

Planning Meeting
Monday, May 8, 2023 6:00 PM
Library--Superior High School, Superior, NE
PO Box 288
Superior, NE 68978

1. Routine Business
 - 1.1. Call Meeting to Order
 - 1.2. Pledge of Allegiance
 - 1.3. Roll Call
 - 1.4. Excuse Absent Board Member(s)
 - 1.5. Approval of Agenda
 - 1.6. Executive Session
 - 1.7. Return to Open Session
2. Special Meeting Agenda
 - 2.1. Review candidates' application materials, Consultant recommendations, Selection of finalist for interviews, Consultant contacts finalist (Board review interview questions)
 - 2.2. Interview Questions
 - 2.3. Selection Rubric
 - 2.4. Materials of finalists for public/staff information
 - 2.5. Interim Contract and Salary/Benefits discussion
 - Moving expenses
 - Length of contract
 - Pay mileage to interview finalists
 - 2.6. Dates:
 - Interview schedules Wednesday, May 10, 2023 and/or Friday, May 12, 2023
 - Contract Board Acceptance on Monday, May 15, 2023
 - Review of May 10 and 12 Board Agenda

3. Adjournment

NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

SUPERINTENDENT SELECTION RUBRIC

Candidate's Name _____

Scoring

Under each heading, the interviewer should give the candidate a numerical rating and write specific job-related comments in the space provided. The numerical rating system is based on the following:

5 - Exceptional 4 - Above Average 3 - Average 2 - Satisfactory 1 - Unsatisfactory

1. Educational Background - Does the candidate have the appropriate educational qualifications? Has the candidate had the appropriate educational experience to be successful in this position?

Rating: 5 4 3 2 1

Comments:

2. First Impression – Did the candidate exude confidence and leave a good first impression at the interview?

Rating: 5 4 3 2 1

Comments:

3. Technical Qualifications - Does the candidate currently have, or will he/she be able to obtain the technical skills (finance, budgeting, management) necessary to be our Superintendent?

Rating: 5 4 3 2 1

Comments:

4. Verbal Communication - How well did the candidate communicate during the interview?

Rating: 5 4 3 2 1

Comments:

5. Quality of written materials; application packet and recommendations - Were the materials high-quality, easy to follow, and positive?

Rating: 5 4 3 2 1

Comments:

6. Leadership Skills - Did the candidate demonstrate good team-building/interpersonal skills?

Rating: 5 4 3 2 1

Comments:

7. Initiative - Did the candidate demonstrate a high degree of initiative?

Rating: 5 4 3 2 1

Comments

8. Meets the items identified in our candidate profile – How well did the candidate meet the needs identified in our predetermined profile?

Rating: 5 4 3 2 1

Comments

9. Overall impression. How well did the candidate interview? Will this candidate likely be a good fit for our communities?

Rating: 5 4 3 2 1

Comments

Total Score (add the points above)_____



NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

SUPERIOR PUBLIC SCHOOLS SUPERINTENDENT INTERVIEW SCHEDULE Wednesday, May 10, 2023

6:00-7:00	Candidate 1	Board Interview
7:00-7:15		Transition
7:15-8:15	Candidate 2	Board Interview
8:15		Board deliberation



NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

SUPERIOR PUBLIC SCHOOLS SUPERINTENDENT INTERVIEW SCHEDULE Friday, May 12, 2023

6:00-7:00	Candidate 3	Board Interview
7:00-7:15		Transition
7:15-8:15	Candidate 4	Board Interview
8:15		Board deliberation

