

Aspiring Senior Leaders: DHT Application and interview activity

Topics for candidates to present

The panel should choose for each candidate the topic from the following:

1. Based on the information you have about the school, what are your views about the school's priorities and what strategies do you think would be most effective in implementing them? Or
2. How would you judge your success as deputy headteacher after a year in post?

Interview questions – sample questions

The questions are based on the 6 areas covered in the National Standards for Headteachers

1. Shaping the future

This should have been covered in the presentation but the panel may want to start with one of the following:

- i. What, based on your experience to date, do you think equips you to be the deputy headteacher of this school?*
- ii. How would you describe your leadership philosophy and style and how do you think you could use it effectively to support the development of our teaching staff?*
- iii. How will you establish yourself as deputy head, in your first term in post?*
- iv. How will you support and contribute to continuing to develop the vision and direction for the school?*
- v. Which aspects of the role of deputy head teacher will be your strength and which will be more challenging?*
- vi. Describe your role in a situation where significant change was needed to be implemented to bring about improvement?*

2. Leading learning and teaching – choose from

- i. We have consistently poor attendance and behaviour from a small number of pupils. How would you address this issue?*
- ii This school has an issue with attendance. Can you talk us through your ideas in relation to improving attendance?*
- iii. How would you propose to monitor the quality of teaching in this school?*
- iv. What are your ideas about and experience in improving the quality of teaching?*

v. *What strategies do you think are the most effective in monitoring the effectiveness of staff?*

vi. *What does effective leadership and management of teaching and learning look like for you? Answer the question making reference to your previous experience*

vii. *Based on your knowledge of the school, what are the key areas for development?*

3. Developing self and working with others – choose from

i. *We have a large staff at the school – how are you going to make sure that all staff are working towards the same goal?*

ii. *What is the most effective CPD that you have participated in? What made it effective?*

iii. *What constitutes good performance management?*

iv. *What in your view is the role of performance management? Describe a successful performance management meeting for yourself or one you have led*

v. *What are the principles that underpin building a learning community? Give an example in your current context, of how you have put these principles into practice?*

vi. *How are you going to manage if you have a serious disagreement with the headteacher on a point of principle*

4. Managing the organisation – choose from

i. *What do you think are the main organisational challenges for this school and how do you think they might be tackled?*

ii. *How do you want to work with the governing body?*

iii. *How will you ensure that the priorities reflected in the school improvement plan are the priorities of all key stakeholders?*

iv. *Given current initiatives and areas for development, if you were given £15000 how would you advise that it should be spent?*

v. *Talk to us about a project you have managed, within your current context, to plan for and implement change.*

vi. *Describe the processes and practices you have used to develop whole school policy?*

vii. *From your experience what do you see as the heart of effective financial management?*

5. Securing accountability – choose from

- i. Based on your experience to date, what have you learnt about effective evaluation and how, as deputy, will you encourage the staff to evaluate the work of the school objectively?*
- ii. In your role of deputy, how will you ensure that all members of staff are clear about accountability; and what will you do if they don't?*
- iii. In your experience, what are the most effective ways of ensuring that self evaluation is an integral part of the work of the school?*
- iv. How will you hold staff accountable for children's learning outcomes?*
- v. What do you think your contribution can be as deputy to working in partnership with the governing body to ensure that they can hold the school to account in an informed and appropriate way?*
- vi. How have you ensured that the members of the teams you have led are clear about their role, responsibilities and accountabilities?*

6: Strengthening community – choose from

- i. Based on your experience, what are the most effective ways of increasing parent involvement with the school?*
- ii. How will you encourage parents to improve pupil attendance and punctuality?*
- iii. Based on your experience, what are the most effective ways of involving parents and the community in supporting the learning of children and in defining and realising the school vision?*
- iv. Talk to us about your current experience of working in collaboration with other schools, agencies and community groups. What is the impact of that work on pupils learning?*
- v. What are the benefits and challenges of effective multi-agency working?*
- vi. Talk to us, from your current experience, about how you have created and promoted positive strategies for challenging racial and other prejudice and dealing with racial harassment.*