



A TRANSPARENT ENDORSEMENT PROCESS

Every Candidate. Same Questions.

Each AAPS Board of Education candidate completed the **same written questions** and answered the **same live interview questions** (which were not shared in advance). Here is exactly what we asked.

1 Pre-interview questionnaire

Written, 19-section online form. Returned before the live interview and shared publicly.

ABOUT THE CANDIDATE

Name and contact info, occupation, years in the AAPS district, and relevant board, committee or civic leadership experience.

ENDORSEMENTS & POLITICAL CONTEXT

Are you seeking FoEA2's endorsement? What other endorsements have you received or are you seeking? Any pledges or commitments made to earn an endorsement? Have you run for or served in political office? Any political aspirations beyond the Board? Are you a member of a political party, and for how long?

CAMPAIGN FINANCING

Your fundraising plan. Are you financially supported by a PAC, which ones, and how much do you expect them to contribute?

BOARD OF EDUCATION TRAINING

Have you taken, or do you plan to take, BOE training (e.g., MASB, financial literacy for board members)? Which, and when?

OPEN-ENDED

Why are you running? What are the two most pressing issues facing AAPS? What qualities do you bring to address them? What are AAPS's two strongest assets?

QUICK RESPONSES (Yes or No; expanded on in the interview)

- ☐ Support a bell-to-bell cell phone ban in AAPS schools?
- ☐ Support requiring evidence-based, phonics-first "science of reading" instruction over balanced literacy?
- ☐ Support building consolidation or closures if required for financial sustainability?
- ☐ Support establishing a community financial advisory committee?
- ☐ Support publishing individual Board members' votes, by name, in real time on the District website?
- ☐ Support recording and publishing all BOE committee meetings?

CLOSING

Names of anyone who helped prepare the responses, and how they helped.

2 Live interview

Four areas, about 50 minutes. Same questions for every candidate.

FIDUCIARY DUTY

24 MIN

- 1 **Hiring.** On a Superintendent search team, what are the three most important attributes you would look for? 4 MIN
- 2 **Oversight.** What are your thoughts on how the Board currently evaluates the Superintendent? What, if anything, would you do differently? 4 MIN
- 3 **Budget.** Describe a difficult financial decision where resources didn't match ambitions and how you handled competing pressures from stakeholders. Then apply it to AAPS: how would you navigate public pressure, including tactics from community or special interest groups, against your fiduciary duty? 4 MIN
- 4 **Scope.** How would you keep the Board focused on the right priorities? What would you do if it ventured outside its scope? 4 MIN
- 5 **Working together.** How would you build working relationships with fellow members, including those you disagree with philosophically? How does engaging the public differ from engaging colleagues, and where is the line between healthy public accountability and undermining the Board as a team? 4 MIN

ACADEMIC HEALTH

8 MIN

- 6 **Literacy.** Michigan's third-grade reading proficiency is at a ten-year low (38.2%). AAPS began implementing the science of reading last year. How has it gone so far, and what else could AAPS do? 4 MIN
- 7 **Cell phones.** Michigan now requires districts to restrict cell phone use during instruction, and the Board recently approved a District policy. What is your perspective on the District's approach? What, if anything, would you do differently? 4 MIN

SOFT SKILLS

8 MIN

- 8 **Consensus.** Walk us through a specific decision you helped make on a board or committee: how you weighed costs and benefits, built consensus with people who didn't start out agreeing, and factored in input from those affected. 4 MIN
- 9 **Unpopular positions.** Tell us about a time you took an unpopular public position. How did you handle the backlash, and what did you learn? 4 MIN

LOOKING TO THE FUTURE

10 MIN

- 10 **Enrollment.** What can AAPS do to drive higher enrollment and prevent more attrition? 3 MIN
- 11 **Risks.** What are the biggest risks facing AAPS over the next five years, and how should the Board prepare? 3 MIN
- 12 **Vision.** What do you hope AAPS looks like four years from now, and what are two bold ideas for getting there? 3 MIN

Excellent schools start with honest conversations.

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