



Superintendent Candidate Interview Questions

Philosophical Clarity on Policy Direction

What do you believe is the most pressing issue in Nevada education today, and how would you address it?

Innovation and Modernization

How familiar are you with Nevada's Portrait of a Learner and relevant national frameworks? How would you ensure that Nevada's approach continues to evolve while remaining grounded in a whole-child philosophy? Looking ahead, what is your vision for the Portrait of a Learner over the next five years, and how would you measure meaningful progress toward that vision?

Equity and Student Success

What is your strategic vision for improving student outcomes in Nevada, particularly for underserved student groups such as multi-lingual learners, students with disabilities, and students experiencing homelessness.

Visionary and Instructional Leadership

Describe a time you led a large-scale effort that significantly improved student outcomes. What measurable results did you achieve, what strategies did you use, and what was your role? How did your efforts close achievement gaps across various student subgroups?

Organizational and Systems Leadership

Part 1:

How would you implement statewide initiatives across 17 diverse districts? How would you balance both enforcing policy and accountability measures while also maintaining strong, collaborative relationships with districts?

Part 2:

As State Superintendent, how would you leverage state policy, funding, and partnerships to create the conditions that improve educator retention across Nevada's diverse districts?

Political and Fiscal Savvy

Share an example of a time when you had to make difficult budget decisions to align with strategic priorities. In your response, please describe how you managed constraints, secured stakeholder buy-in, and how your experience prepared you to navigate Nevada's unique educational funding structures and governance model.

Stakeholder Engagement and Communication

How would you collaborate with the State Board of Education to ensure alignment on priorities and shared accountability for outcomes? In your response, please describe who else you would engage—such as students, legislators, state agencies, or community and business partners—and how you would ensure that student voice meaningfully informs state-level decision-making