

# Interview Workshop



# What you can expect when you arrive at the school

The below may form some or all of your interview

- Welcome by Head or Senior Leadership Member
- Review of documentation
- Tour of the school
- Delivery of a lesson
- Student panel
- Interview
- Written task
- Presentation

**Remember the interview is not only an opportunity for the school to decide whether you are right for them but also, for you to decide if the school is right for you.**

# Welcome by Head or Senior Leadership Member

- Have you done your research?
- Research sources: Website, OFSTED reports, governor meetings, Social media, teachers you may know, local schools
- What are the strengths of the school, how are they performing?
- What role does student voice play?
- Recent events/trips/visitors etc..
- What extra curricula activities do they provide?
- Have they won any awards?
- What do they stand for?

# Review of documentation

- Make sure you have the relevant documents with you on the day.
- An offer of employment can be made after interview

# Tour of school

- Often by students
- Ask questions – be inquisitive
- Questions should be not only about the school but about student experiences at the school
- Take a good look and ask yourself if you can imagine yourself there
- What are the staff areas like?
- Do people have lunch together?
- If you go into your department where are resources, are they shared?
- Does the school take pride in the way it presents itself?

# Delivery of a lesson

- Often anywhere between 10 mins to an hour
- Try to find out as much as possible beforehand – SEN needs, size of group, girl boy split, ability – this will help you prepare
- Come prepared –materials, sample questions
- Explain why the topic is important
- Keep it simple
- Show development
- Try to build rapport with the students
- Move around the room
- Let your personality come through whilst remaining professional

# Student panel

- Often interested in you as a person and what your teaching style is
- They are trying to find out if they want to be taught by you
- Make them feel at ease
- Let your personality come through
- Do not patronise

# Common Interview Qs

- How do you think that lesson went?
- Why do you want to work at this school?
- Why do you want to teach?
- What did you learn about the school on your tour?
- What experiences have you had that prepare you for this role?
- What challenges have you faced and how did you overcome them?
- What elements do you love/hate about your subject?
- What makes you angry/sad/happy etc..
- Can you think of a time when you tried something and it failed? How did you deal with it?
- Why do you think we should offer you the job?
- What would you do if.....
- How do you deal with...
- \*Safeguarding questions – this will always be in there



# Interview Technique

- Reflection on lesson – be honest, use this opportunity to show that you are a reflective practitioner
- Strengths and weaknesses – be honest
- Prepare lots of examples- of new ideas implemented, working as part of a team, solving a departmental problem, dealing with a difficult parent, accomplishments you are proud of, challenges you have faced
- Think about what you can bring to the department – industry knowledge, passion for the subject (examples), skills and interests
- Make sure you can clearly articulate why you want to work at this school
- Be prepared to explain what you have learnt from your school experience
- Think about what makes you different from the other candidates
- Think about questions you would like to ask the panel
- Broader understanding of what is happening in education and your field of teaching

# Interview Tips

- Think about the questions – don't be afraid to take your time or ask the interviewer to repeat the question
- Strike a balance between explaining what you have achieved alone and what you have achieved as part of a team
- Consider your body language – look engaged – the interview will likely be at the end of a long day
- Be prepared for what you may consider out of the box questions and be willing to laugh at yourself!
- Be prepared with a good question

# Written task

- Not always included
- Letter/Email to parent
- Query about a report
- Response to a letter
- A task for students based on a particular part of the syllabus

# Presentation

- Rare
- Will be given topic beforehand
- Unless applying for a role with a specialism
- Practice! To get rid of those nerves
- Present your ideas clearly
- Assume no knowledge – you don't know your audience
- Leave time for questions – if you can't answer a question say so
- Talk slowly – give the audience time to absorb the information