

# **Deputy Head Panel questions.**

## **Academic**

Given that we already have a Director of Studies and Heads of Sixth Form and Assistant Head of sixth form, what input would you expect to provide into the development of academic policy here?

What are your impressions of Ardingly's A level results? Are there any areas in which it seems to you we might be particularly strong or weak?

Given the academic performance of this school, does it need leading or managing?

Given that excellent leadership must be transformational, what is your vision for Independent secondary education in the 21st Century?

How important is an effective Professional Review (Policy Appraisal) to the success of a school? Why?

A recent staff discussion on challenging the more able suggested that there is a need for a whole school reading policy. Do you agree that such a strategy will stimulate the more able. If so, charged with the responsibility of drafting such policy, how would you go about it?

## **General**

From what you have seen so far: What is your immediate reaction? Is there anything that has made you think 'that is something I would want to change' or 'there is an area that needs some action'?

Apart from what you have read in the details, what do you think are the main requirements and responsibilities of the job?

We think of Ardingly as unique and very special. How do you think the rest of the world sees us?

What are the key trends in the independent schools market? How are we going to cope with them?

## **Pastoral**

The Headmaster is away for a week; on the first day a parent rings to complain that a member of staff has hit his son; what steps would you take? The accusation is found to be true, what would you do next?

A group of Sixth Form students come along to complain that their Chemistry teacher is not marking their work, and that they are finding the lessons boring and unchallenging, what action would you take?

The School Community extends well beyond the classroom. Who do you see as being involved in that community and how as Deputy Head would you set about building quality relationships with the various members?

### **Final**

It is your first assembly with the Upper School. What theme would you take and what messages would you wish the students and staff to take away with them?

There is a poster that depicts a defendant in a dock with a judge glowering harshly at him- with the caption "If you were accused of being a Christian would there be enough evidence to convict you". Commitment and witness to our Anglo-Catholic tradition is central to our Mission, how would colleagues, pupils and parents be able to recognise yours.

You have talked about your strengths - what are your weaknesses?

What would you do if you fundamentally disagreed with a school policy?

What aspects of the job would you find most rewarding/difficult/challenging?

How would you strike the balance between being a friend to colleagues and senior to them?

With regard to improving the welfare of the female pupils, what would be your priorities?

In what ways do you think being on SMT will change your life at school?

How would the position affect your other roles in the school (this Q to be adapted to the specific interviewee)?

What would you contribute to the boarding side of the school?