



The Cosca Group
The Team Behind Your Team



50 Sample Superintendent Interview Questions

1. As the new Superintendent of the Sample County School District please describe what steps you will take during the first month, the third month, and the sixth month of your tenure.
2. Describe something you did as an educational leader that you might consider a failure and what you learned from it.
3. Describe how you feel the board of education should handle the superintendent evaluation process.
4. Describe your decision-making style. Give us a few examples of different strategies you have used for different situations?
5. Describe your leadership style.
6. Everyone has weaknesses; what managerial weaknesses do you have?
7. Do you value the arts? If so, how will you balance excellence among academics and the arts?
8. Explain your vision for board-superintendent relations?
9. Given the adaptive work required with the CCSS, how will you support teachers who are developing in certain areas, i.e. classroom management, discipline, student achievement, professionalism, and differentiated instruction?
10. No doubt you have done your homework; please describe for us what you believe our district's challenges are for the next five years.

11. High achievement of all students and accountability are priorities for the Sample County School District. How will you assess the District's current levels of performance and program effectiveness? and teacher effectiveness?
12. How do you keep your board of education informed?
13. How do you prioritize cutting the budget in the development stage?
14. Give us some examples of what you believe the board needs to know and what you think is unnecessary or inappropriate for the board to know.
15. How specifically would you prepare the board of education agenda, making sure important items are included?
16. How will you communicate with our stakeholders?
17. How would people you work with, who work for you, or that you work for describe you?
18. How would you handle a volunteer on the Community ___ Committee who is self-serving and creating problems for the group?
19. How would you prepare the board for a sensitive or difficult issue?
20. It looks like you got a degree in education and then didn't teach until 25 years later, with no additional training. Tell us about that.
21. Name three books you have read recently and how you shared the information with others?
22. Tell us the three most important attributes that qualify you for this position?
23. Review your educational history; your pivotal beliefs on public education; and why you are interested in the position of our superintendent.
24. Tell us about your current job.
25. Tell us about your most difficult administrative predicament- how you handled it and how you arrived at your decision?
26. Describe your strengths.
27. Do you have some knowledge of the 15 year history of Baldrige/Education, role model schools, and best practices in process and results?
28. Tell us about yourself, including personal background and career history.
29. We want to know how you work with different stakeholders in your district.
30. How would you recommend we collect input from our stakeholders?
31. Would you be willing to assist us in arranging times for us to talk with your constituents so we can learn more about you from their varying perspectives?
32. What are the issues inherent in promoting rigor, relevance, and relationships in secondary schools in a standards-based system? How have you provided leadership in dealing with some of those issues?

33. What do you consider to be your greatest contribution(s) to the schools you have worked in, and in light of that, what do you feel you can bring to our district?
34. What do you do to motivate teachers?
35. What does accountability mean to you? How have you succeeded in holding administrators, teachers and staff accountable? Parents? The community? Yourself?
36. What expectations would you have for assistant superintendents?
37. What is the first thing you would do upon entering the district?
38. What is your vision for leading our district and its students toward a 21st century education and how do you currently use technology to keep the community and BOE abreast of your 21st century vision?
39. What kinds of experience have you had with building construction projects; bargaining units; bus transportation companies; food services companies; town/city elected officials etc etc.....?
40. What skills have you demonstrated as a superintendent/CEO that indicate an ability to collaborate with other entities and groups to improve support for public education? With employee groups? With a board? With parents? With business?
41. How have you or how would you communicate with the board members and expect them to communicate with you?
42. What would be your three most important expectations of yourself if you were to be appointed our superintendent?
43. When evaluating principals, what do you look for as evidence that a principal is successful?
44. Explain a time when you have had to deal with a less than successful principal. What were the issues? How did you deal with them? What was the result?
45. Who would you involve in strategic planning and how would you involve them?
46. Why are you interested in being the superintendent here?
47. Would you object to individual board members approaching staff to obtain information?
48. You have a degree in Elementary Education. Did you ever teach at the elementary level?
49. You mentioned a board with a 4/3 split. Please elaborate on how you handle board conflict.
50. Do you have any questions of us?