

Longevity	Community	Finance	Teachers/Staff	Students/Curriculum	Vision	Personal	Other
Are you committed long term to this position or is this a stepping stone to the next job?	How will you make sure that the community and parents are involved in the schools decisions while also still value the ideas and thoughts of the administration and teaching staff?	How will you address space concerns based on continued student growth?	Are you aware of our district's need to listen to the needs of employees and teachers, even when opinions vary? Since the weakening of the union, staff are afraid to give honest, helpful feedback.	Talk about effective ways to stay focused on the educational needs of students so that they have the opportunity to receive a well rounded educational experience in a encouraging inclusive environment	What do you believe is the most important quality your teachers and district should put as a priority, rigor, relevances, or relationship?	What sets you apart from the other candidates?	NOTE: BOARD needs to have less involvement with superintendent duties. let that person do the job hired for. The BOARD needs to go in open minded and not have a candidate in mind as the last time
The revolving door needs to stop.It's embarrassing and is causing concern.What will they do differently than the prior three superintendents to prevent more turnover in their own position?	What steps will you take to encourage involvement of the Tribal community in the Pulaski School District?	To complete the FOD project, how does the candidate view sports and support fundraising. .	How would you help build staff moral?	Would you before adding assemblies for leadership, motivation, and success oriented topics for all students? And discuss your reasons for or against these assemblies.	Technical colleges provide an opportunity for graduates to limit educational debt. Explain your vision for incorporating partnerships to provide students a jumpstart in vocational training?	Why should we pick you as the next superintendent of the Pulaski School District?	What kind of school does this community WANT?
We are looking for a long term superintendent with a vision for the future, not someone putting a notch on their resume. Where do you see yourself in five years?	At times the superintendent schedules is full of meetings or sitting at a desk doing paper work, how do you plan to get to know the community and all the staff members in our district.	Speak to your involvement with referendums? Communication methods? Planning for the referendum effort? What was successful? What would you do differently?	If we polled teachers from current school, what 3 words would they say best describes you?	What is the single most important skill a student should have when leaving this school district to help them be succeed throughout their lives.	What plans or vision do you have for the Pulaski Community School District for the next 3-5 years?	Why did you choose Pulaski?	I'd love to see the board actively seek a candidate that would likely stay longer than 2-3 years. Consistent leadership is so valuable.
	How effective is the candidate in building relationships with the community and business owners.	How do you vision the spiritual side of community (I.e churches) and the school district working together for the development of the students and community?	How will you engage with the staff of the district?	In all the questions above there is only one that relates to holding people accountable. I would like to see that we start holding students accountable, how would he feel about this?	What would your top priority be as the Superintendent of the PCSD?	What is your educational preparation for this superintendency?	Go outside of Pulaski Schools to find a superintendent, broaden horizons. No PHS grad or staff members!
	What is your position on the level of control that parents should have in terms of what kids are learning in school?	Do you believe in transparent finances? It's strange there's money for the field of dreams but no money for scoreboards of current facilities. Proactive planning matters	How will you find ways to increase staffing and retain staff? (Since there is no other place to communicate this -- Bec should not be part of the hiring process. No other company would allow this.)	What are the benefits you see when you integrate technology with student learning? Do you see any negatives?	What is your goal for the district? How are you planning on achieving that goal?	Are you able to be a superintendent and not be a pushover and make decisions and stick with them?	Are you related to or have any affiliation with any of the board members? If so Candidate should be removed from the running.

