



Selection Criteria	Questions	Indicators of High Performance	Score (1–5)
1. Collaborative Planning, Preparation & Delivery Ability to collaboratively plan, prepare and deliver teaching and learning programs to meet diverse characteristics, needs and learning styles, consistent with curriculum policies, work programs, and trends.	<ul style="list-style-type: none"><li>• Tell us about a time you collaboratively planned and delivered a teaching program that catered to diverse learning styles. How did you ensure it aligned with curriculum requirements?</li><li>• If you were assigned to teach a mixed-ability class mid-year, how would you plan and deliver lessons to meet the needs of all students?</li></ul>	<ul style="list-style-type: none"><li>• Gives clear, specific examples of collaboration in planning and delivery.</li><li>• Demonstrates understanding of curriculum policies and current educational trends.</li><li>• Shows adaptability to diverse learning needs and styles.</li></ul>	
2. Inclusive & Effective Teaching Processes Knowledge of and ability to implement inclusive processes, learning technology, and assessment to establish a differentiated learning environment that encourages students to reach their potential.	<ul style="list-style-type: none"><li>• Give an example of how you have used technology to enhance student learning and engagement.</li><li>• Imagine you have a student with additional learning needs who is falling behind. How would you identify this and then adapt your teaching strategies?</li><li>• What strategies would you use to create a culturally responsive classroom that values and respects Aboriginal and Torres Strait Islander cultures and traditions?</li></ul>	<ul style="list-style-type: none"><li>• Demonstrates familiarity with inclusive teaching strategies.</li><li>• Provides examples of differentiated instruction.</li><li>• Integrates technology effectively to support learning.</li><li>• Uses assessment to inform practice.</li></ul>	
3. Communication & Interpersonal Skills with Students Ability to communicate and relate effectively with students.	<ul style="list-style-type: none"><li>• Describe a time you built a positive relationship with a student who was initially disengaged.</li><li>• How would you handle a situation where a student is upset or withdrawn during class?</li><li>• What strategies do you use to ensure all students feel included and valued in your classroom?</li></ul>	<ul style="list-style-type: none"><li>• Builds rapport quickly with students.</li><li>• Adjusts communication style for student needs.</li><li>• Demonstrates empathy and respect.</li><li>• Encourages student voice and participation.</li></ul>	
4. Behaviour Management Strategies Ability to plan and apply appropriate strategies to establish and maintain a supportive learning environment.	<ul style="list-style-type: none"><li>• Tell us about a challenging behaviour management situation you have faced. What strategies did you use and what was the outcome?</li><li>• If several students in your class are disrupting a lesson, what steps would you take to re-engage them while keeping the lesson on track?</li><li>• What is your approach to developing a positive and respectful classroom culture?</li></ul>	<ul style="list-style-type: none"><li>• Provides clear examples of proactive behaviour management.</li><li>• Demonstrates positive reinforcement techniques.</li><li>• Ensures classroom environment is safe and inclusive.</li><li>• Adapts strategies to different age groups and needs.</li></ul>	
5. Collaboration & Partnerships Ability to work collaboratively and communicate effectively with staff, parents, and the local community, in an intercultural environment, to achieve optimal educational outcomes.	<ul style="list-style-type: none"><li>• Share an example of how you worked with parents or community members to improve student learning outcomes.</li><li>• If a parent expressed concerns about their child's progress, how would you respond and work with them to address it?</li><li>• What strategies do you use to engage with diverse cultural communities in the school?</li></ul>	<ul style="list-style-type: none"><li>• Gives examples of productive partnerships.</li><li>• Demonstrates intercultural awareness and respect.</li><li>• Communicates clearly with stakeholders.</li><li>• Works effectively in team environments.</li></ul>	
6. Professional Learning & Standards Commitment to maintaining current and relevant professional learning and meeting the Australian Professional Standards for Teachers.	<ul style="list-style-type: none"><li>• Tell us about a recent professional learning activity you undertook and how it impacted your teaching.</li><li>• If you identified a gap in your knowledge or skills, how would you address it?</li><li>• How do you ensure your teaching practice remains aligned with current educational trends and standards?</li></ul>	<ul style="list-style-type: none"><li>• Provides recent examples of professional learning.</li><li>• Links professional growth to improved student outcomes.</li><li>• Demonstrates knowledge of the Australian Professional Standards for Teachers.</li><li>• Shows commitment to ongoing development.</li></ul>	

