

## Superintendent Interview Questions Scoring Rubric

Category	Score: 4 – Exceeds Expectations	Score: 3 – Meets Expectations (Target)	Score: 2 – Approaching Expectations	Score: 1 – Below Expectations
<b>1. Visionary and Instructional Leadership</b>	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.
<b>2. Equity and Student Success</b>	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.
<b>3. Organizational and Systems Leadership</b>	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.
<b>4. Political and Fiscal Savvy</b>	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.
<b>5. Stakeholder Engagement and Communication</b>	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.
<b>6. Innovation and Modernization</b>	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.