

## Instructional Candidate Profile

The MISSION of the Malone Central School District is to produce a healthy, responsible, productive citizen who has acquired learning and is capable of contributing to a global community. We will accomplish this by providing an effective, innovative, dedicated, motivating staff using developmentally appropriate, relevant curriculum in an exciting, interactive environment conducive to learning by students prepared to learn.

This instructional candidate profile is an important factor in providing our students with instructional staff as described in the preceding paragraph.

1. The desired, although not required, level of academic preparation is as follows:
  - 2.5 GPA in undergraduate courses
  - 3.0 GPA in content area undergraduate courses
  - 3.5 GPA in graduate level courses
2. --Appropriate NYS Certification for the position
3. --Minimum of three positive written references  
--Minimum of two positive verbal references (finalist only)  
--One of the verbal references will be to a former supervisor/employer not listed as a reference by the candidate.
4. --Acceptable live writing sample obtained during the interview process.
5. Affirmative interview responses corroborated by reference checks in the following areas:
  - Commitment to developing a strong relationship with parents
  - Positive attitude toward participation in mentoring program
  - Commitment to continuous professional development
  - Commitment to school/district beyond specific job assignment
  - Enthusiastic acceptance of the ethnic, socioeconomic and academic diversity of students
6. Related experiences outside of education a plus
7. Elementary Candidates
  - Reading or Special Education Certification a plus
  - Masters a plus
8. Special Education Candidates
  - Reading Certification a plus
9. Successfully complete a mini-lesson as part of the interview process
10. Alternatives to the above as determined by the Board of Education and Superintendent.

Board of Education  
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