

CMS Interview Questions - First Round

QUESTION	SCORING GUIDELINES
<p>1. What is your philosophy on public education, what do you believe is the role of public education in society as a whole and Mecklenburg County as a whole.</p> <p><u>FOLLOW-UP:</u> Describe your vision of a “world class” education system. As Superintendent what role(s) must you play to ensure the success of such a district?</p>	<p>Look for qualities such as:</p> <ul style="list-style-type: none"> • Successful leadership experience • Current knowledge of Educational issues • Dedicated and passionate • Friendly, open presentation style • Poise • Good Rapport with group • Energetic • Enthusiastic • Articulate, good grammar • Dedicated to Youth & Public Education • Inspirational • Strong interpersonal skills • Community leader as well as District leader <p>FOLLOW UP Look For:</p> <ul style="list-style-type: none"> • Ability to articulate a vision and their role in creating and sustaining success

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<p>2. Please describe for us your perception of the role of the Superintendent, the Board of Education as a whole, and individual Board members. Simply put, what is your understanding of the relationship between the Superintendent and the Board?</p>	<p>Look for:</p> <ul style="list-style-type: none">• Understands and respects the roles of the Board of Education• Distinctions between management and leadership;• Distinctions between governance and management principles;• Identifies specific strategies to inform, gain input from and collaborate with the Board <p>May want to ask a follow-up question about their knowledge of or experience with some form of shared governance.</p>

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<p>3. As the new Superintendent, please describe your actions/plans/goals for the first 100 days? The first six months of your tenure?</p> <p><u>FOLLOW UP:</u> How would you gauge your success at the end of your first year?</p>	<p>Look for:</p> <ul style="list-style-type: none"> • Process to introduce self to the community through meetings, one-on-one meetings, media and other like strategies; • Gather information/data about issues and needs that need to be addressed; • Identifies strategies on how to get to know key individuals in the District, Community, Region, and State. <ul style="list-style-type: none"> • Provides strategic initiatives to the Board that give direction and specificity to issues that need to be addressed:

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<p>4. High performing students and accountability are priorities. How will you assess the District's current levels of performance; program effectiveness, and teacher effectiveness?</p> <p><u>FOLLOW-UP:</u> Tell us your thoughts on Weighted Student Staffing, Strategic Staffing, etc.)?</p>	<p>Look for:</p> <ul style="list-style-type: none"> • Teaching experience and basic knowledge of data analysis, instructional strategies, classroom management techniques; • Formal education, training, and workshops in these areas; • Experience developing curriculum and knowledge of standards in core curricular areas; • Experience with a variety of assessment strategies to diagnose individual, classroom and site learning needs (teacher initiated tests, portfolios, district assessment related to curriculum, state assessments and nationally standardized tests); • Strategies to gather data regarding the effectiveness of programs; • Evidence that understands the principles of learning; Evidence of knowledge and skills of evaluating personnel; • Evidence that candidate understands the relationship between the written curriculum, the taught curriculum, and the tested curriculum.

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<p>5. How would you characterize your relationships with employee groups and/or groups advocating on behalf of employees in your present position? What, if anything, would you change in these relationships?</p> <p><u>FOLLOW-UP:</u> describe how you would manage effective communications with your staff and with parents/students in order to achieve district goals?</p>	<p>Look for:</p> <ul style="list-style-type: none"> • Values collaboration with employee groups; • Demonstrates initiative by seeking involvement of employee groups in critical activities and decisions; • Evidence of self-reflection and personal responsibility for the success of employee relations <p>FOLLOW UP Look For:</p> <ul style="list-style-type: none"> • Signs of effective and proactive communications • Active engagement of parents and students as stakeholders. • Ability to use communication as a tool to deliver on district goals.

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<p>6. What type of leader are you:</p> <ul style="list-style-type: none"> • One who will allow the board to develop and give a plan of action to you? • One who would work alone to develop a plan of action and then present it to the board? • One who would collaboratively with the board to develop a plan of action? <p><u>FOLLOW-UP:</u> Describe your decision-making style. Give us a few examples of different strategies you have used for different situations</p>	<p>Look for:</p> <ul style="list-style-type: none"> • Recognizes need for swift, unilateral decision-making in times of crisis; • Generally collaborative, not autocratic; • Believes that staff, parents and community involvement is essential for many decisions; • Evidence that decisions are data driven; • Evidence that understands the continuum of decision making ranging from autocratic to that of consensus; • Evidence that understands the difference between governance/policy decisions made by the board and those of management.

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<p>7. Please tell us about your experience with intergovernmental relations. Specifically, in what ways have you interacted with local government entities and officials?</p> <p><u>FOLLOW-UP:</u> Ensuring adequate and equal facilities is essential to meeting the needs of our students and community. What has been your experience with bond elections? Please describe your specific responsibilities, and the results of your efforts.</p>	<p>Look for:</p> <ul style="list-style-type: none"> • Appreciation for the mutual benefits of strong connections to local government; • A track record of partnership with municipalities; • Recognizes the district’s role as part of the public service and governance structure of the community. <p>FOLLOW UP Look For:</p> <ul style="list-style-type: none"> • Demonstrated success in bond elections; • Strategic approach to campaign, including key stakeholders involvement; • Evidence of accurate future planning for facility needs; • Awareness of voters’ interests and concerns.

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<p>8. Motivating others to follow your lead, especially on the face of resistance, is a key leadership trait. Describe a situation in which you motivated others to follow your lead in the face of resistance. How did you accomplish that?</p> <p>FOLLOW-UP: Describe a situation/event where you met with participants that were of differing opinions or were hostile in nature. What did you do and what was the outcome?</p>	<p>Look for:</p> <ul style="list-style-type: none">• Evidence of sound listening skills;• Evidence of techniques to control one's personal response to participants;• Evidence that focus is on the issues and not the participants;• Strategies to de-escalate emotions and initiate problem-solving;• Strategies to control the environment and the processes used to discuss controversial issues.

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9. What experience do you have managing public/private partnerships like the one CMS is entering into with Project Lift?	Look for: <ul style="list-style-type: none">• Experience with and affinity for public/private partnerships• Strategic approach to campaign for and encourage the involvement key stakeholders;• Any reservation candidate may have regarding the use of outside funds with the district
10. This concludes are interview questions. Do you have a closing comment you wish to make or to provide us any information that may not have emanated from this interview that would be valuable to us as we proceed with our selection process?	