

UPDATED

# S.T.A.R(P) MODEL

with sentence starters

Structure of a selection criteria response



## Situation

Why did you embark on this project/programme/story?

What was the 'hole' that needed fixing?

What document/policy/priority is addressed or aligned to through this project/programme?

What data did you use to know this situation was an issue?

The challenges faced were...

This was a priority because...

I identified the need to...

## Tasks

What were the 3-5 big strategies you put in place to address the 'problem'?

What were the priority tasks you decided on?

Mention how you came to these priority tasks.

I identified the priorities within this project to be...

To provide a solution for all stake holders, I...

## Actions

Step out how you went about putting those tasks in to action.

Cover what you did and how you did it.

Start every dot point with a Power Verb.

Put these actions in a sequential order for the reader, even if you did not to do them in that order chronologically.

If there were any issues that you had to resolve, put them in here.

Elaborate on the data you were collecting to ensure your solution was addressing the problem.

To do this, I led..

To lead this initiative, I...

To implement this change I...

I led the team by...

To overcome [challenge], I...

## Results

What was the outcome?

Prioritise numerical data early on in your results section, then use qualitative data.

How do you know you addressed the 'hole'?

Use graphics here to show the improvement. Could use a table/graph

Include anything about longevity and sustainability here as well.

Is the program still running? Has it grown bigger?

How was it modified to encompass more staff/students?

This resulted in...

My leadership actions led to...

Outcomes from this project include...

My leadership impact was...

## Projection

What leadership skills and experience will you bring to this role?

Connect the schools priorities with your leadership experience and articulate how this will make you the best fit for the role.

If you have already been acting/relieving in this role, state the next piece of work that will continue to drive the school improvement agenda.

As [insert job title], I will...

I will continue to ... as [job title]

The strategic improvement agenda of ... requires...