

**BENNINGTON PUBLIC SCHOOLS
DOUGLAS COUNTY SCHOOL DISTRICT NO. 59
BOARD OF EDUCATION WORKSHOP
Monday, February 6, 2023 5:00 PM**

Mission Statement

"The mission of Bennington Public Schools is to provide educational opportunities in a safe, caring environment that will prepare all students to meet the challenges of the future."

- I. Call Meeting to Order
- II. Public Forum
- III. Board Work Session to Discuss and Consider Leadership Profile and Outline of Superintendent Search
- IV. Adjourn

NOTICE: COPY OF OPEN MEETINGS ACT: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the wall of the Board room.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM: Getting Started: When it is your turn to speak during the public forum portion of the agenda, please come forward to the table situated immediately in front of the Board, sign your name and address on the sign-in sheet and state your name to the Board of Education. Time Limit: You may speak only one time and must limit comments to 5 minutes or less. Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at the Board meeting. General Rules: Please remember that this is a public meeting for the conduct of business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

BY: BENNINGTON PUBLIC SCHOOLS



Education Leadership Search Service
Superintendent Interview Questions
Bennington Board of Education

Make sure all candidates are asked the same questions throughout the process

Areas of questioning/specific questions the board must avoid:

Race:

What is your race? Color?

Sex:

What is your Sex? Gender?

Religion:

What is your religious affiliation? What church do you attend?

Do you attend religious services regularly?

Note: Can't discuss or ask about religious customs or holidays or ask about their ability to work certain religious holidays.

National Origin:

Are you native-born or naturalized? What country are you from?

What is your first language?

Age/Birthplace:

How old are you? What age group do you associate yourself with?

What is your date of birth?

Where were you born? Where were your family members born?

Note: Can't ask any questions that could identify an applicant's age between 40 and 60 years of age.

Mental or Physical Disability:

Do you have, or have you ever had any serious disease?

Addiction to any drugs or alcohol?

Have you ever been treated for a mental condition?

Do you have any handicaps, not related to the duties of the position?

Note: Can't ask any question related to ever receiving or applying for worker's compensation.

Marital/Family Status:

Are you married? (or divorced, separated, living with anyone, engaged?)

Number and age of children?

Are you pregnant, expecting to become pregnant, trying to become pregnant?

Do you have any special childcare accommodations?

Spouse:

What is your spouse's name?

What kind of work does your spouse do? Does your spouse work?

How much money does your spouse make?

Does your spouse contribute to the family income?

Income:

What is the lowest salary you will accept? How much money do you need to take this job?

Note: Can't ask questions relating to credit rating.

Education:

Did you go to a parochial/religious grade school/high school?

Note: Can't ask questions relating to where they were educated or where they received any of their degrees that would reveal any nationality/racial or religious affiliations.

Military Service:

Note: Can't ask if they were ever in military service outside of the United States.

Note: Can't ask what type of discharge they received from the military.



BOARD OF EDUCATION

1. What expectations do you have of board members?
2. How will you establish a working relationship with the board?
3. How would you respond to requests for information from individual board members?
4. What method(s) of communication will you use to keep the board informed?
5. What approach have you utilized/will you utilize to assure that the board and administration maintain appropriate roles?
6. How would you help administrators and the board work together for the good of the district to advance district goals?
7. How will ensure that the chain of command is carried out?
8. What are the key characteristics of an effective board-superintendent partnership?
9. Describe your role in the development of board goals?
10. How will you support the board in receiving professional development?

Board of Education questions you would add for consideration:

BUDGET DEVELOPMENT and MANAGEMENT

1. Describe your experience and background related to school finance and the budget process.
2. How do you allocate and manage resources to ensure successful learning?
3. Describe the budget development process you will utilize including timeline, groups involved, and the board's role.
4. What is your experience with school budget development and management?
5. How do you determine priorities and adjust spending if the allocation of resources is insufficient to carry out all functions?
6. The Board expects appropriate, timely, and complete data to monitor and assess district finances. What information will you provide the board monthly to meet this expectation?

