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***Commissioner, Massachusetts Department of Elementary and Secondary Education***

***Suggested Prepared Questions***

***DRAFT***

You have been selected to meet with our Preliminary Screening Committee in January. Please expect a wide-ranging interview that may touch on many aspects of your professional experience and preparation for the position of Commissioner of Elementary and Secondary Education in Massachusetts.

We are providing the following question in advance to all candidates coming for this round of interviews.

Considering what you have learned about public education in Massachusetts, what are the one or two innovative strategies you have used in your professional career to advance educational equity that you will want to employ in the Commonwealth, why, and what do you anticipate will be the biggest obstacles to successful implementation here?

We will want to hear your answer during your meeting with the committee. We look forward to our meeting with you via video conference in January.

In addition, we want to ask you to think ahead in the event that you are selected as a finalist for the position. If that happens, we will be asking you to respond in person to the following prompt:

As you think about your candidacy for this role, imagine yourself celebrating your first anniversary with the organization. Please prepare a 10-minute “State of the Organization” address that you would give to the Board highlighting how DESE has evolved during your tenure, as well as what is on the horizon for the next two to three years. Make sure to touch on your role both internally for the department and externally for K-12 education in general across Massachusetts.

In addition, we will expect to hear from all finalists about the strategies and actions they would use to strengthen the Department’s visibility and effectiveness, particularly to increase equity in our system and close persistent achievement gaps.

We look forward to meeting you.

Massachusetts Board of Elementary and Secondary Education

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DRAFT