

CV Screening Tool: State Superintendent Search

Instructions:

Review each CV and score each domain based on clear, documentable evidence. Use the rubric below. Total scores will help identify the most competitive candidates.

Score	Description
4 – Exceeds Expectations	Demonstrates multiple examples or experiences in the domain with consistent measurable results or sustained leadership.
3 – Meets Expectations	Demonstrates singular ability in the domain with measurable results or sustained leadership.
2 – Approaching Expectations	Domain is generally referenced or lacks specificity relative to responsibilities or impact.
1 – Below Expectations	Domain is not addressed or unrelated experience is provided.

Core Domains

Domain	Description	Score (1-4)
1. Executive Leadership Experience	Held senior leadership roles in education systems (e.g., state agency, district superintendent, or equivalent) with system-wide impact.	
2. Strategic Vision & Implementation	Experience developing and implementing strategic plans that led to measurable improvements in student outcomes.	

Domain	Description	Score (1-4)
3. Academic Achievement & Equity Focus	Evidence of leadership that improved outcomes for diverse student populations, including underserved groups.	
4. Political & Policy Acumen	Experience working with legislators, state boards, or political bodies to influence or implement education policy.	
5. Fiscal Management	Oversight of significant public education budgets with strategic resource allocation aligned to priorities.	
6. Stakeholder Engagement	Experience engaging and aligning diverse stakeholders (families, educators, lawmakers, students, etc.) around shared goals.	
7. People Management and Development	Proven ability to recruit, develop, motivate, and retain high-performing teams; experience fostering a positive and productive work culture	
8. Instructional Leadership	Demonstrated understanding of curriculum, instruction, and assessment, especially aligned to state and federal standards.	
9. Change Management & Innovation	Led large-scale system changes, reform initiatives, or innovation efforts with demonstrated success.	
10. Communication Skills	Evidence of clear, compelling public communication—written or spoken, including media, community engagement, or board leadership.	
11. Alignment with Nevada’s Priorities	CV reflects familiarity with or readiness to lead in Nevada’s educational context (PCBE, workforce readiness, equity, etc.).	

Total Score: ____/44____

Next Step Recommendation

- **24–30 points:** Highly recommended for interview
- **18–23 points:** Consider for interview based on pool strength
- **Below 18 points:** Not recommended for initial interview round

Optional Notes Section

Use this area to document standout strengths or red flags:
