



**School Board Special Meeting
Tuesday, April 27, 2021; 5:00 PM
Virtual and Edina Community Center Room 348**

- I. Determination of Quorum and Call to Order**

- II. Discussion**
 - A. Superintendent Search: Interview Candidate 1 (5:00-6:15)
 - B. Superintendent Search: Interview Candidate 2 (6:20-7:35)
 - C. Superintendent Search: Interview Candidate 3 (7:40-8:55)

- III. Board Chair Updates**

- IV. Adjournment**



Board Meeting Date: 4/27/2021 Special

TITLE: Superintendent Search: Interviews

TYPE: Discussion

PRESENTER(S): School Exec Connect

BACKGROUND: This will be the first of two nights of interviews from the slate of candidates approved by the Board on April 26.

RECOMMENDATION: None; discussion only.

PRIMARY ISSUE(S) TO CONSIDER: Viability of superintendent candidates

ATTACHMENTS:

1. Approved Interview Questions, to be walked in

Edina Public Schools: First Round Interview Questions

Candidate's Name: _____

OWEN - 1. Please highlight the work experiences and attributes that have led you to believe you are a great candidate for this position.

MATT - 2. What is your leadership style in gathering input, making decisions, resolving conflict, and moving an organization forward? Share examples of how this style has served the individuals with whom you work.

JULIE - 3. Share your experiences implementing a strategic plan.

LENY - 4. Tell us about a time of conflict and polarization when you had to simultaneously build trust and lead change with important elements to maintain and active, diverse stakeholders in the community. What were the results, and what did you learn?

JANIE - 5. What educational initiatives have you proposed and implemented that have advanced student's academic achievement? How did you monitor progress, and how successful were you?

ERICA - 6. Explain what experiences you have had in progressing equity in your current or prior roles, why you choose those focus areas and how was the work informed (and by whom)? In that same context, where did you look for innovative and new approaches for advancing equity?

ELLEN - 7. Share specific examples of how you motivate and inspire others, mentor your executive team and rally employees around a shared commitment to your vision.

LENY - 8. We're looking for a bold, inspiring, visionary leader. Please share the attributes and challenges of the boldest action you've taken.

MATT - 9. Explain to us the process you have used to determine how to allocate the district's limited resources when you had competing needs. Please include any specific examples of difficult financial decisions.

JULIE - 10. How have you built rapport, engagement and trust with all stakeholders (e.g. students, staff, parents, community, unions, school board) including those who have different or unpopular viewpoints; and what will be components of your entry plan for getting to know stakeholders and building partnerships in Edina?

JANIE - 11. Thinking back to the past year's uncertainties, what have you done to prioritize and strengthen communication to staff and community; and what communication strategies do you employ on a regular basis to connect with and listen to the community and respond thoughtfully?

OWEN -12. How do you work alongside and educate the School Board in making important District decisions that keep the focus on what's best for students?

ELLEN - 13. How do you balance the educational needs of all students while making sure that students who struggle and those who are most successful continue to grow academically?

ERICA - 14. We'd like to give you an opportunity to share anything more about your candidacy. What sets you apart from other candidates? What strengths are you especially proud of? What do you want the board to take away from our conversation today?

If time permits, do you have any questions for us?