



Superintendent Interview Rubric

Category	Score: 4 – Exceeds Expectations	Score: 3 – Meets Expectations (Target)	Score: 2 – Approaching Expectations	Score: 1 – Below Expectations
Philosophical Clarity and Policy Direction	Clearly articulates a values-driven philosophy grounded in public education. Identifies the most pressing issue in Nevada education and offers a thoughtful, actionable approach to addressing it.	Expresses coherent beliefs and relevant responses to policy matters. Describes current challenges and potential solutions with some specificity.	Values and policy stance are vague, reactive, or lack depth. Identifies issues without clear plans.	Lacks philosophical clarity or alignment with Nevada’s public education system.
Innovation and Modernization	Demonstrates deep understanding of Nevada’s Portrait of a Learner and whole-child frameworks. Leads with vision for the future and uses measurable goals to guide evolution of state priorities.	Balances innovation and practicality. Shows familiarity with whole-child approaches and national trends.	Some openness to innovation, but limited vision or unclear strategies.	Unfamiliar with innovation frameworks; lacks future-focused thinking.
Equity and Student Success	Deeply equity-driven; demonstrates specific results improving outcomes for underserved students, including multilingual learners, students with disabilities, and students experiencing homelessness. Uses disaggregated data and systems-level solutions.	Clear commitment to equity with relevant strategies and data awareness. Some record of improving outcomes for underserved groups.	Vague references to equity; limited examples or focus on subgroup success.	Little or no emphasis on equity. Lacks examples or measurable progress for diverse learners.

Category	Score: 4 – Exceeds Expectations	Score: 3 – Meets Expectations (Target)	Score: 2 – Approaching Expectations	Score: 1 – Below Expectations
Visionary and Instructional Leadership	Vision and leadership are bold, strategic, and highly tailored to Nevada. Demonstrates deep instructional credibility and clear systems-thinking through a proven ability to lead large-scale efforts that improve student outcomes and close gaps.	Clear and grounded vision, instructional credibility, and awareness of systems-level leadership. Describes relevant experience with student outcome improvements.	General or limited vision; surface-level understanding of instructional priorities or leadership. Examples lack measurable results.	Vision lacks clarity or strategic depth. Limited instructional experience or disconnect from Nevada context.
Organizational and Systems Leadership	Proven record of leading complex systems across diverse geographies. Demonstrates ability to implement statewide initiatives while maintaining both policy enforcement and collaborative district relationships.	Understands system-level leadership; describes feasible implementation and communication strategies.	Partial understanding of scale, accountability, or collaboration challenges.	Lacks clarity on statewide leadership, enforcement, or district coordination.
Educator Workforce Strategy	Effectively leverages state policy, funding, and partnerships to strengthen educator recruitment and retention across diverse settings. Offers scalable, actionable strategies aligned with Nevada's context.	Understands the drivers of educator workforce stability and offers feasible ideas to address them.	General awareness of educator challenges without strategic approach or statewide vision.	Lacks understanding of Nevada's educator workforce context or presents unrealistic approaches.
Political and Fiscal Savvy	Expertly navigates political environments; has led major fiscal or legislative strategies with success. Anticipates and addresses constraints while building broad stakeholder support.	Shows political awareness and fiscal competence; ties budget decisions to strategy. Builds productive relationships with decision-makers.	Understands budget basics or political context but lacks detailed experience or stakeholder coordination.	Lacks fiscal acumen or understanding of Nevada's political environment.

Category	Score: 4 – Exceeds Expectations	Score: 3 – Meets Expectations (Target)	Score: 2 – Approaching Expectations	Score: 1 – Below Expectations
Stakeholder Engagement and Communication	Strong communicator with a record of building trust across diverse communities. Actively partners with the Board and others (e.g., students, agencies, legislators) to ensure alignment and shared accountability.	Demonstrates sound engagement practices and understands communication needs across communities. Values collaboration with key partners.	General engagement strategy; lacks specificity or examples of authentic collaboration.	Weak communication or stakeholder alignment skills. No engagement strategy evident.



Superintendent Interview Question: Scoring Form

Instructions: Enter the final score (1–4) for each category based on the candidate’s responses.

Category	Final Score (1–4)
Philosophical Clarity and Policy Direction	
Innovation and Modernization	
Equity and Student Success	
Visionary and Instructional Leadership	
Organizational and Systems Leadership	
Educator Workforce Strategy	
Political and Fiscal Savvy	
Stakeholder Engagement and Communication	

Total Score: _____ / 32