

**Ann Arbor Public Schools Superintendent Search
Questions from First Interviews**

1. Tell us a little bit about yourself.
2. What is it about this position that makes you want to make a change at this time in your professional career? Please be specific.
3. During your first year in Ann Arbor, how might you go about determining the strengths and weaknesses of our school district? What specific steps would you take?
4. How would you communicate your vision of quality education for the future to the board, staff, and community? Please specify the steps you would take.
5. What would you do to positively impact student achievement? Please discuss in detail successful efforts to narrow or close identified achievement gaps in your current district.
6. Ann Arbor is operating with a district-wide strategic plan in place, and is in the midst of doing a mid-plan assessment and reaffirmation. How will you approach the implementation and administration of a strategic plan constructed and implemented before your arrival?
7. What innovative approaches have you employed to address budgetary constraints while preserving programmatic excellence?
8. The Ann Arbor Public Schools provides many choices for our students, including alternative schools, the Early College Alliance, the WAY program, the Options program, an IB initiative, the LAB initiative, and partnerships such as that supporting our world language program. What would be your approach to continuing to foster innovation, partnerships, and choice for our students? If possible, cite examples.
9. How did you (or would you) build a good working relationship between the board and the superintendent? Please cite examples.
10. What do you consider to be your major strengths as an administrator and a leader? What have you targeted for personal or professional development?
11. Tell us how you would build consensus and develop teamwork among those individuals and groups that you serve.
12. Could you tell us about someone who was an important mentor to you and how they influenced your leadership style?
13. What one decision that you made in the last year or so would you reverse or at least reconsider and modify?

14. When you are hiring an administrator at the deputy superintendent or assistant superintendent level, what are the most important qualities you look for? Why would someone with those qualities be willing to come and work for you?
15. As superintendent, how do you delegate authority while maintaining accountability? Please give us an example.
16. What experience have you had in working within a community of diverse elements such as socio-economic and educational levels, culture, race, ethnicity, sexual orientation, and gender expression? Please explain in detail.
17. How have you managed inclusion, specific needs of a subgroup, and the various educational gaps, while operating within various local, state, or federal laws? Please cite and explain one or two examples.
18. How would you handle decisions that are unpopular with the public but educationally necessary? Please cite actual examples.
19. How do you approach negotiations with employee bargaining groups, especially in light of the current financial climate?
20. What do you think is the right approach to teacher and administrator evaluation and compensation?
21. What has been your success as a school leader in partnering with higher education and the business community? Please mention the partnerships that have developed as a result of your leadership.
22. How would you describe the role of superintendent as it relates to public education advocacy? Please tell us about whatever your experience might be in this area.
23. Given the changing dynamics of public education, what do you see as the critical issues in the next five years?
24. What questions do you have for us?