



Superintendent Interview Rubric

Category	Score: 4 – Exceeds Expectations	Score: 3 – Meets Expectations (Target)	Score: 2 – Approaching Expectations	Score: 1 – Below Expectations
1. Visionary and Instructional Leadership	Vision and leadership are bold, strategic, and highly tailored to Nevada. Demonstrates deep instructional credibility and clear systems-thinking.	Clear and grounded vision, instructional credibility, and awareness of systems-level leadership.	General or limited vision; surface-level understanding of instructional priorities or leadership.	Vision lacks clarity or strategic depth. Limited instructional experience or disconnect from Nevada context.
2. Equity and Student Success	Deeply equity-driven; demonstrates specific results improving outcomes for underserved students. Uses disaggregated data and systems-level solutions.	Clear commitment to equity with relevant strategies and data awareness. Some record of improving outcomes.	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.
3. Organizational and Systems Leadership	Proven record of leading complex organizations or systems through change. Effective structural solutions and implementation plans.	Demonstrates knowledge of how to improve systems and structure. Past success with teams and departments.	Some awareness of systems issues but lacks clarity on structural changes or team leadership.	No clear systems leadership experience. Response lacks structure or realism.
4. Political and Fiscal Savvy	Expertly navigates political environments; has led major fiscal or legislative strategies with success. Anticipates and solves policy-level barriers.	Shows political awareness and fiscal competence; ties budget to strategy. Builds relationships with lawmakers.	Understands budget basics or policy context but lacks practical experience or detail.	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
5. Stakeholder Engagement and Communication	Strong communicator with a record of building trust across diverse communities. Brings stakeholders together toward shared goals.	Demonstrates sound engagement practices and understands communication needs across rural and urban areas.	General approach to engagement; lacks specificity or evidence of trust-building.	Weak communication or stakeholder alignment skills. No engagement strategy evident.
6. Innovation and Modernization	Pushes forward innovative solutions while respecting compliance needs. Leads with future-ready thinking and scalable ideas.	Balances innovation and practicality. Some experience leading modernization efforts.	Some openness to innovation, but lacks clarity or actionable ideas.	Unfamiliar with innovation or overly cautious; lacks future-focused thinking.
7. Philosophical Clarity and Policy Direction	Demonstrates a clear, values-driven philosophy that aligns with public education. Thoughtfully articulates stances on key policy issues with consistency and depth.	Expresses coherent values and offers thoughtful, relevant responses on controversial or complex policy matters.	Philosophical stance is vague, reactive, or lacking in coherence. Some inconsistency in values or policy outlook.	Lacks clear policy beliefs or demonstrates misalignment with the values of Nevada’s public education system.



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)
Visionary and Instructional Leadership	
Equity and Student Success	
Organizational and Systems Leadership	
Political and Fiscal Savvy	
Stakeholder Engagement and Communication	
Innovation and Modernization	
Philosophical Clarity and Policy Direction	

Total Score: _____ / 28

Recommendation:

- ☐ Strongly Recommend Advancing (25–28)
- ☐ Recommend for Further Review (21–24)

☐ Recommend with Reservations (17–20)

☐ Do Not Recommend (16 or below)

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