



Once the candidate is settled, the committee leader will have committee members introduce themselves (name, position, and school/school board).

An overview of ACSD will be given

- ACSD is comprised of 7 towns
- There are 9 schools: 7 elementary schools, a middle school and a high school
- Schools range in size from 40+/- students to almost 700
- Governance - The ACSD board is made up of members of each of the member district boards
- EEE program
- approximately 1,800 students

The schools in our district:

- Has approx. 1,800 students in grades Pre-K – 12
- We have approximately 400 full-time staff and many part time staff (includes CO)
- Is a diverse community of longtime farmers, artisans, telecommuters and people who work in Middlebury
- Some schools have a poverty rate of approximately 50%

Committee Leader to give a general description of the position: ie: The Principal position reports directly to the Superintendent and is generally responsible for:

- the supervision and evaluation of the school staff,
- developing / implementing school improvement plans,
- following board policy, and adhering to state and federal regulations,
- budgeting, and
- maintaining relationships with parents and other community members and organizations.

Committee Leader will request a brief explanation of what brought them to apply for the position.

Committee members will begin asking identified questions.

Following are some suggested interview questions.

ACSD
Interview Questions

1. Can you please give a brief overview of your experience and why you are interested in this position?

2. Can you please speak to your prior experience and how you would use that experience in this position?

3. What was the most difficult ethical decision you've ever had to make in your past positions and what was the outcome?

4. What role do you see this position playing in the creation and maintenance of a positive learning environment/climate within the school? How do you model that for students and staff?

5. Please describe a challenge you have experienced in the area of supervision and evaluation and what role you played in its resolution. What did you learn from this experience?

6. Describe an initiative that required buy-in from others to be successful. What was your role and what happened?

7. Describe yourself from the perspective of your co-workers? How do you feel you deal with conflict?

8. What kind of mentoring and training style do you have?

9. Can you talk about your experience with technology and how you see this being integral to your success in this position?

10. If you were to be offered the position, what would you do:
The first 6 weeks?

The first 6 months?

The first year?

11. Is there anything you thought we would ask but did not?
