

## CV Screening Tool: State Superintendent Search

### Instructions:

Review each CV and score each domain based on clear, documentable evidence. Use the rubric below. Total scores will help identify the most competitive candidates.

Score	Description
<b>4 – Exceeds Expectations</b>	<b>Demonstrates multiple examples or experiences in the domain with consistent measurable results or sustained leadership.</b>
<b>3 – Meets Expectations</b>	<b>Demonstrates singular ability in the domain with measurable results or sustained leadership.</b>
<b>2 – Approaching Expectations</b>	<b>Domain is generally referenced or lacks specificity relative to responsibilities or impact.</b>
<b>1 – Below Expectations</b>	<b>Domain is not addressed or unrelated experience is provided.</b>

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### Core Domains

Domain	Description	Score (1-4)
<b>1. Executive Leadership Experience</b>	Held senior leadership roles in education systems (e.g., state agency, district superintendent, or equivalent) with system-wide impact.	
<b>2. Strategic Vision &amp; Implementation</b>	Experience developing and implementing strategic plans that led to measurable improvements in student outcomes.	

<b>Domain</b>	<b>Description</b>	<b>Score (1-4)</b>
<b>3. Academic Achievement &amp; Equity Focus</b>	Evidence of leadership that improved outcomes for diverse student populations, including underserved groups.	
<b>4. Political &amp; Policy Acumen</b>	Experience working with legislators, state boards, or political bodies to influence or implement education policy.	
<b>5. Fiscal Management</b>	Oversight of significant public education budgets with strategic resource allocation aligned to priorities.	
<b>6. Stakeholder Engagement</b>	Experience engaging and aligning diverse stakeholders (families, educators, lawmakers, students, etc.) around shared goals.	
<b>7. People Management and Development</b>	Proven ability to recruit, develop, motivate, and retain high-performing teams; experience fostering a positive and productive work culture	
<b>8. Instructional Leadership</b>	Demonstrated understanding of curriculum, instruction, and assessment, especially aligned to state and federal standards.	
<b>9. Change Management &amp; Innovation</b>	Led large-scale system changes, reform initiatives, or innovation efforts with demonstrated success.	
<b>10. Communication Skills</b>	Evidence of clear, compelling public communication—written or spoken, including media, community engagement, or board leadership.	
<b>11. Alignment with Nevada's Priorities</b>	CV reflects familiarity with or readiness to lead in Nevada's educational context (PCBE, workforce readiness, equity, etc.).	

Total Score: \_\_\_\_/44\_\_\_\_

Next Step Recommendation

- **24–30 points:** Highly recommended for interview
- **18–23 points:** Consider for interview based on pool strength
- **Below 18 points:** Not recommended for initial interview round

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### **Optional Notes Section**

Use this area to document standout strengths or red flags:

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