

## **School Board Candidate Interview Questions**

Below are suggested questions to ask school board candidates during candidate interviews. It is recommended to choose the questions that are most important and relevant to the local school district. Additional questions regarding local issues could also be added but please ensure all candidates are offered the opportunity to answer each question your local association chooses for your candidate evaluation process.

1. (CHALLENGER) Tell us about yourself, your background/experience, and your connection to \_\_\_\_\_ Schools. Why are you seeking a position on the Board?

(INCUMBENT) Why are you seeking reelection, and do you have any accomplishments or lessons from your service do you want to build on?

2. What are some of the strengths and weaknesses you see in our district?
3. What are some major issues that you believe our school district is currently facing? How would you like the district to deal with those issues?
4. How do you define the role of a school board member in supporting students, staff, and the community?
5. How would you work, as a school board member, collaboratively with the association and educators in the district to ensure our voices are heard?
6. What is your perception of the current working and learning environment in our schools? What steps would you take to foster a positive climate for both students and staff?
7. What is your position on “merit pay” for teachers (linking teacher pay to student test scores)
8. In 2017, changes to Iowa’s Chapter 20 collective bargaining law limited what topics could be negotiated in contracts for public employees, leaving decisions about salary schedules (including steps and lane movement), benefits, and other workplace provisions up to each local school board. As a school board member, do you support maintaining strong, comprehensive collective bargaining agreements

that continue to include these provisions including a competitive salary schedule that rewards experience and education?

9. Do you support having a Labor/Management committee consisting of district officials and Association members to collaboratively address issues?
10. How important do you believe planning time is for teachers in improving student learning? Do teachers in our district currently have sufficient planning time at the elementary, middle, and high school levels?
11. What criteria and processes should be used to utilize or prohibit curriculum and supporting materials?
12. As a school board member, how would you work to mitigate the negative effects of federal or state laws that you believe could harm students or impede educators' ability to teach effectively?
13. If budget cuts become necessary, what areas would you prioritize for protection, and what areas might you consider for reductions?
14. Do you believe Education Support Professionals (ESP) deserve a living wage? What steps would you take to ensure ESPs in our district earn a living wage?
15. What do you see as the role of \_\_\_\_\_EA and ISEA within the district?
16. Tell us about the current status of your campaign and your plans moving forward.
17. Why do you think our association should support you?