

Superintendent Search

Draft criteria and candidate material

Draft Criteria / Characteristics

The board has laid out the following criteria to determine the finalist for the superintendent position. We are assuming the characteristics of the golden rule: personal integrity, honesty, openness, fairness, transparency and trust.

Draft criteria in alphabetical order

1. Compatibility and match with the school board vision, values, direction and goals
2. Desire to be, and experience in being, innovative
3. Experience in working with, or for, a governance board
4. Leadership experience in a large organization of no less than five years
5. Knowledge of, or experience with, the Anchorage School District, Anchorage and/or Alaska
6. Proven vision and commitment to public education for all children
7. Strong interpersonal skills
8. Success with external relations
9. Success in management, including financial management, of a large organization or area
10. Track record of success towards the goals of an organization
11. Understanding of K-12 education
12. Willingness to be held accountable for progress on school board goals

Draft Candidate Material

We will provide the following material to all potential candidates

1. Position Profile
2. Evaluation criteria
3. Description of selection and interview process, including public announcement in December of finalists
4. Description of confidentiality guidelines
5. Description of the district
 - a. Governance structure
 - b. Board members, terms
 - c. Funding structure
 - d. Demographics
 - e. Financials
 - f. Org chart
 - g. Union contract schedule
6. Description of Anchorage
 - a. Demographics
 - b. Weather
 - c. Cost of living
 - d. Live, Play, Work information
7. Board Visioning of Creating High Performing Schools document
8. Board's strategic initiatives and annual board projects
9. Upcoming or current challenges or major events
 - a. Budget and financial sustainability
 - b. Current lawsuits and sanctions
 - c. Bond history and process
 - d. Mayor's education summit
 - e. Math program discussion
 - f. State standards and common core
10. District assets
 - a. Financial health of city and state (compared to the rest of the nation)
 - b. Stability of past superintendent
 - c. Building age and deferred maintenance
 - d. Leadership team compatibility
 - e. Board cohesion without commonality
 - f. Awards & memberships
 - g. Accomplishments last five years

h. Board process to set vision and strategic initiatives

11. How we may differ from other districts of our size

- a. Alaska culture of independence, informality, and being a big small town
- b. ASD role in the state education
- c. Migration within district and intrastate
- d. Military populations served
- e. Intensive need students served
- f. State schools in the district - School for the Deaf, McLaughlin
- g. Public school choice
- h. Charter school laws and role of district
- i. State requirements for a superintendent and waiver process
- j. Governance/financial structure – dependent district
- k. Private school environment (small compared to most places urban settings)
- l. Comeau’s tenure and community involvement legacy

Draft Candidate Application

The application will include the following

1. Confidentiality understanding and selections
2. Resume
3. Complete work history including salary history for the last 10 years including current position. Explain any gaps, and if not employed now, why.
4. Reference (305)
5. Basic Demographics
 - a. Name
 - b. Phone Number
 - c. Email
 - d. How did you hear about the opportunity
 - e. If offered this position, when could you start?
 - f. Have you ever been removed/fired/asked to resign from a position? If yes, please explain
 - g. Current or past ties to, or experience with, Anchorage or Alaska
6. Questions
 - a. Why are you interested in this position and how does it fit with your long-term career goals?
 - b. From what you know about the district, what is the strongest draw to this position?
 - c. From what you know about Anchorage and the Alaska community, what is the strongest draw to living in Anchorage
 - d. What is your general philosophy towards raising student achievement in K-12 education?
 - e. Explain your experience with the following either in schools systems or large organizations
 - i. Leadership and management
 - ii. financial management
 - iii. working with community groups in an effective manner
 - iv. working with diverse groups in an effective manner
 - v. working with a local and state communities
 - f. What personal qualities do you possess that would make you a good fit for this position?
 - g. Based upon the position profile, what aspects of the job do you feel will be the most challenging?
 - h. What do you think your strengths and weaknesses are for this position? How would you compensate for your weaknesses?
 - i. What are your major accomplishments in education and/or organizational management