

Parent Leadership Evaluation Network (PLEN) Collection of Interview Questions

With training and coaching from professional evaluators, the following interview questions were created by parent leaders and staff from parent leadership and organizing initiatives throughout the U.S. The questions elicit how parent leadership initiatives lead to deep, transformative impacts among parent leaders.

They are grouped below into the following categories:

- Leadership Experiences
- Personal Development
- Relationships and Networks
- Advocacy and Creating change
- Policy Impact
- Racial Equity
- Working Across Difference

Overall Leadership Experiences

- What has been most encouraging to you as a Parent Ambassador? What has been most discouraging?
 - What kept you moving forward even when things got difficult? What kept you engaged as a Parent Ambassador?
- When have you felt the most powerful in your work with Parent Voices?
 - How did this solidify your commitment to Parent Voices? How has this inspired you to do more/ improve your family life?
- What's the most frustrating part of the work we do at OLÉ? How has that changed through the course of your time with us?
 - How do you stay engaged when you face these frustrations instead of throwing your hands up in the air and giving up?
- What barriers did you have to overcome to complete the Parent Ambassador Program?
 - What strengths in yourself did you have to tap into to overcome these barriers?
 - What strengths do you still need or hope to develop to overcome other obstacles that come your way?

- What were the biggest challenges you faced when you became active with OLÉ, and how have you overcome those challenges?
 - How has overcoming those challenges changed you?
 - How has this helped you overcome other challenges in your life?
- [Spanish] ¿Qué temores tenía cuando comenzó a participar en ARISE? ¿Qué le ayudó y cómo lo superaste?

[English] What fears did you have when you started participating in ARISE? What helped you and how did you overcome these fears?

Skills and Knowledge Gained

- What skills have you developed as a result of PLTI? What skills do you still need to be a community leader for children?
 - When something is happening that impacts on children, how do you get involved?
 - How do you take action differently than you have in the past?
 - What have been the most important skills you have gained since joining Parent Voices? How did these skills affect other areas of your life?
 - How have these skills changed how you interact with other systems / people/ organizations?
 - In what ways are you utilizing your leadership skills to create other leaders?
 - In what ways do you still want to grow as a leader?
 - What skills have you acquired through your work with us that are useful in engaging other parents in public education advocacy?
 - How has this contributed to your ability to be a role model and/or leader? What skills do you still need to develop to be the kind of role model you want to be?
 - [Spanish] Cuáles son las cosas más importantes que ha aprendido desde que está participando en ARISE? ¿Qué es lo que todavía espera aprender pero aún no tiene?
 - ¿Cómo ha cambiado esto, lo que usted cree sobre su capacidad para hacer cambios positivos en su comunidad? ¿En su familia? ¿En usted mismo?
- [English] What are the most important things that you have learned since participating in ARISE? What do you still hope to learn?
- How has this changed what you believe about your ability to make positive changes in your community? In your family? In yourself?
- What have you learned about local and state politics in New Mexico through OLÉ?

- How has this changed your perception of the world around you? How has this changed the way you see yourself as a part of it?
- What have you learned through your work with Parents for Public Schools about what is needed for quality public education? What's still perplexing or confusing to you?
 - How has this changed your view of the public schools in your community? How are you seeing the potential of the school and community differently than you used to?
- What have you discovered through your work with us that you wish that everyone understood about public education? Why do you think this is most important for everyone to understand?
 - How has this influenced your perspective on the most effective ways to create change in your schools and community?
 - How has this changed what you believe about your ability to affect change?
- Based on what you have learned with us, what one thing do you consider absolutely essential if public schools are to provide quality education?
 - How has this affected how you see your role in education? In your community?

Personal Development

- What's one thing you have done at OLÉ that you've never done before or imagine yourself doing before?
 - How has this changed the way you show up for your family and your community?
 - In what ways do you need to grow to be the kind of person you want to be for them, to become a better parent?
- What changes do you see in yourself as a result of this work? Where do you wish you could grow more?
 - What changes have others (family members, friends, coworkers, and other Ambassadors) noticed in you?
- In what ways have grown personally and professionally from the Parent Ambassadors Program? How have you or will you use the skills you learned through the Parent Ambassadors Program to help you go back to school and or find more meaningful employment?
 - How has your experience in Parent Ambassadors helped you become more driven to achieve your personal and professional goals?
 - In what ways have you become a role model for your family, friends and community?

