

RECOMMENDED INTERVIEW QUESTIONS

Equity and Closing the Opportunity (Achievement) Gap

1. What evidence can you cite to demonstrate your expertise in developing successful and specific programs and methods to reduce the opportunity (achievement) gap among students in school systems where you have previously held positions of leadership responsibility? How would you measure it?
2. What is the role of the school system in creating and furthering equity and opportunity?

Learning and Instruction

3. What would you do to ensure that instructional programs and school investments address the social, emotional, and academic needs of all students, so they can reach their full potential?
4. How do you address the tension created by high stakes testing and SEL in the current system of principal and teacher evaluation?
5. Considering the many implications of ongoing change management for the school system, how do you achieve balance between innovation and continuity? What kinds of curricular innovations have you led in prior school systems and how did you measure their success?

Management Expertise

6. What is your experience managing complex, large organizations/systems? What evidence can you present of your success in these organizations?
7. Why would people want to work with you? How have you recruited and retained top talent on your teams? What is your method for sustaining high-performing executive teams? What kind of succession planning have you engaged in previous positions?
8. Who is at the center of your management approach?

Knowledge of the DC Education Landscape

9. How would you identify and develop opportunities and relationships to support and further your work and the success of DCPS, particularly given the many educational resources of Washington? What kinds of partnerships have you built in previous roles, and how did you leverage those partnerships to support improved student outcomes?
10. What will you prioritize in your first month, six months, to learn or deepen your understanding of the needs, aspirations, and assets of all of DC's communities? How do you believe DCPS is similar or different from your previous school leadership experiences, and what do you see as your most significant area for learning or growth?

Engagement and Shared Decision-Making

11. What do you believe is the ideal balance of engagement and shared decision-making at the school-, community-, and district-level, and how will you put in place the supports and systems needed to sustain this? What do you believe DCPS is doing that's working, and what are we currently doing that's hindering this kind of engagement; how would you address those things that aren't working?

12. What is your experience in working with immigrant populations LEP communities, in terms of engagement and understanding the community's needs?

13. Given the important role of educators and the unions that represent them, in the success of the school district, how will you ensure that the policies and practices of DCPS are informed by educators? What previous experiences do you have collaborating with unions to support improved student outcomes?

Focus on Educators

14. What is your approach to recruiting and supporting a diverse body of teachers and school leaders, particularly to ensure retention of educators?

15. What do you believe is the fairest way to hold educators accountable for student learning outcomes? How will you engage DCPS teachers and principals to assess the current accountability framework to ensure our educator evaluation system continues to improve and strengthen, and continues to support improved student outcomes?

Champion of DCPS

16. What would your strategies be for being an effective and independent champion of DCPS in the context of an overall system that includes both charter schools and DCPS schools? How have you navigated competing interests and constituencies, and what process do you use to set priorities?

17. Are you committed to a municipally-led, by-right system of public schools for elementary, middle, and high school children in every neighborhood of DC?

Needs to be Successful?

18. Given what you know about the District, our schools, and our goals, what will you need, particularly as it relates to budget and to authority, to ensure DCPS reaches its goals?

Building Trust

19. Given your understanding of the challenges DCPS has faced in the last year, what strategies would you pursue to rebuild trust with key constituencies, including parents, students, educators, and the DC Council?

Leadership

20. What previous experience do you have successfully planning and implementing large-scale change management? How will you identify your first months, six months', and first year priorities, and how will you measure your progress and success?