

INTERVIEW QUESTIONS – Extended Leadership Team member

Wednesday 8th and Thursday 9th 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. For current SSLT only: a) <i>How have you used the opportunity this year?</i> b) <i>Why do you want another opportunity?</i>	Score?
2. Why do you want to be a senior leader?	Score?
3. What is it about your track record that points you towards senior leadership?	Score?
4. Plot your journey towards senior leadership detailing what you need to do and how you need to develop over the next 3 (or less) years?	Score?
5. How would you fit this in with everything else you have to do?	Score?
6. Scenario question about middle leadership: you walk into the department/year team office and there are various comments and complaints being made about 'SLT'. What do you do?	Score?
7. Name one current development in education you are positive about; another one you are a negative about and give reasons why.	Score?
8. Discuss any (personal and significant) CPD you have started/completed over the past 12 months? (this should not be school-led) What CPD have you led across the school?	

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<p>9. If you were in the senior team, what would you recommend as the priorities for next year? a) How do you see this being implemented? b) If appointed, what whole-school projects do you see yourself leading?</p>	<p>Score?</p>
<p>10. If you were a senior leader what would you want middle leaders to say about you? a) What is your area for development? Weakness...</p>	<p>Score?</p>
<p>11. Any questions for us? (Record any actions the interview panel need to find out / follow up)</p>	
<p>Compulsory Questions</p>	
<p>12. 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</p>	<p>Score?</p>
<p style="text-align: right;">Total score?</p>	
<p>(Lead interviewer must ask these questions):</p>	
<p>13. Check career history/references – e.g. are there any gaps in the application? Why? a) Reason for application? Record any anomalies ...</p>	
<p>14. If you were offered the job, are you still a firm candidate? a) If offered the job, would you accept? Please confirm your start date/availability? b) Are you clear about the salary being advertised? c) Can I double-check your contact number? Best time to reach you with a decision?</p>	

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.