

## HINGHAM SCHOOL COMMITTEE

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## SCREENING COMMITTEE SUPERINTENDENT CANDIDATE INTERVIEWS

### I. Welcome/Introductions

### II. Background

Our Superintendent, Dr. Dorothy Galo, is retiring at the end of this school year after serving Hingham as a teacher, administrator and superintendent for 18 years. This committee is responsible for interviewing selected candidates in order to recommend finalists to the School Committee for their consideration. It is anticipated that an appointment will be made in January.

### III. Interview Format

We have planned a one-hour interview with about 10 questions. We ask that you gear your response time accordingly, with the clock across the way for your convenience. We may have a few follow-up questions and, hopefully, time will remain at the end of the hour for you to ask us questions or share any additional information.

### IV. Prepared Questions

1. We have all read your materials, so we know something about you. Please take a couple of minutes to tell us more about yourself, your career, and your interest in Hingham, and your future aspirations.
2. When you have visited classrooms, what specifies have you looked for in determining that high quality, "whole child", teaching and learning was taking place? In your current role, in what ways do you interact and connect with students?
3. When you assess the effectiveness of your special education programs, what are some of the criteria you use? What core values should drive these decisions?
4. Explain the process you use in developing a school system budget and how you go about selling your proposed budget to the School Committee and community.
  - a. Can you explain your thought process in deciding what programs or personnel additions will be proposed versus those that may be modified, significantly reduced or cut?

5. How have you been proactive in the face of challenging facilities and how have you managed facility concerns both on a daily basis and in creating a long-term solution?
6. Can you give us a concrete example of a difficult decision you made that you knew would be controversial? How did you handle it with the staff, students, parents, union leadership, School Committee and community at large?

NOTE: This is the mid-point of the question and answer part of the interview. If the interview is falling behind schedule due to the candidate's response time, we may want to remind the candidate of the approximate remaining time at this point.

7. Our HPS Leadership Team, composed of Central Office administrators, principals, curriculum directors and resource teachers, has conducted a number of book studies over the past few years, on topics of general educational interest. Titles have ranged from Nadja Reilly's *Anxiety and Depression*, to Jamie Vollmer's *School's Cannot Do It Alone*. What title would you suggest for our next book study and why?
8. What are three ways technology initiatives are used in your current district and how do they contribute to the district's success? What would you add?
9. As Superintendent, how would you ensure a vertically and horizontally articulated curriculum while preserving opportunities for creativity of individual teachers?
10. As superintendent in Hingham you will be a member of the town leadership team. Will you share with us your experiences in working /collaborating with other municipal departments?
11. Candidate Specific Question #1
12. Candidate Specific Question #2
13. Is there something you hoped we would ask that you were prepared to answer? Or do you have any questions for us?

#### V. Closing

Thank you for your time and consideration of Hingham Public Schools. NESDEC will be following up with you on next steps in our search process.

#### Additional Questions Developed by Screening Committee

How do you educate the "whole child"? What are the essential components of a well-rounded program of studies?

When you visit a classroom how do you determine that high quality teaching and learning is taking place?

What are the most important components of a successful home and school partnership?

How do you judge the validity and practicality of a new concept in education? If you thought it had considerable merit, how would you introduce it to the school system and deal with possible resistance to it.

How would you define or describe “inclusive and effective communication” when it comes to communicating with the school committee, faculty, students, families, and/or the community? What forms does it take? What media do you feel is most effective, and why? How would you describe the “tone”? How might it change based on each of these different groups? Please provide examples.

How have you dealt with difficult people you have had to confront, and how would you mentor a principal or subordinate leader to deal with difficult people?

What have you done to increase ELL student academic success as well as support ELL families and include them in their student’s learning as well as the school community as a whole?

What does effective professional development “look like”? Give a specific example of effective professional development that you have organized or facilitated. Give a specific example of professional development that did not yield desired or lasting results and explain how you would approach that topic differently if you were to offer a program in that domain again.

Describe a recent unpopular decision you made and what the result was.

What process do you/would you use for calling a snow day and how you would go about communicating that to students/community?