

APPENDIX 3: Structured Interview Schedule (SES & DCES)

SECTION A: Roles and Responsibilities

1. Please describe your core roles and responsibilities as a Subject Advisor
2. Please describe your typical working day
3. To what extent do your current responsibilities match the expectations you had of the position when you applied for the post?
4. Did you have any initial training / orientation when you were first appointed as a Subject Advisor? Please explain.
5. How do you determine which schools to visit?
6. Please describe the relationships you have with educators/SMTs at your schools?
7. To what extent do you feel you are able to provide schools/educators/SMTs under your care with the level of support they need?
8. What are the biggest challenges you face in your line of work?
9. What gives you the greatest job satisfaction?

SECTION B: Resourcing and Support

10. Do you have access to relevant policy, guiding documents and other educational resources and materials to support your work? If yes, what resources have you accessed and how?
11. How would you describe the relationship between your district office and the provincial office?
12. To what extent do you feel supported by the district and province?
13. What additional support (if any) would you like from the district and provincial DBE?
14. How do you communicate your support needs to the district and PED?
15. Please describe how you report on your work as a Subject Advisor and who you report to.

SECTION C: Professional Development

16. Please describe the professional development activities that you have engaged in over the past 3 years that are both directly relevant to your current position, as well as any other activities you have engaged in to develop yourself professionally.
17. To what extent have these initiatives met your professional needs?
18. To what extent have you applied what you have learnt through these initiatives in your current work? Please explain.
19. What are your current professional development needs?

APPENDIX 4: Structured Interview Schedule (CES Officials: Curriculum Support GET)

SECTION A: Roles and Responsibilities

1. Please describe the core roles and responsibilities of a Subject Advisor
2. What is the post establishment for Subject Advisors in a District?
3. What is the post provisioning model or criteria?
4. How are Subject Advisor workloads / allocation of schools determined?
5. To what extent do you feel that Subject Advisors under your supervision are able to provide their allocated schools with the level of support they need?
6. What are the biggest challenges Subject Advisors face in their line of work?

SECTION B: Resourcing and Support

7. Please describe the extent to which the department provides Subject Advisors with the necessary resources to undertake their work (e.g. departmental vehicles, telephone, internet access, computer, photocopier/scanner/printer)?
8. Do Subject Advisors have access to relevant policy, guiding documents and other educational resources and materials to support their work? If yes, to what extent do you feel that Subject Advisors are accessing these documents?
9. Please describe how Subject Advisors report their work, and who they report to.

SECTION C: Professional Development

10. What skills, qualifications and competencies are Subject Advisors expected to have in order to apply for this position?
11. Please describe what you feel are the most important professional development needs for the Subject Advisors under your supervision.
12. To what extent do Subject Advisors engage in professional development initiatives?
13. What professional development initiatives does the district and province provide?
14. Are you personally involved in any development activities / programmes targeting Subject Advisors? If so, please explain.

APPENDIX 5: Structured Interview Schedule (Provincial Officials: Curriculum Support GET)

SECTION A: Roles and Responsibilities

1. Please describe the core roles and responsibilities of a Subject Advisor
2. What is the post establishment for Subject Advisors in a District?
3. What is the post provisioning model or criteria?
4. How are Subject Advisor workloads / allocation of schools determined?
5. To what extent do you feel that Subject Advisors are able to provide their allocated schools with the level of support they need?
6. What are the biggest challenges Subject Advisors face in their line of work?

SECTION B: Resourcing and Support

7. Please describe the extent to which the province provides Subject Advisors with the necessary resources to undertake their work (e.g. departmental vehicles, telephone, internet access, computer, photocopier/scanner/printer)?
8. Do Subject Advisors have access to relevant policy, guiding documents and other educational resources and materials to support their work? If yes, to what extent do you feel that Subject Advisors are accessing these documents?
9. Please describe how Subject Advisors report their work, and who they report to.

SECTION C: Professional Development

10. What skills, qualifications and competencies are Subject Advisors expected to have in order to apply for this position?
11. Please describe what you feel are the most important professional development needs for the Subject Advisors in your province.
12. To what extent do Subject Advisors engage in professional development initiatives?
13. What professional development initiatives does the district and province provide?
14. Are you personally involved in any development activities / programmes targeting Subject Advisors? If so, please explain.