

## ***Sample 1:* Superintendency Interview Questions**

1. What would you consider to be your greatest assets and abilities as a leader? What areas will you need to further develop?
2. What do you consider the three most critical issues facing Superintendents and Boards of Education today?
3. Please describe any experiences you have had to mentor new leaders.
4. How would you go about engaging parents and community into the fabric of the school as a whole?
5. Describe the decision-making process you use.
6. How do you handle conflict situations?
7. What area of your present job do you find most difficult to handle?
8. What experience have you had with grant writing?
9. What experience have you had dealing with children and families in poverty?
10. Communication skills are a must in the Superintendency. How would you go about communicating the district vision policy and general information to the Board, Staff, Community?
11. What relationships do you believe should exist between the Superintendent and the Board of Education?
12. On what criteria do you feel a Board of Education should evaluate your performance as a Superintendent?
13. What are your expectations for your middle management staff, i.e. Principals, Director of Transportation?
14. To what extent should the Superintendent be involved in the functions of the Business Office?
15. How would you continue a policy of improvement of the school facilities?
16. Are you aware that the Board prefers residency and are you prepared to make a commitment and move to the district if offered the position?
17. How do you perceive BOCES services within the context of a total educational program?
18. Why do you want this job?