- In what ways has your confidence grown since you've been a part of Parent Ambassadors? What have you experienced that has undermined your confidence?
 - How are you able to stay dedicated to making change despite opposition?
- What strengths have you discovered about yourself since joining Parent Voices?
 - How has this discovery changed the way you view your ability to make change in your own life?
 - In the lives of others?
- Think about the first time you came to Parent Voices. What were you like? What are you like today?
 - What convinced you to come to a Parent Voices meeting/event? What has convinced you to stay?
- What have you learned as a Parent Ambassador that has been most helpful to you and your family?
 - How has what you have learned through Parent Ambassadors changed the way you view your potential?
- How have you seen your children grow as a result of their participation in Parent Voices events? What excites you most about that? What still worries or concerns you?
 - How has this had long lasting impact on your children (grandchildren)? How has this created a second family for you and your children?
- [Spanish] ¿Qué cosas ha hecho en ARISE que no había hecho antes o que no imaginabas que podrías hacer por ti mismo?
 - ¿Qué cosas nuevas ha hecho en un grupo? → ¿Cómo le ha ayudado esto a ser un mejor líder para su familia y su comunidad?
 - ¿Qué cambios han visto otros en ti?

[English] What things have you done at ARISE that you hadn't done before or didn't imagine what you could do for yourself?

- What new things have you done in a group? → How has this helped you to be a better leader for your family and your community?
- What changes have others seen in you?

Relationships and Networks

- What makes you feel like you belong to the Parent Ambassador family? How did your circle of friends within Parent Ambassadors influence your experience?
 - How has this sense of belonging changed what you believe about your role in your family and community?

- How are you now thinking differently about who you can turn to for support when you need it?
- When you came to Parent Voices, what were the issues you were struggling with? What emotions did you experience when you met other parents dealing with the same issues?
 - How have these new relationships deepened your commitment to your community? To equity and social justice?
- How have your relationships changed since you've become active with Parent Voices-- either with other PV members or with your friends and family? How do you picture your relationships continuing to change in the years to come?
 - What strengths in yourself have you tapped into to support and nurture these relationships?
 - In what ways do you want to grow to have the kind of relationships you want?
- What do you consider the most challenging aspects of working with other parents/community members?
 - How has grappling with such challenges affected your personal growth? In what ways do you still want to grow to be able to tackle other challenges that come at you in life?
- What emotions have you most frequently experienced as you've been getting to know other PLTI members?
 - How have these relationships strengthened your resolve to foster relationships even when it's challenging?
 - How have they made you more committed to creating change?
- [Spanish] ¿Cómo ha compartido lo que aprendió en ARISE con otros padres?
 - ¿De qué manera esto le ayuda a ser un mejor defensor de su familia y su comunidad?
 - ¿Y Para usted?

[English] How have you shared what you learned in ARISE with other parents?

- How does this help you to be a better advocate for your family and your community? And for you?
- [Spanish] ¿Cómo ha crecido su confianza en usted y en los demás desde que formó parte de ARISE?
 - ¿Cómo ha afectado esto su dedicación para unir a las personas para crear un cambio positivo para la comunidad?

[English] How has your trust in you and others grown since you were part of ARISE?

- How has this affected your dedication to bringing people together to create positive change for the community?
- [Spanish] ¿Qué le hace sentirse parte de ARISE? ¿Qué le hace sentir parte de tu comunidad? ¿Qué le hace sentir conectado con otros padres?

[English] What makes you feel part of ARISE? What makes you feel part of your community? What makes you feel connected to other parents?

Advocacy and Creating Change

- What new skills have you acquired through Parent Ambassadors that will allow you to advocate for you and your family?
 - How is this helping you become a more powerful advocate for children and families? In what ways do you still need to grow to be the kind of advocate you want to be?
- What has excited you most about advocating with public officials and leaders? What has frustrated you the most?
 - What keeps you committed to being a resource to these officials and working through your differences?
- What community issues have you been working on since you've been a part of PLTI? How are you more involved in the community now than you were before PLTI?
 - What are you capable of doing now that you didn't think you were before?
 - What strengths have you developed?
 - In what other ways do you need grow to be more active?
- What leadership roles have you taken on at school or in the community?
 - How have these roles helped you to grow and change? How are these changes affecting other parts of your life?
- What has been the most discouraging part of trying to lead change in your community? What inspires you to advocate for children and youth and families?
 - How have you persevered despite those challenges?
 - What keeps you committed?
- What has been most gratifying to you about public education advocacy?
 - How have the gratifying aspects changed you?
- [Spanish] Desde que formó parte de ARISE, ¿qué has aprendido que puedes hacer si sucede algo en su comunidad que afecte a su familia u otras familias?
 - ¿Cómo ha cambiado esto la forma en que ves su rol en su comunidad?

[English] Since joining ARISE, what have you learned that you can do if something happens in your community that affects your family or other families?

- How has this changed the way you see your role in your community?
- [Spanish] ¿Qué aprendió al participar en ARISE sobre participar juntos en abogar por las necesidades que existen en la comunidad?
 - ¿Cómo ha cambiado esto, lo que usted cree que es posible para su comunidad? ¿Para su familia?

[English] What did you learn by participating in ARISE about working together to advocate for community needs?

