

NOTE: THESE FIRST FEW ITEMS RECEIVED THE MOST QUESTIONS FROM OUR ONLINE RESPONSES

1. **ADMINISTRATION** - What is your philosophy on how long a principal/AP should stay at a school and if they should be directly involved in classroom instruction? Please cite examples.
2. **TEACHERS** - What does professional development for teachers and paraprofessionals look like?
3. **MORALE** – How will you re-establish trust and cohesiveness between the district and its teachers?
4. **LEADERSHIP** - Please describe your plan for creating a unified district vision and how you will communicate this plan to stakeholders.
5. **COMMUNITY** - Our superintendent is expected to serve in vital roles on local boards. Cite specific examples of your community leadership as the school district's representative in other districts and when and how you've chosen *not* to serve in those roles, if applicable.
6. **DISABILITIES** — What's your first-hand knowledge of Special Education, and if selected as the next superintendent, how do you plan on restoring the necessary funding to be in compliance with all Individual Education Plans (IEPs)?
7. **CTE, ARTS & SAFETY** – In 2018 the community overwhelmingly renewed a 1 mil tax dedicated predominantly for Career & Technical Education, Arts Education, and School Safety. What's your opinion on the importance of the first two and what does school safety look like to you?

8. **CHARTER SCHOOLS** - How do you see the relationship between the district and charter schools, particularly with regard to oversight?
9. **DIVERSITY** – Our district is very diverse – ethnically and racially, as well as urban and rural. How will you help *all* students succeed?
10. **KEEPING TALENT** – We are in a severe teacher shortage nationwide. What would you do to bring teachers to our county and how would you retain them?
11. **RELATIONSHIPS** - It is imperative that our superintendent be able to champion the needs of Marion County’s students and teachers with the School Board, state and local government, local colleges, and the Public Education Foundation. Can you share any experiences you have had dealing with these important partners as a deputy superintendent or superintendent?
12. **TECHNOLOGY** - The sudden shift to online learning has thrown a spotlight on the technologies school systems deploy, both hardware and software. What is your vision for technology both inside and outside the walls of the school?
13. **CURRICULUM** - What specific practices would you put into place to support professional learning to accelerate student improvement through the use of high-quality instructional materials?
14. **STUDENT BEHAVIOR** - Disruptive behavior impacts other students learning as much as the teaching of the material itself. What discipline tools should teachers be empowered with to eliminate disruptive actions by students and do you support permanently removing disruptive students?

15. **FUNDING** - What involvement have you had in budget development and ongoing fiscal management? Please give concrete examples when possible concerning such areas as the budget process, multi-year fiscal planning and budget development

16. **KINDERGARTEN** - We have had great success in Marion County moving away from a traditional Kindergarten classroom model back to a developmentally appropriate one with play-based learning. Would you continue to support this model, one that also employs a full-time paraprofessional in each classroom?

EXTRA:

- Where do you expect your career to be in 5 years?
- Why Marion County?