

Thank you very much for applying to work at The Excelsior Academy.  
Please find some information below to support you in preparing for your interview day.

## Culture

We aim for our students to leave The Excelsior Academy as knowledgeable, confident and well-rounded individuals.

Throughout your visit, you will meet several of our staff and students. We would love educators to join our team who:

- model politeness in every interaction
- challenge students who do not display politeness in every interaction
- are deliberately upbeat and a bigger version of themselves at work

## Task

We are an evidence-informed school and strive to get better faster.

During your visit, you will complete a short task based on this [article](#).

You will be asked to reflect on the following questions:

- What are the benefits of students 'thinking hard' and how will you achieve this in your classroom?
- What are the implications of students writing when the teacher is talking and how will you prevent this in your classroom?

## Lesson

We have embedded 'turn and talk' into all lessons as one strategy to increase student participation and confidence when asked questions.

You will not be judged on the execution of 'turn and talk' as part of the interview process but we encourage you to consider the following action steps as part of a routine our students are familiar with:

1. Intellectually prepare an appropriate question for turn and talk
2. Pose the question to the whole class
3. Give the class thinking time
4. Use the phrase 'turn and talk' as the cue for discussion
5. Pick a student(s) to answer your question

## Interview

We intellectually prepare for our lessons at The Excelsior Academy. This can be defined as teachers adapting their planned lessons to include things like pitch, appropriate scaffolds and scripts of explanations, in order to enhance the delivery of their lesson.

Intellectual preparation helps to raise our standards and improve the quality of everything we do. Below is one of the questions you will be asked if you progress to the interview stage. This is provided so you can prepare your response and any specific examples you would like to share with the panel:

*What strategies have you used/will you use to develop a team?*