

Policy 12 – Appendix D

Interview and Survey Guide

Interviews and surveys provide another tool in the data collection process and should be collected in a spirit of trust and collaboration. Individual participation in surveys and interviews will be conducted in a manner that provides a level of anonymity while recognizing that professional conduct ensures that significant concerns or issues are brought up to the appropriate parties outside of this improvement process. There are three questions that are explored in the collection of this data. What should the Superintendent start, stop, or continue doing to be successful in meeting Division expectations and the Superintendent Leadership Quality Standard? For each competency, we seek perceptions based on the experiences and observations of individuals. An individual may not be able to respond to each competency as their role or experience may be limited. An answer of "I do not know" does not mean that it is not happening, it is just not part of that individual's experience.

Examples of interview and/or survey questions:

Perceptions of Principals, Direct Reports, and the Board of Trustees

1. Can you provide examples of how the Superintendent builds effective relationships?
2. How does the Superintendent model commitment to professional learning?
3. In what way does the Superintendent model visionary leadership?
4. How has the Superintendent led learning in the school division?
5. What actions has the Superintendent demonstrated regarding First Nations, Métis, and Inuit education?
6. How does the Superintendent demonstrate leading successful operations and use of resources in the school division?
7. In what ways have you observed the Superintendent supporting effective governance?