Austin ISD Superintendent Search - Interview Questions Round 1

1) Why are you interested in the Austin ISD Superintendent position?

2) Let’s talk about the relationship between the superintendent & the school board.
   • How would you define the role of each?
   • What is your perspective & strategy for building relationships w/ board members, individually & as a body corporate?

3) Give us a specific example of when you have had to make a difficult decision despite opposition from either staff or the larger community, or both.
   • What did you find most challenging?
   • What was your process to arrive at your decision?
   • How did you communicate and what was the outcome?

4) What does effective and strategic communication look like?
   • What strategies would you use to communicate effectively across cultures in a district of our size?

5) How do you measure school and student success beyond standardized test scores?
   • What strategies do you develop and support to bring up the accountability rankings of struggling schools?

6) How do you retain, recruit and support effective, diverse leaders?
   • How do you develop diverse leadership within an organization?
   • Give specific examples of strategies used, challenges overcome, successful implementation and results.

7) How do you define equity?
   • How do you build trust with historically underserved and marginalized communities while also being inclusive of all communities?

8) How do you drive academic excellence in a large, diverse school system?
   • How have you closed achievement gaps between student groups in your current or previous positions?
9) As the new Austin ISD Superintendent, how do you ensure the district budget reflects Board priorities, the strategic plan and that resources are equitably allocated among our schools?

10) How do you approach enrollment growth/decline, school changes/consolidation efforts and bond construction to strategically manage district resources while also building support within the community?

11) In the 2020-2021 school year we will face unprecedented challenges.
   - Walk us through the steps you would take in your first weeks and months to address them?
   - How would you measure success?

12) Is there anything we haven’t asked you that you would like us to know?