**Superintendent Interview Questions**

Brief Opening Statement explaining Why Happy Valley Is a Good Fit

Entry Plan

How would you plan to prepare for and begin your superintendency in Happy Valley?  How would you develop your entry plan and prepare for your first few weeks, months, year?

Education Philosophy

Please describe a personal experience that helped shape your educational philosophy?  How has your educational philosophy impacted the practical decisions you have made? Please give concrete examples.

Personal Characteristics/Style

What are some of your personal characteristics that you believe would make you an effective superintendent? Conversely, what weaknesses have you worked to overcome in your professional life? How did you work to overcome them?

Communication

What are your experiences building lines of communication with the following groups?  What would your strategy be to effectively communicate with all of these groups in Happy Valley? [Staff, Parents, Students, Town leadership, Community, School Committee]

Role in the Community

What do you believe the Superintendent’s role to be in the broader community?

Budget

Some of the most important decisions a superintendent will make include how they will use limited resources. Can you please tell us about your experience and vision for developing a budget, advocating for the budget, managing spending, and evaluating whether resources helped achieved the district’s goals for achievement outcomes?

Special Education

Based on the diverse and significant Special Ed population in Happy Valley, tell us how you would address the challenges of:  a) Budget; b) Teacher retention/support; c) Programming needs; and d) the ever-changing regulatory landscape.

Please talk a bit about similar programs/solutions that you spearheaded/implemented in other districts.

Facilities

Happy Valley is facing a surge in development while at the same time having schools close to maximum capacity.  Our school buildings have been well maintained, but are old and in need of renovation and/or rebuilding.  Can you tell us about any experience you may have planning and renovating or rebuilding?  Have you had any experience working with the Massachusetts School Building Authority?

Leading a Team

How do you build a leadership team? What are the characteristics of good team leaders and good team members? Please talk about a team you built or was part of that was particularly successful. Why do you think it was so successful?

Role of Principal as Building and Instructional Leader

From your perspective, what is the role of a building principal?  As a Superintendent, how would you best support the work of principals?

Accountability

Student learning is paramount to the success of any district.  With that said, identifying learning targets, measuring student growth, and determining responsibility for success continues to be under debate.  Please share your thoughts on how districts should hold themselves accountable for academic progress/improvement and what steps should be taken when benchmarks are not met.  Please share an example from your professional life.

School Culture

What are the attributes of school culture that are important to you?  How have you improved culture in a school or department to reflect these attributes?  How would you ensure that a positive culture is prevalent in every school and school department in Happy Valley?

Collective Bargaining

Please describe your experience with collective bargaining.  How would you describe a successful process?  What are the principles that guided it?

Working with the School Committee

Can you please tell us about your experience and vision of working with a school committee? You may want to talk about how you worked with a divided committee, built support for a controversial program, or communicated difficult information to the committee or town stakeholders