7. Describe your involvement and experience with school construction and renovation projects.
8. Outline the steps you would take to formulate a facilities plan with consideration of potential future needs.
9. Enrollment is increasing, but facilities are crowded. Briefly outline the first steps you would take in the process of formulating a recommendation on the matter.
10. How would you describe the financial condition of this district?

Budget Development and Management questions you would add for consideration:

COMMUNICATION

1. Describe your method of communication with all stakeholders and why you think your method is most effective. (i.e., administrators, board, teachers, support staff, community, and media)
2. What effective method have you found to engage staff input and discussion?
3. Describe what you believe is an effective communications plan, both internal and external.
4. Describe how you communicate with the community and involve the community in important education issues that may have a significant impact on the district.
5. What can a superintendent do to engage parents and to establish a partnership to work collaboratively for children?
6. Identify a situation in your district that was considered controversial and explain how you handled it.
7. How would you manage opposing viewpoints and still move the district forward in a positive direction?

Communication questions you would add for consideration:

COMMUNITY

1. What steps will you take to gain a better understanding of the school district and community?
2. How would community members in your current district describe you?
3. Describe how you will be involved in community activities.

4. What is your current community involvement including board membership, civic participation, and organizations to which you belong and are active in?
5. What will you do to create and maintain a high profile in our schools and community?
6. How will you make yourself visible and accessible in all learning facilities and throughout the community?
7. How will you build credibility with stakeholders?
8. Describe how you would make yourself available to community members who have a need for information and/or questions or concerns regarding the district.
9. How do you encourage parents/patrons to be responsible partners in student learning?
10. Describe how to engage and promote involvement of community members and/or local businesses in the schools.
11. How would you plan to partner with local governments, other colleagues, professional organizations, businesses, and community groups in furthering the district's educational goals?

Community questions you would add for consideration:

DISTRICT CLIMATE

1. Describe what you consider to be the most important duties of a superintendent.
2. Describe how you build trust and collaboration within a district.
3. What level of importance do you place on the culture and climate of the school district and why?
4. What experience do you have working within a community with diverse backgrounds and socio-economic levels?
5. Describe a process you might use in dealing with difficult and divisive issues.
6. How do you handle decisions that are unpopular, but educationally necessary with the board, staff, and/or public? Please provide actual examples.
7. What measures do you take to ensure good staff morale?
8. How would you inspire and motivate students and staff to demonstrate high morale in the school district?
9. What is the greatest contribution you can make to the district given what you understand about our school district?

District Climate questions you would add for consideration:

GENERAL

1. Tell us what you know about our school district and why you applied for the position.
2. Describe areas a superintendent should focus on during the first 100 days on the job.
3. What do you consider to be your greatest administrative strength?
4. What strengths will you bring to our school district and this position?
5. Identify one area of growth in yourself and what measures you are taking to improve.
6. Explain how you measure success in a school district.
7. How do you handle conflict? Please provide an example of a conflict you have worked through.
8. Describe your preferred method of solving problems and making decisions.
9. What experience do you have in guiding and/or overseeing building renovations or construction projects?
10. What do you perceive as a major challenge to this district and how would you address that challenge?
11. Describe your experience with programs prioritizing social-emotional well-being and mental health of students and staff.
12. What measures would you take to protect the well-being of staff and students?
13. If hired, what are your expectations for relocating to the district?

General questions you would add for consideration:

LABOR RELATIONS

1. Describe your management style in working with teachers and administrators.
2. Explain your concept of a comprehensive teacher evaluation process.
3. How will you validate for the board that an effective evaluation process and tools are in place for administrative, certificated, and classified staff members and that evaluations are being administered effectively?
4. What method will you use to assure the board that the evaluation of each staff member is completed according to policy?
5. What experience do you have in developing a teacher evaluation and improvement program?
6. What are the characteristics of an effective process for board evaluation of the superintendent's performance?

