

Suggested Superintendent Interview Questions
Submitted by the Committee

1. What do you believe to be the roles and responsibilities of a superintendent?
2. What do you consider to be your greatest strengths as a potential superintendent?
3. When it comes to decision-making, how would you describe your personality type?
4. Why our district? What do you see in our county and district that interests you?
5. If you are selected, what would be your process for taking over the helm of Superintendent?
6. Flagler Schools has implemented a 1:1 initiative; what are your thoughts on blended learning?
7. What do you consider to be your greatest contribution(s) to the schools/districts you have worked in, and in light of that, what do you feel you can bring to our district?
8. What methods will you use to keep yourself and the school board “current” on important community and school matters?
9. How important to you are community ideas and parent/community input into District decision-making? How will you facilitate the flow of information from the District to parents and the community? How will you facilitate the flow of ideas and critical feedback from parents and other citizens back to the District?

10. How would you go about establishing good public relations within the school community and overall community?
11. Do you have any ideas on how you can increase parent participation within the schools and also attendance at school board meetings?
12. Tell us about your experience in developing school board policies and setting district goals.
13. How would you work with legislators to positively impact education issues that affect this school district?
14. How have you been involved in the district negotiations (collective bargaining) process? Explain your experience
15. What experience have you had in managing a District Budget?
16. What is your experience with tax referendums and/or capital campaigns?
17. What experience do you have in developing programs designed to increase the academic achievement levels of at risk students?
If you have employed such programs, what has been your record of success?
18. In the area of student discipline, what is your position on zero tolerance policies?
19. In any capacity (teacher, administration, district level) - what sort of unique, creative, inspired, "out of the box" type of idea did you implement that saw results? Have you been involved with new and different education reforms that helped students achieve? Explain.

20. What is the one thing you learned from each step in your career (teacher, admin, district) that you think has helped you to become the type of superintendent our district needs?
21. What leadership and communication method best describes how you relate to your Students, Parents, Teachers, Employees and your Employers?
22. What reading or other education classes do you or have you used to excel in both leadership qualities and Communication skills?
23. What plans would you implement to improve the graduation rate for students with disabilities? Currently the students in Flagler County are ranked 50th in the state.