

## DCPS Rising LC: Recommendations Memo Outline

### **Introduction**

- Convey sense of urgency and importance

### **Background**

- Overview of makeup of Committee
- Goals of the Committee
- Summary of Committee meeting dates, agendas

### **Recommendations**

#### *Introduction to recommendations,*

- How did the Committee integrate the themes into their thinking?

#### *Interview and Selection Factors*

- **The candidate should have a deep commitment to educational equity and racial/social justice issues.**
  - Interview Questions:
    - What experience or evidence do you have in reducing the achievement gap?
    - What experience do you have working with communities/students of color?
    - What experience or evidence do you have in raising achievement?
    - How does systemic racism effect public education and what is your vision to address this in DCPS?
    - How would you facilitate conversations about issues of race and class?
    - How would you approach/engage stakeholders on issues of race and class?
  - Vetting Considerations:
    - The candidate should demonstrate a sense of urgency for this work.
    - The candidate should demonstrate a commitment to teacher/staff diversity.
- **The candidate's leadership style and management experience are critical factor to consider.**
  - Interview Questions:
    - What is your experience managing complex, large organizations/systems?
    - What is your biggest failure? How did you recover?
    - Why would you want this job? What are your motives?
    - What would you do to engage parents, teachers, and other stakeholders, including unions?
    - How would you manage community engagement?
    - Why would a child want to come to DCPS? Why would a parent?
    - Why would people want to work under you?
  - Vetting Considerations:
    - The candidate should demonstrate success in engaging parents and teachers
    - The candidate should have a strong and clear vision for how parents and teachers play a role in the development and direction of DCPS
    - The candidate should have significant experience managing large organizations, with large budget and staff.

- **The candidate should be strategic and thoughtful in their approach to learning and instruction.**
  - Interview Questions:
    - How do you achieve balance between innovation and persistence? What could that look like here in DC?
    - How do you navigate competing interests and constituencies? What process do you use to prioritize?
- **The candidate should understand and be able to navigate the unique educational landscape of the District.**
  - Interview Questions:
    - How would you navigate a system with a mayoral control governance structure?
    - How can DCPS thrive in a two sector (DCPS/PCS) city?
    - How would you work strategically with what DC has?
    - What is your vision for the DCPS portfolio?
- **Other**
  - Inherently understands the needs of students
  - A focus on developing the “whole child”
  - How do you view college preparedness and what is your vision for working with higher education?

**Conclusion**

- Acknowledgments
- Looking forward