Administrator Questions

1. (Personnel/Leadership) To quote Rick Dufour, “you have to be simultaneously loose and tight.” What will you be tight on and what would you be loose on?

2. (Academic) Have you attended a PLC Institute event? In what ways, if any, is a school focused on the PLC process different from a traditional school?

3. (Academic) A parent has come to your office upset that her son has failed English 10 with a 58% average. It takes 60% to achieve a D- but her son missed three assignments and performed poorly on one summative assessment during the quarter and now has failed. Talk us through your discussions with the parent, teacher, and principal.

4. (Academic) I am going to present you with four statements. Please tell me which statement is closest to your personal philosophy and elaborate on your thinking.
    a. I believe all students can learn based on their ability.
    b. I believe our job is to provide excellent instruction so that all students can learn to the best of their ability.
    c. I believe we must create an environment where all students can learn.
    d. I believe all students can learn and that we should be committed to doing whatever that takes.

5. (Finance) What have you dedicated your surplus funds to in your most recent budgets? If you don’t have excess funds, what is happening in your budget that is preventing that?

6. (Finance) The school board annual monitoring calendar requires a financial report in February. How will you determine your financial picture at the halfway point and what evidence will you provide to the board?

7. (Finance) Please provide short answers to the following questions regarding the budget from your present position.
    a. Has your District provided teacher increases “under” - “at” - “over”- or “well over” the annual CPI during your superintendency?
    b. Has the % spent on health insurance compared to Fund 10 increased or decreased during your superintendency?
    c. Is your OPEB fully funded? If so, how was that accomplished? If not, why not?
    d. What is your Fund 46 balance? What are the funds designated for?
    e. Has your District passed a referendum to exceed the cap? Will that be needed in the next five years?
    f. What is the biggest financial issue facing your District?
8. (Finance) Are you familiar with John Carver’s Policy Governance Model? If so, talk about the board and superintendent roles within the model.

9. (Finance) Our past superintendent did not provide teachers, principals, or buildings with budgets. Would you continue this practice of complete budget control by the superintendent or would you restore budgets for teachers and principals to work with?

10. (Finance) Many districts in the state are having difficulty balancing their budgets and providing high quality education. Rank the following factors in budgeting success and discuss why you ranked each one.
    a. Superintendent Ability or lack thereof
    b. State and Federal Budgets
    c. School Board Ability or lack of
    d. District Financial Parameters (declining enrollment/size/equalized value, etc)

11. (Finance) Pick one budget factor you must control in order to be financially successful in a small school district. To what degree do you think it can be controlled by the superintendent and how might you do that?

12. (Community) Low income and poverty is an issue in many districts throughout the state including Stanley-Boyd. How is it different working in a district with high levels of low income compared to districts where that is not an issue and do you have experience working in a low income school.

13. (Community) Most school boards and administrative teams focus on appeasing parents. We need to focus on educating our parents and community about the critical need for high achievement. How can you help us do both at the same time?

14. (Personnel/Leadership) Which leadership style is more likely to lead to high student achievement, “bottom up” or “top” down?

15. (Personnel/Leadership) John Hattie proposes that we should focus our efforts on “reducing the variability of teacher effectiveness” and “championing teacher expertise.” How would you help us pursue these goals at Stanley-Boyd?

16. (Academic) Imagine that we are about to begin the school year four years from now and we have become the district that you hoped we would become. Describe as vividly as possible what is going on in the district.

<u>Additional Possible Questions</u>

(Finance) Please make a short comment on your experience with the following:

a. District owned transportation
b. District Aquatics Center Open to the Public
c. District Operated Food Service Program
d. Alio Accounting System

(Personnel/Leadership) Our District culture of “whatever it takes” includes teachers, janitors, bus drivers, cooks, and secretaries. How will you make sure that culture Continues?

(Finance) How comfortable would you be in the role of project manager for a multi-year, multiple million dollar construction project funded from Fund 10 or Fund 46?

(Community) Describe how you would become an active member of the school community so you are known as the public face and trusted educational leader of the school district. Please provide examples of your past efforts.

(Finance) The merits of Act 10 will long be debated. Please choose one of the following statements and defend your choice.

e. Act 10 provides increased control over budget and personnel that allows for improvement in finances and student achievement.
f. Any positive financial gains from Act 10 are more than balanced out by the negative consequences associated with morale and other personnel issues.

(Finance) Tell us about an “out of the box” idea or project you completed in your District that saved money.

(Personnel/Leadership) We have an experienced administrative team who have been allowed a great deal of freedom in leading our District. How are you going to work with a team who will expect continued shared leadership?

(Personnel/Leadership) How important is staff morale? Are there specific steps you will take to help improve the morale of our staff?