

RECOMMENDED SURVEY QUESTIONS (Q) AND POSSIBLE ANSWERS (A) FOR INDICATOR:

Education Personnel Selection

FULL INDICATOR GUIDANCE IS AVAILABLE [AT THIS LINK](#)

Q1: *In your opinion, how transparent is the hiring process for teachers / facilitators?*

A1: Fully transparent / Semi-transparent / Not transparent / Don't know / Refuse to answer

Q2: *If semi-transparent or not transparent, what could have been done differently so that the hiring process is more transparent?*

A2: (open response)

Q3: *Were you made aware of the selection criteria / key requirements during the process, either at the application stage or during the interview?*

A3: Yes / No / Don't know / Refuse to answer

Q4: *How were you made aware of the selection criteria and process?*

A4: Criteria and details of the selection process were:

1. Provided in writing
2. Verbally communicated
3. Displayed clearly in a public space
4. Other – specify: _____

Q5: *Do you feel that the selection criteria could in any way create tensions or harm?*

A5: Yes / No / Don't know / Refuse to answer

Q6: *If yes, why?*

A6: (open response)

Q7: *Do you feel that applicants' qualifications / education levels are the most important factor in the selection process / criteria?*

A7: Yes / No / Don't know / Refuse to answer

Q8: *If no, why not?*

A8: (open response)

Q9: *Do you feel that the selection criteria does or does not encourage equal opportunities for all people, including all genders, abilities, ethnicities and language speakers?*

A9: The selection criteria fully encourages equal opportunities for all / the selection criteria partly encourages equal opportunities for all / the selection criteria does not encourage equal opportunities for all / Don't know / Refuse to answer

Q10 *If no, why not?*

A10: (open response)

Q11: *Do you think that the selected teachers do or do not reflect the diversity of the community you live in (male / female teachers; ethnic groups; specific language speakers)?*

A11: Selected teachers fully reflect the diversity of the community / Selected teachers partly reflect the diversity of the community / Selected teachers do not reflect the diversity of the community / Don't know / Refuse to answer

Q12: *What groups are not represented?*

A12: (open response)