- How has this changed what you think is possible for your community? For your family?
- [Spanish] ¿En qué reuniones públicas participó para abogar, compartir su opinión, testificar, u otras acciones para mejorar su familia, escuela o comunidad? ¿Qué es lo que todavía quiere hacer pero que aún no ha hecho? ¿Qué barreras ha enfrentado?
 - ¿Cómo llego a ese punto de participación?
 - ¿Qué fuerzas sacaste de ti mismo para llegar allí?
 - ¿Qué puntos fuertes aún desea desarrollar para ayudarle a abogar en el futuro?

[English] At what public meetings did you participate to advocate, share your opinion, testify, or other actions to improve your family, school or community? What do you still want to do but have not yet done? What barriers have you faced?

- How did you get to that point of participation?
- What forces did you draw from yourself to get there?
- What strengths do you still want to develop to help you advocate in the future?
- [Spanish] ¿Qué emociones sientes cuando le invitan a participar en reuniones con asuntos importantes que afectan la comunidad, el estado o el país?
 - ¿Qué es lo que lo alienta a continuar apoyando a su comunidad, a su familia, ARISE?

[English] What emotions do you feel when you are invited to participate in meetings with important issues that affect the community, the state or the country?

- What encourages you to continue supporting your community, your family, ARISE?

Policy Impact

- What do you consider to be your greatest achievement/accomplishment in your work as a Parent Ambassador?

- And what have you tried that has not gone so well?
- How have these experiences shaped you to become a change agent?
- What was the most impactful policy/budget/campaign win you've witnessed or process you have learned with Parent Voices?
 - How has this win impacted your view of yourself as a leader and as an agent of change?
 - How has this win changed the way you think about the power of parents coming together to fight for change?
 - How has this win changed the way you see your potential?
- What have you witnessed your work with OLÉ impacting, such as an election result, a vote on a bill, or a news story?
 - How has this had an impact on your view of yourself as an agent of change? How do you need to see yourself differently to be the kind of change agent you want to be?
- [Spanish] ¿Qué logros hemos tenido juntos (ARISE, padres, líderes, comunidad) que te hacen sentir más orgulloso? ¿Qué logros ve en el futuro que le dan esperanza?
 - ¿Qué frustraciones ha experimentado?
 - ¿Qué le ha mantenido comprometido y motivado para seguir participando a pesar de algunos momentos difíciles que existen? ¿O cuando no alcanzamos los objetivos y metas?
- [English] What achievements have we had together (ARISE, parents, leaders, community) that make you feel more proud? What achievements do you see in the future that give you hope? What frustrations have you experienced?
 - What has kept you committed and motivated to continue participating despite difficult times? Or, when we do not reach the objectives and goals?

Racial Equity

- What emotions come up for you when we talk about the lack of racial equity in New Mexico? Has this changed when we make progress in campaigns to advance racial equity? How so?
 - How is this deepening your commitment to racial equity? Will you want to talk about it more? With whom?
- What have you learned about the issues you and other people face across New Mexico since you've been a part of OLÉ? What's still confusing or hard to understand about this?
 - How has this affected your views on racial equity?

- What have you learned about the opportunity gap and privilege? What have you learned about advocating across culture and race that's been most important to you?
 - How has this changed your perspective on working with and advocating for people from different races and backgrounds?
 - How has this changed your view of yourself as an advocate, parent, and community leader?

- What have been the biggest lessons that you've learned about inequities, through PLTI? What is still confusing or perplexing to you about this?
 - How has this new understanding changed your perception of other people's circumstances?
 - How has this new understanding changed the way you see your role as a parent leader?

- What have you learned about the issues you and other people face across California since you've been a part of Parent Voices? What's still confusing or hard to understand about this?
 - How has this affected your views on racial and economic equity?

Working Across Difference

- In your work with OLÉ, what makes you feel connected to other people and families in NM? What makes you feel disconnected?
 - How is this work helping you to embrace the differences between people/families living in New Mexico? How is this affecting your dedication to advocate for change among your friends and family?

- What are some essential elements of making community change that you have learned through being part of PLTI? How has learning these elements changed your view of yourself as a change agent?

- What impact did participating in PLTI have on your understanding of people who are different from you? What are you still struggling to "get" about these differences?
 - How has this new understanding impacted your perceptions or assumptions about others?
 - How has this new understanding made you think differently about yourself?

- What are the toughest parts of embracing difference for you? What's holding you back?
 - How has embracing difference helped your work as a change agent in the community?
 - How do you need to keep evolving to fully embrace this and move this work forward?

- What about embracing difference feels like a breath of fresh air to you? What seems to be sucking the air out of the room?
 - What excites and motivates you to embrace difference?
 - How are you able to stay passionate about this work?

Hope and Envisioning the Future

- Think ahead 3-5 years into the future. If everything goes exactly as you hope it will, what will your and your family's life look like? What do you hope the lives of other families in NM look like? How has being a part of this organization helped you to make this possible?