

Multiple mini-interviews

What are Multiple mini-interviews?

Multiple Mini-Interviews (MMIs) are an evidence-supported interview approach consisting of short, structured interview stations in which candidates engage with a range of thought-provoking scenarios and reflective tasks with multiple, independent, interviewers. MMIs were developed for medical school admission (Eva et al., 2004) and are widely used in the UK, Australia, and Canada.

Why MMIs for teacher selection?

MMIs are highly structured, target specific attributes (e.g., values and beliefs, communication), and have a growing evidence base for their use. The increased number of independent assessors gives a fairer outcome and there is time between stations for candidates to refocus if a station goes poorly. Our own recent research in the UK shows strong positive reactions from both interviewers and interviewees when MMIs are implemented.

What happens during the MMI circuits?

The number and time of stations may vary but typically, there are five interview stations, each being five minutes. At the beginning of each station candidates are given time to read a card to read with simple instructions. These are to help orientate them, and let them know what to expect from the station. Often a bell or timer is used to let candidates know it is time to move to interact with the assessor or to move to the next station.

What are some examples of interview stations?

Multiple mini-interview stations vary in form. Some may be a fairly traditional one-to-one interview, other stations may be more interactive. Candidates might have to watch a video and respond or complete a task along with a helper. Even though these are often framed in a school context, no prior educational knowledge is required to address them. Stations are designed to probe values, and candidates' ability to think critically and flexibly.

How are MMIs assessed?

Multiple mini-interviews are assessed using standardized criteria to ensure high reliability. Stations focus on particular attributes with communication often assessed across stations. Stations are given a weighting, and assessors may include additional qualitative comments.

Assessments are best completed on-line using a secure platform so scores are immediately available for selection decisions.

Interested in MMIs for your institution?

From September 2020, we welcome enquiries to develop bespoke MMIs at your institution. Development steps can be found on the following page. Please contact our team at info@teachersselect.org for further information.

Creation of bespoke MMIs (process, people and purpose)

Step	Activity	Who?	Purpose
1	Contextualisation workshop	<ul style="list-style-type: none"> Teacher educators and other education leaders TSP consultant to deliver workshop 	<ul style="list-style-type: none"> Determine interview specification and purpose Determine target attributes Translate/adapt existing measures (if desired)
2	Station-writing workshop(s)	<ul style="list-style-type: none"> Teacher educators and other education leaders TSP consultant to deliver workshop 	<ul style="list-style-type: none"> Station-writing training Develop station content Review stations with feedback
3	Concordance review panel	<ul style="list-style-type: none"> Teachers, teacher educators, and other education leaders (can be remote) TSP consultant for analysis 	<ul style="list-style-type: none"> Solicit feedback on item content Set scoring key
4	Build online platform	<ul style="list-style-type: none"> TSP consultant 	<ul style="list-style-type: none"> Develop scoring and data-entry platform
4	Large-scale pilot validation	<ul style="list-style-type: none"> Applicants or existing students TSP consultant for analysis 	<ul style="list-style-type: none"> Analysis psychometric properties Assess concurrent validity Assess applicant feedback Review test delivery platform
5	Continuing refinement and validation	<ul style="list-style-type: none"> Applicants TSP consultant for analysis 	<ul style="list-style-type: none"> Assess predictive validity
6	Review workshop(s)	<ul style="list-style-type: none"> Teacher educators and other education leaders TSP consultant to deliver workshop 	<ul style="list-style-type: none"> Refresh station bank
7	Delivery of a bespoke MMI package to client		