



Sample Performance Tasks for Superintendent Candidates

Performance Task 1: Statewide Vision & Strategic Priorities Briefing

Task Title: *"Your Vision for Nevada: 2025 and Beyond"*

Prompt:

You have just been appointed State Superintendent. In preparation for your first State Board meeting, draft a strategic briefing (2–3 pages) and accompanying 10-minute oral presentation outlining:

- Your vision for Nevada's education system
- 3–5 strategic priorities aligned to state needs
- Key short- and long-term actions you would initiate within your first year
- How you would engage diverse stakeholders in shaping and supporting this vision

Assessed Areas:

- Visionary leadership
- Strategic alignment
- Stakeholder engagement
- Communication & clarity of thought

Purpose:

Uncovers how well a candidate understands Nevada's context, communicates vision, aligns goals to real needs, and initiates stakeholder buy-in.

Performance Task 2: Fiscal Planning & Policy Advocacy

Task Title: *"Budgeting for Equity and Impact"*

Prompt:

You are preparing to present a revised state education budget to the legislature during a year of limited revenue. You must:

- Allocate \$500M across 5 major initiatives: literacy improvement, educator recruitment/retention, Personalized Competency-Based Education, technology access, and school safety.
- Justify your allocations in a short budget summary (1–2 pages).
- Develop a brief talking points memo (1 page) for legislators that advocates for your budget and prepares you to answer political pushback.

Assessed Areas:

- Fiscal responsibility and alignment
- Political acumen and legislative communication
- Equity and decision-making under constraints

Purpose:

Evaluates whether candidates can translate policy goals into budget strategy and navigate political conversations around resource tradeoffs.

Performance Task 3: Systems-Level Initiative Design for Student Outcomes

Task Title: *"Accelerating Student Outcomes Across Nevada"*

Prompt:

Choose one area where Nevada's student outcomes are lagging (e.g., early literacy, college/career readiness, achievement gaps). Design a 3-year statewide initiative that includes:

- Problem analysis using available data
- Strategies and evidence-based interventions
- Implementation timeline and responsible actors
- Key metrics for monitoring progress and ensuring accountability
- Considerations for PCBE integration where applicable

Assessed Areas:

- Data-driven leadership
- Instructional improvement strategies
- Systemic thinking and capacity for scale
- Understanding of PCBE

Purpose:

Surfaces depth of instructional knowledge, ability to think at scale, and readiness to lead with data and systems design.