***Purpose:***

*To listen to our system to develop a better understanding of the perspectives and needs of the students in our district, particularly those students represented in our student-centered equity challenge. And to identify policies and practices that we need to change to further advance the district’s vision for equity and the equity Imperative.*

***Norms:***

* *Approach the interview without judgement, with a beginner’s eye/heart, with curiosity, with optimism, with respect*

***Additional Reflection Questions to Consider:***

* How does my identity and role affect how and what people share with me?
* How do I maintain awareness of my biases and challenge them in order to see this community more authentically?
* What do people in this community identify as their needs?
* How do systemic oppression and/or privilege affect this community, and how does that relate to the issue or problem?

***Prep for interview:***

* **Permission will be obtained from parents via email by interviewers**
* Whose perspective is important to understand and why?
* What would you want to know or understand?
* Identify and discuss who you would like to interview in your school community.
* Assign roles (who will interview who, interview in pairs, individually)
* Schedule Interview - When, Where, What time; Consider recording

***During the Interview:***

* Be Human: Build rapport
  + Introduce yourself and the project in a way that is comfortable to you.

SAMPLE INTRO *-**Thank you for taking the time to speak with me today. We are conducting these interviews to learn from students about how we can make changes to the school that will promote a more inclusive, fair, and equitable place for everyone. We think that you hold a unique, valuable perspective that we need in order to make these changes.*

*Please answer these questions as thoroughly and honestly as you can. You are welcome to pass on any question, or return to one you’ve already responded to at any time. Think of this as more of a conversation than an interview. Do you have any questions before we begin?*

* Seek Stories
  + Evoke specific stories to learn about what your interviewee thinks and feels. Allow space to talk about feelings.
* When asking a question,
  + Ask once, clearly
  + If the student doesn't feel comfortable answering a question they can skip it
  + PROBE: ” Can you tell me more about…? Can you help me understand more about…? What did you do about…? Why…? What was that like for you…? How did you feel about…?
  + *If you are doing the interview with a partner, decide who will interview and who will take notes.*

**Selected** [**Interview Questions *(list of interview questions is in this doc*):**](https://docs.google.com/document/d/1WJy472MBj4OgQBiLV08RbthWN5Sdz36VX0LqT8n8GS4/edit?usp=sharing)

* What aspects of school are you happy about? Why? Least happy? Why?
  + *Could you remember before we did remote learning? If their answer is remote learning specifically.*
* Can you tell me about a time where your teacher was helpful? What happened?
  + *Student may want to draw a picture*
* Tell me about a time when you got in trouble at school. Do you think the process was fair?
* Who do you think the model student at your school is?
  + How are you (or, How is your student) similar or different from that student?
  + What happens when you are different from that model student?

***Notes & Reflection:***

*Interviewer:*

*Date:*

*Interviewee:*

|  |  |
| --- | --- |
| ***Interview***  ***Question*** | ***Notes***  *(Note what the respondent says and their body language)* |
| What aspects of school are you happy about? Why? Least happy? Why?   * *Could you remember before we did remote learning? If their answer is remote learning specifically.* |  |
| Can you tell me about a time where your teacher was helpful? What happened?   * *Student may want to draw a picture* |  |
| Tell me about a time when you got in trouble at school. Do you think the process was fair? |  |
| Who do you think the model student at your school is?   * How are you (or, How is your student) similar or different from that student? * What happens when you are different from that model student? |  |

***Interviewer Reflection:***

Interviewer: Date:

Interviewee Name (you can use an initial or pseudonym, if needed):

Interviewee Role (i.e., student, family member, staff):

|  |  |
| --- | --- |
| Share a brief (2 to 3 sentences) summary of the story(ies) that stood out to you from this interview |  |
| What surprised you from the interview? For example, the feelings that you heard or a contributor to the experience of inequity/equity that you hadn’t thought about before. |  |
| Who was involved in the story? Include people who weren’t directly involved (such as other students or adults who were present). |  |
| What suggestions, if any, did you hear from the interviewee? |  |
| What feels important for you to remember from this story and to share with your Equity Design Team? |  |

**Design Team Reflection (After Interviews):**

* Content: What did we hear? What are we learning about the root causes that contribute to the student centered equity challenge? What are the implications of what we are learning?