

**OKEMOS PUBLIC SCHOOLS SUPERINTENDENT SEARCH
FINAL INTERVIEW PRESENTATION PROMPT
MARCH 17, 2026**

<ALLOCATED TIME - 20 MINUTES>

Leading Excellence in Okemos Public Schools

Okemos School District takes pride in our diversity community and we operate with high expectations. We honor our mission statement of “Together educating with excellence, empowering every learner for life”. District data reveal persistent gaps: students from diverse backgrounds, economically disadvantaged students, and students with disabilities are underperforming relative to peers on growth measures (achievement results reflect similar trends). These gaps have continued across multiple years despite prior efforts, yet the district is committed to closing both growth and achievement gaps.

You have been provided with academic achievement and growth data and community perception and survey data in advance of this presentation. Your task is not to arrive with a predetermined plan — it is to demonstrate how you analyze complex, sometimes conflicting data, how you identify what matters most, and how you think about leading a district toward meaningful and equitable improvement.

Review our district’s [Spring 2025 district academic data](#) and [Fall 2025 perception data](#). Additional information can be found in our [strategic plan](#). Your presentation should address the following:

1. What the Data Tells You

- What patterns or disparities stand out most, and what do they suggest about underlying conditions?
- Where do the academic data and perception data align — and where do they conflict? What does that tension reveal?
- What important questions does the data leave unanswered, and how would that inform where you look next?

2. Diagnosis and Prioritization

- Based on your analysis, what do you see as the highest-leverage areas for our district to address — and what reasoning leads you there?
- How do you think about distinguishing systemic issues from building-level implementation problems, and why does that distinction matter for how the district responds?
- What would you be cautious about prioritizing too quickly, and why?

3. Application

Consider the following **hypothetical** situation: A principal of a school with similar growth patterns seen in district data has poor relationships with families from economically disadvantaged and non-white backgrounds, as evidenced by increasing complaints about teacher to student and administration to family interactions.

- How would you approach learning more about the underlying issues at the school?
- Who would you talk to and what questions would you ask?
- Describe your process for developing a plan to address the situation.