

# NV Superintendent of Public Instruction Curriculum Vitae Screening Tool

This screening tool is designed to support the review of applicant Curriculum Vitae (CV) during the Superintendent search process. Each domain is scored from 1 (Below Expectations) to 4 (Exceeds Expectations) based on the evidence provided in the CV. Reviewers should use this rubric to ensure consistency and fairness across applicants.

Domain	1 – Below Expectations	2 – Approaching Expectations	3 – Meets Expectations	4 – Exceeds Expectations
<b>Executive Leadership Experience</b>	No K–12 senior leadership roles or unrelated field	Some leadership, but limited scope (e.g., school-level only, short tenure)	Held state/district role with clear impact on large systems	Multiple senior roles with sustained system-level change across settings
<b>Strategic Vision &amp; Implementation</b>	No evidence of vision-setting or unclear role in past planning	Mentions strategy but lacks detail on implementation or outcomes	Clear role in designing/implementing a strategic plan with results	Led large-scale vision development with measurable outcomes and stakeholder alignment
<b>Academic Achievement &amp; Equity Focus</b>	No mention of student outcomes or equity	Vague equity language, or limited scope of achievement results	Demonstrated improved outcomes for diverse or underserved groups	Led initiatives that significantly closed gaps or transformed equity efforts system-wide
<b>Political &amp; Policy Acumen</b>	No experience with political or policy systems	Some exposure but no active role in influencing policy	Has worked with legislators/boards and implemented education policy	Strong record of policy leadership or directly influencing legislation

<b>Domain</b>	<b>1 – Below Expectations</b>	<b>2 – Approaching Expectations</b>	<b>3 – Meets Expectations</b>	<b>4 – Exceeds Expectations</b>
<b>Fiscal Management</b>	No budget oversight or unrelated financial experience	Some involvement in education finance but unclear scale or impact	Managed large public ed budgets and aligned resources to goals	Led multi-million-dollar budgets with transparency, equity, and innovation
<b>Stakeholder Engagement</b>	Limited/no mention of stakeholder relationships	Engagement referenced but no detail on how it built trust or alignment	Experience collaborating across roles—families, educators, officials	Led stakeholder coalitions or community-driven initiatives with strong buy-in
<b>People Management &amp; Development</b>	No team leadership experience mentioned	Managed staff but no mention of outcomes, morale, or development	Demonstrated team building, retention, and culture building	Proven record of attracting talent, growing leaders, and building high-trust environments
<b>Instructional Leadership</b>	No mention of curriculum, instruction, or standards	Basic awareness but no leadership in instructional practices	Shows understanding of curriculum, instruction, and assessment tied to standards	Led district- or state-level instructional shifts or reforms with clear outcomes
<b>Change Management &amp; Innovation</b>	No experience with system change or innovation	Played a support role in change efforts, or unclear scale	Led reforms or changes that improved student or system outcomes	Drove bold or transformative initiatives with sustained success and stakeholder trust
<b>Communication Skills</b>	Weak communication record or no public-facing examples	Some experience, but lacks clarity, consistency, or impact	Demonstrates strong public speaking, writing, and community messaging	Widely respected communicator who builds trust across diverse audiences
<b>Alignment with Nevada's Priorities</b>	No familiarity with Nevada's context or current priorities	Mentions general state-level experience, but not specific to NV	Demonstrates understanding of NV priorities (e.g., equity, PCBE, rural/urban needs)	Deep Nevada roots or outstanding grasp of our challenges, with ideas for addressing them

## Superintendent CV Review: Scoring Instructions

Each domain should be scored on a scale from 1 to 4 based on the applicant's CV and supporting materials:

- 1 – Below Expectations
- 2 – Approaching Expectations
- 3 – Meets Expectations
- 4 – Exceeds Expectations

Reviewers should assess each domain independently and assign a score that most accurately reflects the evidence provided. Partial scores (e.g., 2.5) are not allowed. Use the rubric descriptions on the previous pages to guide consistent scoring across candidates.

Once all domains have been scored, enter the total in the section below. This final tally may be used to support calibration discussions or identify top candidates for further consideration.

## Superintendent Candidate CV Review and Scoring Tool

Candidate Name: \_\_\_\_\_

Reviewer Name: \_\_\_\_\_

Domain	Score (1–4)
1. Executive Leadership Experience	
2. Strategic Vision & Implementation	
3. Academic Achievement & Equity Focus	
4. Political & Policy Acumen	
5. Fiscal Management	
6. Stakeholder Engagement	
7. People Management & Development	
8. Instructional Leadership	
9. Change Management & Innovation	
10. Communication Skills	
11. Alignment with Nevada's Priorities	
Total Score	Final Score (Sum of All Above Domains): ____ / 44

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