need? Provide any experience you have had at obtaining additional resources.
30. What is your position on the value of extracurricular activities? Athletics, the arts, clubs?
- a. In the context of possible reductions of local budgets, where would you make the cuts? Extracurricular activities? The performing arts curriculums? Increase class size by reducing the number of academic teachers? Cuts in technology?
31. How would you make sure CSD has the technology needed? What is your standard and expectation of an adequate level of technology in the classroom and within the schools?

Consider putting some of the questions in a form of an essay that will be provided as part of the application.

Attendees:

L J Blair
Karen Elmagrisi
Dana Crumlish
Michele Lockwood
Catherine Herring
Kerry McGinnis
Bob Vacca
Eunique Lawrence
Evelyn MacPhee
Khannie Butler
Claire O'Neal
Keeley Powell
Erica Dorset
Shirin Skovronski
John Young
Alethea Smith-Tucker
Elizabeth Paige
Karen Eller

Sharon Hill
Carlos
Alva Mobley
Mary Schorse
Laurisa
Tnyre Alleyne
Naveed Baquir
LGK20Plus