7. What techniques or processes do you use for recruiting the highest quality personnel?
8. How would you handle a staff member or administrator who is generating negative feedback from others on staff?
9. How would you inspire and motivate teachers and administrators to achieve higher professional standards?
10. Describe how the superintendent can improve staff morale.
11. What techniques do you use to motivate staff? Give a recent example, with the results.
12. How do you keep staff informed of what is going on in the district and how frequently?
13. Describe the process you use to delegate authority and responsibility to others and how you hold them accountable.
14. As the Superintendent where would you focus your energies and what areas would you prefer to delegate?
15. Have you ever had to deal with a difficult staff issue? If so, describe the situation and the resolution.

Labor Relations questions you would add for consideration:

LEADERSHIP

1. Describe your leadership style.
2. Describe your three strongest leadership qualities and provide examples of how you have effectively used the qualities.
3. Describe your leadership philosophy for building strong collaborative working relationships.
4. Identify one characteristic you believe a superintendent must have to be successful.
5. Describe a situation where you identified the need for improvement or change. How did you address the need?
6. Describe the superintendent's role in creating change within a district.
7. How do you move new ideas toward consensus when there are many diverse stakeholders?
8. How do you successfully manage change in an environment where there may be some resistance to different approaches or tasks from staff?
9. Our district provides a diverse set of programs for our students. How will you ensure the current programs meet the needs of students and support improved student learning and achievement?

10. In what ways do you believe educational professionals should be held accountable for their responsibilities?
11. What is the hardest professional decision you have made? Whom did you involve and what was the impact of your decision?
12. How have you assured a safe school environment where you currently work?

Leadership questions you would add for consideration:

POLICY GOVERNANCE

1. Describe a successful process you have been involved with for policy review, development, and implementation.
2. Describe your experience with board policy development, specifically regarding changes in legislation.
3. Describe a time you encountered difficulties because of policies and procedures. What was the outcome, and would you do this again?
4. Tell us about a new policy or new idea you recently implemented that was considerably different from the standard procedure. What approach did you take with administrators and what was the result?

Policy questions you would add for consideration:

SCHOOL LAW

1. How involved are you in legislative issues at the state level?
2. Describe your expectations of the board with respect to legislative issues.
3. Describe how you have kept your current board and administrators involved in the legislative process.

School Law questions you would add for consideration:

STUDENT ACHIEVEMENT

1. How will you evaluate the district instructional program and report the results of the assessment to the board? What is the next step?
2. Describe your experience related to the assessment of curriculum and how you determine if the curriculum is effective.
3. What tools or programs would you implement to prepare students for future college and career plans?
4. Describe your experience with extended learning opportunities, including the advantages and disadvantages of an after-school program for students.
5. Describe your experience with Early Childhood education programs from a curricular and financial perspective.
6. How do we ensure that the classroom instruction is effective in helping students meet standards?
7. Describe the superintendent's role in staff professional development, growth, and improvement.
8. What level of responsibility should the district assume in planning or supporting staff development for administrators, teachers, and classified staff?
9. How do you motivate the district staff to deliver effective instruction in a positive learning environment?
10. Describe the educational change in your previous district for which you are the proudest.
11. What do you accept as evidence that teachers are effectively teaching, and students are effectively learning?

Student Achievement questions you would add for consideration:

VISION PLANNING

1. How do you establish tangible goals and conduct long-range planning?
2. Share your experience in developing a strategic plan in a district.
3. How do you manage change and successfully lead all stakeholders through the process?
4. Describe a vision you developed in your current district. How did you communicate and implement the vision?
5. How would you approach the possibility of sharing services with neighboring districts, post-secondary institutions or expanded on-line learning and services?

6. What is the single most important issue facing this school district and how will you address the issue?
7. What ideas do you have for actively engaging our board and stakeholders in district strategic planning?
8. How would you approach the administration of a strategic plan that was constructed and implemented before your arrival?

Vision Planning questions you would add for consideration:

PRESENTATION

1. What would you identify as this district's greatest strength and the most significant challenge?
2. What are the three most important issues/challenges facing this school district and how will you address the issues?
3. What will you do to assess student achievement the first 100 days of your job?
4. How would you create a smooth transition into the district?
5. The Mission of the district is "....." What strengths would you bring to the district to further progress our mission and what areas of growth do you possess that may be an impediment to our mission?

Presentation suggestions you would add for consideration:



Education Leadership Search Service
Bennington Public Schools

Stakeholder District Visit Schedule
Day, Date

Time	Group	Room/Location
9:30 – 10:30 a.m.	District Office Staff	Room?
10:30 – 11:30 a.m.	District Office Directors	Room?
1:00 – 2:00 p.m.	Classified Staff	Room?
2:00 – 3:00 p.m.	Building Administrators	Room?
4:00 – 5:00 p.m.	Certified Staff	Room?
Break		
6:00 – 7:00 p.m.	Parents/Community Members	Room?

Superintendent Compensation Request Form

Base salary

\$214,500

Health Insurance Plan (including deductible)

The District pays full family health and full family dental.

EHA Dual Option choice

- PPO Family \$1,200 deductible
 - 22-23 rates for family:
 - Health Only \$24,891.36
 - 23-24 rate for family:
 - Health Only \$26,683.56
- HSA Family \$3,800 deductible
 - 22-23 rates for family:
 - \$21,364.56
 - Receive \$3,526.80 in a HSA account by the District
 - 23-24 rate for family:
 - \$22,902.84
 - Receive \$3,780.72 in a HSA account by the District

Staff members can choose an alternate network - No cost difference in premium

- \$0.00 deductible PPO
- \$2,500 deductible HSA (family)

Dental Insurance

The District pays full family dental. EHA Option 5.

- 22-23 rates for family:
 - Dental \$1,963.68
- 23-24 rate for family:
 - Dental \$1,963.68

Life Insurance

\$200,000 term life insurance - \$624 annually

Disability Insurance

.26% of base salary

Long-term care insurance

None

Annuities/Investments

None

Professional association memberships

Budgeted \$960 annually per the Superintendent Contract

Current memberships include: AASA, ASCD, NCSA, NASB, Phi Delta Kappa

Transportation expenses

Mileage reimbursement at approved rate per policy (state-approved rate)

Length of contract

260 days

Vacation leave

- # of days: 20
- # of vacation days carried from year to year - zero
 - unused vacation leave paid out at per diem annually

Sick leave

- # of days - 12 per year
- # of sick leave days carried from year to year - 50

List of schools utilized in salary array for Teacher/Certified Staff Comparability Study

Waverly, Norris, Blair, Gretna, Ralston, Fremont, Columbus, South Sioux City, and Norfolk

List of Conference Schools

Eastern Midlands Conference

Blair, Elkhorn, Elkhorn North, Lincoln Northwest, Norris, and Waverly



Board Work Session I

Monday, February 6, 2023; 5:00 p.m.

Discuss Leadership Profile and begin initial discussions

Board Work Session

Monday, February 13, 2023; 7:30 p.m.

Further discussion on interview process and protocol

District Stakeholder Visit

Tuesday, February 21 during the day

Engagement of stakeholders

Application Deadline/Screening

Thursday, February 23, 2023

No meeting date – only the deadline for applicant to submit materials

Special Meeting III with board

Wednesday, March 1, 2023

Present Applicants – board selects interview candidates

Superintendent Candidate Interviews

Monday, March 6, 2023 and Wednesday, March 8, 2023



<p style="text-align: center;">Bennington Public Schools Superintendent Interview Schedule dates</p>	
10:15 a.m.	<p>Report to Bennington District Office 11620 N. 156th Street, Bennington, NE, (402) 238-3044</p>
10:30 – 11:45 a.m.	<p>District Facilities Tour</p>
12:00 – 1:00 p.m.	<p>Lunch with Select Community Members</p>
1:30 – 2:30 p.m.	<p>Building Administrator Interview</p>
2:45 – 3:45 p.m.	<p>Central Office Staff Interview</p>
4:00 – 5:00 p.m.	<p>Certified Staff Interview</p>
5:00 – 5:30 p.m.	<p>Break/Time for Meal?</p>
6:00 – 7:30 p.m.	<p>Board of Education Interview Allyson Slobotski, Board Chair Jeremy Dick Tim Dreessen Kara Neuverth Kristi Ryan Steve Shannon</p>