

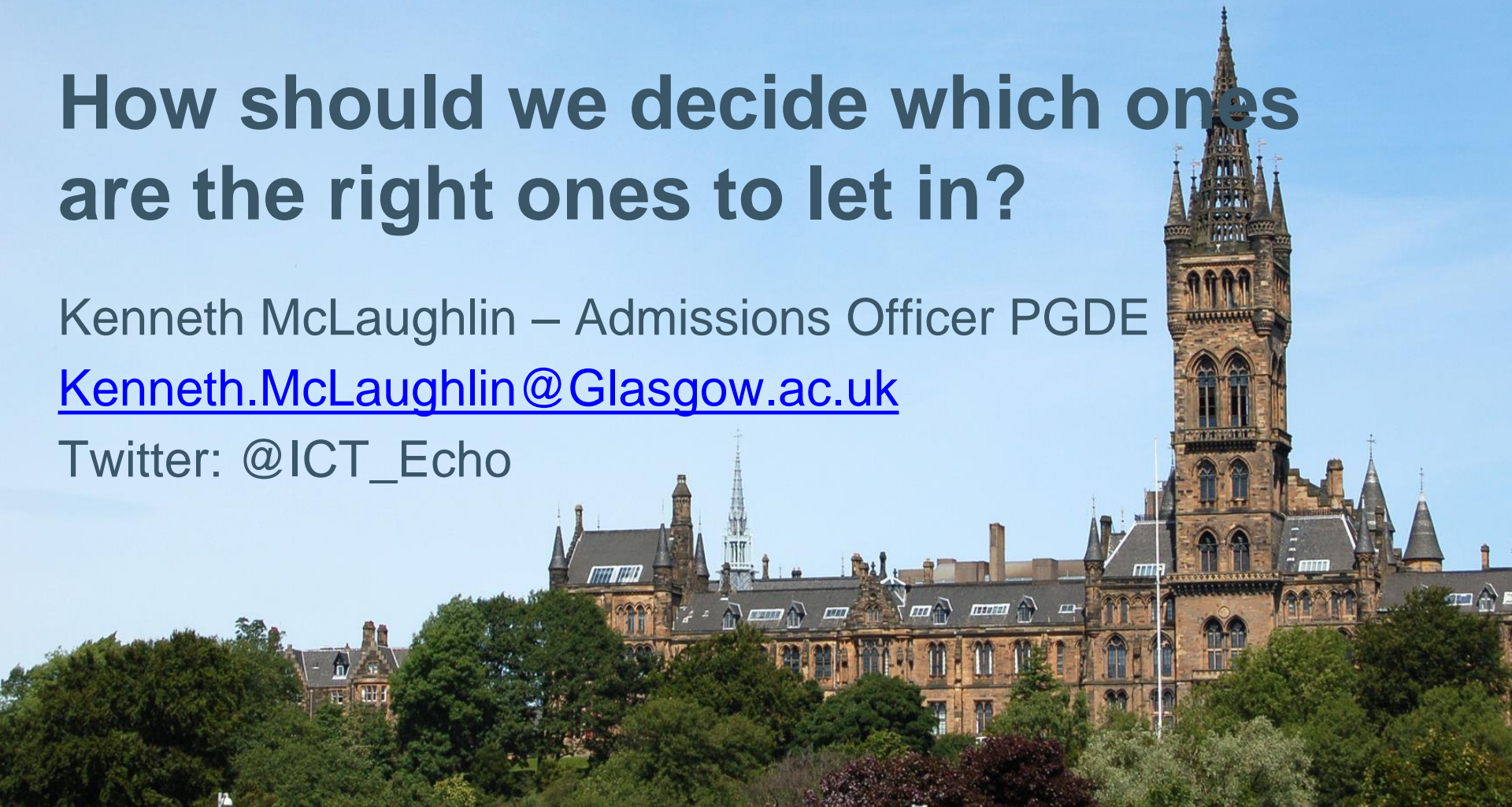


# How should we decide which ones are the right ones to let in?

Kenneth McLaughlin – Admissions Officer PGDE

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# Introduction

- Selection Process More Rigorous (Donaldson, 2011)
- Beardwell et al., (2004)
  - Assessment Centre – 0.68
  - Structured Interview – 0.62
  - Personality Test – 0.38
  - Unstructured Interview – 0.31
  - References – 0.13
  - Astrology – 0.0



# Selection Process

- Threshold – Minimum entry requirement
- Scored Application – 6 categories
- Ranked Gathered Field
- Invited to Interview
- Scored on Interview & Written Task
- Reject or Offered a Place



# Recruitment Numbers PGDE(P)

- Over 2100 applications
- 100 Application Offers
- 360 Interviews
- 290 Offers
- 227 Target (2018)



# Application Offers

- Completion/withdrawal to measure success
- Sample
  - Selection preference
  - Institutional Reputation
  - Perception
- Invited to Institution



# Successful after Interview

- Completion/withdrawal measures
- Sample Cohort
  - Selection preference
  - Institutional Reputation
  - Perception
- Interview rating



# Unsuccessful after Interview

- Examine Scoring
- Use UCAS data for Placement



# Placement data

- 30 applicants
- 13 placed at another TEI
- 17 Not offered a place at a TEI





# High Score, No Interview

- 45 Applicants declined an interview
- 21 Placed in TEIs
- 24 Not Placed/Withdrawn



# Reference List

- Beardwell, I., Holden, L., Claydon, T., (2004) Human Resource Management a Contemporary Approach. 4th (edn.), Harlow: Prentice Hall.
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- Donaldson, G. (2011) Teaching Scotland's Future. Edinburgh: The Scottish Government.
- General Teaching Council Scotland (GTCS) (2013) Guidelines for Initial Teacher Education Programmes in Scotland. Available: <http://www.gtcs.org.uk/web/FILES/about-gtcs/guidelines-for-ite-programmes-in-scotland.pdf> [Accessed 2 May 2018].



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