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	Will you make it your best effort to respond to your constituents emails, phone calls, and letters.	What is your administrative background in addition to your education background? If the state budget comes back as a decrease from the previous year, where will those funds be allocated? Increased?	How will you ensure you have highly qualified staff members teaching rigorous curriculum, especially at the high school level?	Describe a classroom at the elementary level that has a literacy framework that ensures success for all students.	What would be the accomplishments and learnings be for the Pulaski School District 3 years from now? How would the candidate have measure those accomplishments?	Why the Pulaski Community School District? What do you see as the District strengths and areas for improvement?	(please don't hire someone from within Pulaski schools, look other places and get fresh ideas/people
	What will you do to ensure parent and community voices are heard?	Facilities does well keeping schools clean, feel more finances need to be available to this dept so they continue to keep our facilities all in top condition and have valuable/dependable employees.	Staff morale seems to be low, what will you do to improve our teaching practices, workload or pay to help this situation ?	What is the most important consideration for educators/teachers in working with students with diverse backgrounds?	What is your vision of how schools should work to meet the needs of both each student and our quality teachers?	What skills are you bringing to Pulaski schools?	I'd like to see someone not affiliated with Pulaski be the new Superintendent. Someone with new ideas. This 'good ole boys' stuff has to stop it is going to ruin the schools.
	Improve Communication from the school to the Parents, Current communication is Poor at best.		How do you create a positive school culture for staff and students?	What would you do to make our schools safer?	Where do you see Pulaski Public schools right now and where do you think they should be and why?	What do you believe are the biggest needs of this district and how do you plan to address those needs?	Find someone that wants to make Pulaski their home with Integrity/honesty.
	How will you continue to be engaged with parents, faculty, and the community		How are you going to boost staff morale?	How do you create a positive school culture for staff and students?	What is the most important issue you wish to address first and how do you plan to go about helping/correcting the issue?	Does the candidate remember being a first year teacher, a principal for the first time, being a parent...someone who is too far removed from those things is not right for the job.	Are you related to, or do you have any ties to anyone in the area? If they answer yes, don't hire them.
	How can we foster a better relationship between Hobart and the PCSD and the future needs of hillcrest school? How can we keep students from open enrolling to other school districts?		What are you going to do to make staff proud of working for Pulaski Community School District?	As a parent of students who excel academically I am not satisfied with their opportunity to achieve higher goals. What will you do to address this?	Can you support our district philosophy while remaining true to yourself? How?	Why Pulaski? r they ready to deal with all students?	
			In light of the potential shortage of teachers, what do you believe a district should offer/implement to increase teacher retention of quality teaching staff?	How important do you feel technology is in the classroom?	Looking ahead 5 years, what are your proudest accomplishments at PCSD?	Do you have any relatives or ties to the community? Are you willing to move into our district? We need someone new in our district who is not bff's with the board to ensure growth of our schools	

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			How do you empower learners and educators?	How will you provide support and initiatives that support voice and choice at a district level for students and parents to ensure all students have learning opportunities to meet their individual need	How do plan to make Pulaski School District better and stronger for the future.	What do you know about our community and school district?	
			There are many cases of teacher burn out and good people are leaving or thinking of leaving the district or even the profession. What will you do to keep exceptional & genuine staff in Pulaski?	I would ask them if he/she would be active in the special education program.	What is your vision for Pulaski Community School District? What are your motives for doing so?	The Pulaski Community School District is built on Tradition, Pride, and Excellence. We take these words very seriously. What do Tradition, Pride and Excellence mean to you?	
			How would you create equity among all teachers, including but not limited to, grade level and specialists? How would you respond to their needs?	How do you feel about Common Core and other states removing it and would you consider removing it knowing our students were more advanced before it?	What is your vision of the Pulaski Community School District in the next five years and will you be here to see it to fruition?	Assuming you at one time were or currently are an educator, would any parents or students describe you negatively, what WOULD that description potentially be, and how do you respond?	
			How will you improve morale among the teachers and staff in a community that doesn't always see the value of public education?	What can they do to improve and implement to better prepare kids for middle school/HS (Time management skills, organization, and knowing what homework is real homework.. not just reading every night)		Why do they want to do this job? What is Their WHY?	
			Our teaches have not received more than a \$1000 raise on average for the last several years. Do you plan on increasing that to at the very least, a yearly cost-of-living wage increase?	What is your plan to improve the achievement gap? And what are your thoughts on the flex mod schedule at the high school? What is your top priority for the Pulaski community school district ?		Why did you apply in Pulaski?	
			How will you ensure that your personal worldview will not indoctrinate those under your authority?	What is your take and how would you help the student body against bullying?		Do they plan to live in the school district?	

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			How will teacher evaluations be conducted to warrant a change or reduction in compensation based on results. What consideration is given to the tax burden on the district residents?	What does the 21 century classroom look like from a technology stand point?		Given our history of recent SI turnover, your knowledge of their strengths/challenges and your knowledge of this district, what will you bring to this position that you would do the same/differently?	
			Given the educational climate, how do you plan to support and build quality relationships with teachers/staff as a means of improving morale, increasing job satisfaction & retaining quality people.	At the MS & HS levels, it seems all of the learning falls on the student and not the teacher. If several children are failing or doing poorly in a class, what do you think needs to happen?			
				What SPECIFIC proposal that directly and positively impacted students have you initiated and fostered through to completion and how did you create and maintain staff "buy-in" to the proposal?			
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