INTERVIEW QUESTIONS
Teaching and Learning Team member - Quintin Kynaston
Tuesday 7th July 2015

Interviewer name: ……………………………… **Candidate name:** …………………………………………

Question Assessment Scoring:
3 = Strong answer; with in-depth references to the question, and with supporting evidence.
2 = Satisfactory answer with some supporting evidence
1 = Weak answer with no depth or supporting evidence.

Applicant name:	Score

1. Why this post?
   a) What will you bring?
   b) What ideas would you like to develop?
	Score?

2. Talk me through your lesson today.
   a) How would you improve the lesson if you delivered it again?
   b) Identify any areas for development. Where would you take the lesson next?
	Score?

3. Previous Experience
   a) Question relating to the candidates application…
   b) Talk about your prior experience and relevance to position available. Your CPD needs?
	Score?

4. **Observations: How would you establish yourself in the school** with rest of the staff? a) How would you re-brand yourself within your own department?	**Score?**
5. Observations: we look for typicality, i.e lessons over time and not one-off performance. a) What sources of information would you look for in a one-off lesson to gauge typicality?	**Score?**
6. **Describe a difficult conversation you have had with a colleague?** **a)** Outline your model of providing 'effective and meaningful' lesson feedback.	**Score?**
7. **Describe what makes a good CPD session?** a) For a department? b) For all staff?	**Score?**

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	Score?

8. How would you go about planning your own CPD session?
    a) What considerations do you need to have to make it all work? How would evaluate the session?
    b) What rationale would you use to employ other staff to contribute?
	Score?

9. **What 'off-the-wall' ideas do you have?** **a)** Teaching and learning b) CPD	**Score?**

Compulsory Questions

	Score?

10. How do you define an appropriate staff/students relationship in a school?
    (Interview panel should be looking for some of the bullet points below)
  a) professional distance; no social networking contact
  b) understanding CP procedures and that **not all** conversations can be in confidence
	Score?

11. **What do you think schools should have in place to effectively safeguard students' welfare?**
    (interviewer looking for some of the bullet points below)
  a) clear precise and effective CP guidelines and procedures; appropriate and ongoing all staff CPD
  b) recruitment and interview checking systems; well-trained CP coordinators; clear guidelines for staff
	Score?

Total score?	

(Lead interviewer must ask these questions):

12. Check career history – e.g. are there any gaps in CV? Why? a) Reason for application? Record any anomalies …
13. If you were offered the job, are you still a firm candidate? a) If offered the job, would you accept? b) Are you clear about the salary being advertised? c) Please confirm your start date/availability? d) Can I double-check your contact number? Best time to reach you with a decision?
14. Any questions for us?   (Record any actions the interview panel need to find out / follow up)

Please return this document to the lead interviewer or HR department at the end of the interview/day. This document is not to be taken off-site.