



# LYCÉE FRANÇAIS

DE LA NOUVELLE-ORLÉANS

## CEO Candidate Assessment Metric

The Candidate's Qualifications, Character, and Experience will be assessed using the Rubric Guide below based on both the candidate's interview, CV, application materials, and reference and background checks.

Committee members will use this guide to assess the strengths, merits, and limitations of a candidate.

A score scale is included at the bottom.

No.	Candidate Initials	Criteria 1	Criteria 2	Criteria 3	Criteria 4	Criteria 5	Criteria 6	Criteria 7	Criteria 8	Criteria 9	Score
1.											
2.											
3.											
4.											
5.											
6.											

## Score Sheet

*Instructions: For each criterion, mark a score out of 3. See score weight below.*

**3 points** = Candidate demonstrates excellence in this criterion

**2 points** = Candidate demonstrates adequate experience/record in this criterion

**1 point** = Candidate's experience/record to meet this criterion is insufficient

**0 points** = Candidate's experience/record in this criterion is poor.

### Criteria breakdown

Criteria 1: Candidate Executive/Educational Leadership Preparation

Criteria 2: Educational Philosophy

Criteria 3: Management/Leadership Experience

Criteria 4: Student Excellence Record

Criteria 5: Parental and Stakeholder Engagement

Criteria 6: Strategic Visioning and Planning Record

Criteria 7: Enrollment and Retention

Criteria 8: Commitment to Inclusion and Diversity

Criteria 9: Community Engagement and Fundraising

*See 9-part candidate questionnaire below for parameters of the criteria.*

## Candidate Questionnaire

1. **Candidate Motivation**  
Please begin by telling us why you are interested in becoming the next CEO of Lycée Français de la Nouvelle Orleans, and the specific experiences that have prepared you for this role, and at this time in your career?
2. **Educational Philosophy – Part A**  
Please describe your personal philosophy of education, (specifically of public education) and how you think it complements the mission of LFNO?  
**Educational Philosophy – Part B**  
Please state your personal philosophy on global education particularly given LFNO’s uniqueness as a French-accredited, public-charter school?
3. **Management - Part A**  
What is your approach to assessing and developing your team of principals, staff and teachers? How do you ensure a culture of accountability and high-performance?  
**Management – Part B**  
Please describe your experience with maintaining sound fiscal operating budgets, and maintaining local, state and federal compliance? Can you describe a time when you had to make difficult operating and/or compliance decisions? What was your approach and how was it resolved?
4. **Students – Part A**  
LFNO students range from Pre-K through high school. As CEO, how would you balance equally meeting the needs of the entire LFNO student body given this wide age span of different educational levels, needs and the competing resources that come with each campus? How would you address gaps in your experience with certain age groups?  
**Students – Part B**  
As a public school, LFNO must serve a wide variety of students with special needs. Describe your approach to Special Education, including serving the needs of all students and maintaining compliance with the complex law?
5. **Parental Engagement**  
Please share your style for interacting with the parents of students. Describe a time when a parent made a difficult request or demand – how did you manage the situation?
6. **Strategic Visioning and Planning – Part A**  
What is your experience with strategic visioning and planning? Provide us with an example that best illustrates your approach.  
**Strategic Visioning and Planning – Part B**  
How would you prepare LFNO for its second decade, building on the achievements and growth since it was founded in 2011 and preparing the school to meet its current benchmarks, while expanding for the future?
7. **Enrollment and Retention**  
What strategies have you used to increase enrollment at your school? How have you successfully retained students and families to your school? What factors go into introducing, growing and sustaining a growing school?
8. **Inclusion and Diversity – Part A**  
How have you worked to create an inclusive, accessible, and equitable environment that supports and retains a diverse student and staff population at your institution? What strategies have you found most successful and what have been the results?  
**Inclusion and Diversity – Part B**  
As a Type 2 charter, LFNO is required by the state to serve at least, roughly 64% economically disadvantaged students. How do you propose reaching out to and recruiting economically disadvantaged students and families and retaining them?

9. **Community Engagement and Fundraising**

How have you engaged your local community to increase knowledge and partnerships with your school and to cultivate donors? Provide an example or two that best illustrates your approach.