

FHSS PGT Programme Interview Screening Rubric

	UNCONDITIONAL OR CONDITIONAL OFFER		REJECT
	Exemplary	Satisfactory	Unsatisfactory
Pre-Interview Preparation	Shows a strong level of familiarity with the PGT programme of choice; is able to provide highly credible responses when asked to justify his/her application.	Shows some fundamental familiarity with the PGT programme of choice; is broadly credible in the stated reasons for applying.	Shows little to no familiarity with the PGT programme of choice; is not credible in the stated reasons for applying.
Language and Clarity of Expression	Uses language with a high degree of fluency and sophistication.	Uses language with a reasonable degree of fluency though clarity may be lacking in places.	Uses language poorly with frequent errors and shows an overall lack of clarity.
Communication Skills	Communicates ideas and opinions exceptionally well and is highly articulate. Can handle all questions and respond appropriately.	Communicates ideas and can handle some questions, but may require lots of scaffolding.	Communicates ideas poorly and is not able to handle questions.
Overall Impression	Shows a very high level of confidence and credibility; presents him/herself in an exceptionally professional and polished manner. Engages with the interviewer naturally.	Shows a reasonable level of confidence and credibility; is able to present him/herself adequately, though still with some obvious weaknesses. Engages with the interviewer, but needs to work on developing a more natural style.	Shows little confidence or credibility; cannot present him/herself well. Is not able to engage with the interviewer appropriately. May simply be reading from a script or parroting a pre-learned speech.