

***Sample 2:* Superintendency Interview Questions**

(ICEBREAKER) We have read your resume. However, please take a few minutes to tell us a little about yourself. Highlight those areas you believe are particularly important for us to know.

INSTRUCTIONAL PROGRAM:

1. New York State school districts are faced with implementing the state standards initiative with limited resources. What creative approaches will you utilize that will result in increased student achievement and academic success for our students?
2. Do you believe that use of technology will increase student performance?
Why or why not?
3. Describe your experience with, and philosophy, regarding education for students with disabilities.
4. As a result of the New York State standards and new assessments, what have you done to upgrade the educational programs in schools under your supervision? How have you evaluated the results?

STAFF RELATIONS:

5. Describe how you would obtain support from the Board of Education for candidates you intend to recommend for tenure.
6. Discuss the most difficult personnel problem you have ever dealt with and how you resolved it.
7. You have identified an administrator who needs improvement. What process would you use to improve the competence of that person and what corrective action would you take?

PLANNING:

8. Briefly describe how you would go about developing a comprehensive five-year plan for the district and how would you implement it?

STUDENT MANAGEMENT:

9. Discuss the most difficult parent problem you have ever dealt with and how you resolved it.

BOARD/SUPERINTENDENT RELATIONSHIP:

10. You find yourself in a respectful disagreement with a board member on a specific issue, how would you proceed

COMMUNITY RELATIONS:

11. How do you plan to communicate with the public on matters of school concern?
12. Describe specific strategies you would use to promote public support for school activities, budget and instructional programs.
13. Describe your experience with school-business partnerships. How would you develop such partnerships here? What objectives would you have for such a program?

FINANCE AND BUDGET:

14. What involvement have you had in budget development and ongoing fiscal management? Please give concrete examples when possible concerning such areas as community involvement in the budget process, multi-year fiscal planning and budget development.

NEGOTIATIONS:

15. What experience do you have in the area of negotiations?

PROFESSIONAL PERSONAL DATA:

16. How did you improve the school or school system now under your supervision? In retrospect, what would you do differently?

WRAP-UP QUESTION - TIME PERMITTING OR ADD TO THE PROFESSIONAL PERSONAL DATA SELECTION:

17. A superintendent is expected to handle a variety of responsibilities. Which do you feel most qualified to handle? Why? With which are you least comfortable? Why?