

2022 Superintendent Interview Questions

1. Please tell us about yourself and your experience.
2. Why are you interested in becoming the next superintendent of Douglas County School District?
3. How much direction should a superintendent give to the work that teachers and other staff perform a daily basis? How do you see your role at the individual building and department level?
4. Based on your research, please tell us about your view of DCSD's financial situation and what you would propose to the Board of Education to build a fiscally healthy and sustainable environment.
5. Please give us your thoughts on the pros and cons of a site based management model.
6. What are your strategies for fostering a healthy work environment where all employees and students feel valued and want to stay in the district.
7. As superintendent, how would you manage complaints from parents? Tell us a time when you addressed a parent complaint that required your direct involvement.
8. How will you build and maintain trust and partnerships among employees within DCSD and between DCSD and the community at large, especially given the various education choices in DCSD and current political environment?
9. What do you believe to be the critical issues that DCSD is likely to encounter in the next three to five years? And how would you address them?
10. The safety of school campuses is a growing concern. What measures would you employ to provide for safe schools? What measures have worked best for you, and why?
11. What are your thoughts on what should factor into base pay and pay raises. Relatedly, do you believe that pay should be tied to performance in any way?
12. What do you see as the community's role in helping DCSD thrive, particularly in the context of a mill and bond election? Please weave in any experience you've had with mill and/or bond elections.
13. In your strategic plan for our district, what specific areas will you focus on? Please explain your reasoning for each area.

14. Describe a major, community-related challenge you've faced in your current position and how you addressed it, to include how you have dealt with the pressure of special interest groups.
15. What do you consider the three most critical issues impacting students' lives?
16. Describe what you believe should be the proper relationship between a superintendent and the Board of Education.
17. What information do you use when making critical decisions?
18. What in your opinion is the most effective way to narrow the academic achievement gap, especially on standardized testing?
19. What would you be concerned about coming into Douglas County School District? What makes you most excited?
20. Describe a time you utilized student feedback when making a critical district decision?

Cut off questions with 10 minutes left-- What questions do you have for us?