

Austin ISD Round 2 Interview Questions

[Note – Each candidate was asked the five questions listed below, with additional follow up questions from Trustees using the bulleted sub-questions as a guide. In addition, time was reserved at the end of each interview to allow the candidates to ask questions of the Board, and for Trustees to ask any remaining questions they wanted to have answered.]

Question 1: You have had an opportunity to review our data. What can you glean about our specific challenges?

- Are there any specific innovations, initiatives or instructional programs you might recommend to improve our educational programs and why?
- What role do you see business or nonprofit partners playing in improving outcomes?
- What techniques would you recommend to ensure all students, even those struggling with dyslexia, are learning to read?
- What results have you achieved in your career that demonstrate your effectiveness in helping students with special needs?

Question 2: How would you implement anti-racism and cultural proficiency in AISD? And, how would use community feedback to hold AISD accountable to this work.

- What would you expect an AISD equity strategy to look like?
- How would you arrive at an equity strategy the community will co-own?

Question 3: What does respect mean to you?

- What are some ways AISD could demonstrate respect to students, families, employees and the community.
- Describe your ideal organizational culture or work environment? How would you develop such a culture here in AISD?
- How do you work with staff members who challenge your authority and/or direction?
- Have you ever personally had to fire anyone? What was your approach?

Question 4: How would you advocate for students both locally and in the legislative arena?

- What is your knowledge of public school finance in Texas? If low, how will you get up to speed?
- What is your experience in collaborating with local and state elected officials?
- How has your advocacy resulted in expanding opportunities for students in your district?

Question 5: If you and another candidate are very evenly matched, what would be one distinguishing characteristic that would separate you and make you the best choice to be our next superintendent?