



School District of West Salem, Wisconsin

Superintendent Search (deadline April 10, 2020)

Application Questions

Each applicant who applies to the School District of West Salem Superintendent Search is required to write a one-page answer to each of the following questions. Applicants will then upload a PDF of their answers through the WASB Search Services Portal during the application process. For information about the Portal, visit our [Application Process webpage](#).

Meanwhile, you may get a head start on writing your responses to the following questions.

1. The School District of West Salem is comprised of ten municipalities - one village and nine townships. The superintendent needs to have both the political skills and interpersonal relationship skills to build, and more importantly, sustain relationships with the citizens and leaders of those municipalities. Using examples of your successes, describe what you have done in your current or past positions to convince the West Salem school board that you can successfully become the trusted face of the district when it comes to communicating the purpose and need of an operating referendum to the stakeholders of the district. Include any experiences you have had leading past referenda.
2. The district schools have a successful track record of academic success at all building levels. The leadership team has used Baldrige operational, management, and continuous improvement tools to ensure good decision making and results. The school teacher teams practice a Professional Learning Community (PLC) philosophy to ensure that learning is occurring at high levels and that the needs of all children are being met. As superintendent, what training and work experiences have you had that ensure you can both honor the successful work that has been completed by the staff to date, while leading the effort of continuous improvement to make the student learning experiences even better?
3. As superintendent, how will you know you have been successful as the new superintendent after the first week on the job, the first month on the job, and the first year on the job? What past experiences can you share that will convince the school board that you can be successful in West Salem?