

# Three Part Interview Guide

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## **PART I: OPEN SPECIFIC**

Start your conversation with simple and specific questions your partner will feel comfortable answering. This is a chance to build rapport with your partner and ask basic questions to help you understand their overall situation, how they view their professional life, and how they view their life situation as unique or similar to others.

### OPEN SPECIFIC

1. How many years have you been in your position?
2. How long have you been with the district/ECE program?
3. What's a great thing happening at work right now?
4. What kinds of things do you think people in EC do differently (or have to worry about) from people in other districts/organizations/agencies?
5. What is something that would surprise me to know about you?

## **PART II: GO BROAD**

Prompt bigger, more general topics that ask your partner to think about life, the community, children, and the future. Ask about their hopes and dreams for the future, as well as the barriers to achieving their goals. This is the chance to identify what might be standing in their way, and what they perceive the real paths to a better future might be.

### GO BROAD

1. What are your aspirations for the future of your work with the district?
2. What are your hopes for your family?
3. Why did you choose those?
4. What do you see that could get in the way of achieving your goals? (Could be anything -- not necessarily work-related)

### **PART III: PROBE DEEP**

Ask deeper questions about the challenges the early childhood program faces with 'what if' scenarios. The last half of the interview is the time to ask questions that are focused on how we might address barriers and challenges. Make sure to ask concrete questions of your partner that will help you define what is and is not desirable to them.

#### **PROBE DEEP**

1. What makes you frustrated or worried about the early childhood program?
  - a. Why? Why, again.
2. If you could give districts leaders some advice about early childhood, what would it be?
  - a. Why? Why, again.
3. What changes would you like to see around how we deliver early childhood services?
  - a. Why? Why, again.
4. How would you describe the culture within the early childhood program and between the program and the district/community?
  - a. Why? Why, again.
5. What do you perceive to be the biggest hurdle to preparing children for Kindergarten?
  - a. Why? Why, again.
6. What improvements are needed related to early childhood assessment and/or curriculum?
  - a. Why? Why, again.
7. If time, resources, and funds were not an issue, what would preschool look like in your community?
  - a. Why? Why, again.