

Interview Questions

Library Board Candidate

October 15, 2026 • Austin Meeting Room

Candidate: _____ Interviewer: _____

How scoring works: Questions 2–6 are each scored from 1 to 5 using the same rubric on the back of this page. Half points (e.g., 3.5) may be used, but no smaller. Questions 1 and 7 are not scored.

#	Question / Interviewer notes	Score
Q1	What is one of your favorite books and why is it a favorite?	<i>Unscored</i>
Q2	Why are libraries important to communities, and why is our library important to you personally?	1 – 5 _____
Q3	The library is a neutral provider of information from all points of view. How do you feel about the library providing materials you may disagree with?	1 – 5 _____
Q4	Think about an experience when you felt you needed to speak up. What did you do to make your voice heard, or what prevented you from speaking up?	1 – 5 _____
Q5	The Newberg Library is dedicated to providing a welcoming and inclusive environment. As identified in the Library’s Strategic Plan, the Library strives to be a welcoming and accessible space that reflects the current diversity of the community it serves. How would you reach a decision that includes perspectives different from your own?	1 – 5 _____
Q6	If you could add one completely new service, program, or experience to our library with no budget constraints, what would it be and why?	1 – 5 _____
Q7	Do you have any questions for us?	<i>Unscored</i>

Scoring Rubric

The same rubric is used for every scored question (Q2–Q6)

How to use it: After each answer, find the row that best describes the answer as a whole and give that score. If an answer fits between two rows (for example, strong reasons but misses part of the question), use a half point such as 3.5. No increments smaller than .5.

Score	Answers the Question <i>Did they respond to what was asked?</i>	Explains Their Thinking <i>Did they say why, with examples?</i>
5 Excellent	Answers every part of the question directly and stays on topic.	Gives clear reasons AND a specific example, story, or experience.
4 Good	Answers all parts of the question.	Gives clear reasons; examples may be more general.
3 Fair	Answers the main question but may skip a part or wander a little.	Gives some reasons, but they are brief or general.
2 Poor	Only partly answers the question or goes off topic.	Reasons are unclear or mostly missing.
1 Very Poor	Does not answer the question.	No reasons or examples given.

Tip for applicants: A strong answer usually (1) answers every part of the question and (2) explains why, with an example from your own life.

Our Commitment to Fair Scoring

- **Content, not delivery.** Nervousness, accent, speaking speed, vocabulary, or how “polished” an answer sounds do not affect scores.
- **No “right” opinions.** Interviewers score how clearly you explain your thinking — not whether they agree with you.
- **No experience required.** Examples from school, family, clubs, sports, jobs, or everyday life all count equally.
- **Same process for everyone.** Every candidate is asked the same questions in the same order, and each interviewer scores independently, right after each answer, before any group discussion.

Score Summary

Q2	Q3	Q4	Q5	Q6	TOTAL (out of 25)
/ 5	/ 5	/ 5	/ 5	/ 5	/ 25

Considerations: