

**SPRING BRANCH ISD
CAREER AND TECHNICAL EDUCATION TASK FORCE**

Draft Empathy Interview Questions

STUDENTS

Current Experience with School in General: (*ask these questions of all CTE and non-CTE students*)

- Have there been any moments in school - or even outside school, in your life - when you have felt **incredibly motivated to learn....so** excited that you just can't hold yourself back? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Have there been any moments in school - or even outside school, in your life - when you have felt that **someone around you really understands you as a person** -- who you are, what makes you tick? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Have there been any moments in school when you have felt **bored or not really challenged?** If not, that's okay and that's good to know. But if so, tell me about one of them.
- What is something you like doing in school that you would like to continue doing?
- What is something you'd love to never do again at school?
- What do you think would make school a place where you could learn 10 times more?
- Describe a day from last week or this week. Walk me through what a day in your life is like, from the moment you wake up until the moment you go to sleep.
 - What are your favorite moments from this day?
 - What are the hardest moments in the day?
- If you could spend your days doing anything, what would that be? Why?
- Have you enrolled in any CTE classes? If so, tell me how you found out about the classes. If not, tell me why you have not enrolled in any.

Experiences with CTE: (*ask these questions of students who are or have been in CTE classes*)

- How did you learn about the CTE classes that you have enrolled in?
- Have there been any moments in CTE classes that you feel the work is meaningful and engaging? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Have there been times in CTE classes that you feel the work is **NOT** meaningful and engaging? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Have there been any moments in CTE classes that you have felt valued and appreciated? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Is there a CTE class that you are the most excited to attend every day? If not, that's okay and that's good to know. But if so, tell me about one of them.
- What has been your most memorable experience in a CTE class?
- Did you face any difficulties or barriers in enrolling in CTE classes? If so, describe them.
- Have you, or do you believe you will, achieve the pathway you want to achieve? If so, how was that possible? If not, what were the barriers?

Future aspirations, hopes, and fears:

- Describe to me what you want your life to be like 20 years from now?
- What does your family hope for you?
- What do you want for your community? For the country? The broader world?
- When you think about the kind of future you and your family want for yourself, your community, etc....
 - What gives you hope and confidence that these dreams will come true?
 - What do you most worry about?
- What do you think is needed to make your hopes about the future come true?
- What role do you have in making it come true?
- How does school today help you learn to play that role? How doesn't it?

GRADUATES

Experience with School in General:

- Were there any moments in school - or even outside school, in your life - when you felt **incredibly motivated to learn**....so excited that you just couldn't hold yourself back? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Were there any moments in school - or even outside school, in your life - when you felt that **someone around you really understood you as a person** -- who you are, what makes you tick? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Were there any moments in school when you felt **bored or not really challenged**? If not, that's okay and that's good to know. But if so, tell me about one of them.
- What is something you liked doing in school that you would have liked to continue doing?
- What is something you would have loved to never do again at school?
- What do you think would have made school a place where you could have learned 10 times more?

Experiences with CTE: *(ask these questions of students who were in CTE classes)*

- Were there any moments in CTE classes that you feel the work was meaningful and engaging? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Were there times in CTE classes that you felt the work was **NOT** meaningful and engaging? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Were there any moments in CTE classes that you felt valued and appreciated? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Was there a CTE class that you were the most excited to attend every day? If not, that's okay and that's good to know. But if so, tell me about one of them.
- What was your most memorable experience in a CTE class?

Future aspirations, hopes, and fears:

- Describe to me what your life has been like since you left SBISD?
- Describe to me what you want your life to be like 20 years from now?
- What does your family hope for you?
- What do you want for your community? For the country? The broader world?
- When you think about the kind of future you and your family want for yourself, your community, etc....
 - What gives you hope and confidence that these dreams will come true?
 - What do you most worry about?
- What do you think is needed to make your hopes about the future come true?
- What role do you have in making it come true?
- How did school today help you learn to play that role? How did it not help?

BUSINESS AND COMMUNITY MEMBERS

Current experiences:

- When students enter your business or profession, how well prepared are they in terms of the knowledge and skills necessary to be successful? What are their strengths and weaknesses?
- Do students come to you with the character traits essential for success in your business or profession? What are their strengths and weaknesses?
- What jobs are currently in demand in your business or profession?
- Are there certifications that students can earn that help them to be successful in your business or profession? If so, what are those?

Current experiences with students who have enrolled in CTE programs:

- Have you had experiences with students who have completed CTE programs in your field? If so, are they more or less prepared to be successful in your business or profession?
- How can CTE courses better prepare students for success in your business or profession?

Preparing students for the future in your business or profession:

- What changes in available jobs do you believe will occur in your business or profession in the next 10-20 years? How do you believe we can best prepare our students for those jobs?
- What changes do you believe will occur in entry-level knowledge and skills in your business or profession? How can best prepare our students for those changes?
- What role do you believe technology skills will play in the future of your business or profession? How do you believe we can best prepare our students with technology?

PARENTS

Current Experience with School in General: (*ask these questions of all parents*)

- What do you believe gets your child up and makes them want to come to school?
- Do you believe that someone at school really understands your child as a person? If so, tell me about them.
- Do you believe that your child is challenged at school? If so, tell me about what challenges your child.
- Have there been any moments in school when you believe your child felt **bored or not really challenged**? If not, that's okay and that's good to know. But if so, tell me about one of them.
- What are your expectations of your child's school?
- Are there things that happen at your child's school that helps you to feel good about sending your child there? If not, that's okay and that's good to know. But if so, tell me about one of them.

Experiences with CTE: (*ask these questions of parents who have children who are or have been in CTE classes*)

- Have there been any moments in your child's CTE classes that you feel the work is meaningful and engaging? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Have there been times in your child's CTE classes that you feel the work is **NOT** meaningful and engaging? If not, that's okay and that's good to know. But if so, tell me about one of them.
- Is there a CTE class that your child is the most excited to attend every day? If not, that's okay and that's good to know. But if so, tell me about one of them.
- What are your expectations of your child's CTE classes?
- Is it important to you and your family for your child to be enrolled in CTE classes? If no, why? If yes, why?

Future aspirations, hopes, and fears:

- What does your family hope for your child's future?
- When you think about the kind of future you want for your child,
 - What gives you hope and confidence that these dreams will come true?

- What do you most worry about?
- What do you think is needed to make your hopes about the future for your child come true?
- What role do you have in making it come true?
- Do you believe school today helps your child prepare for the future you desire for them, and if so, how?

SCHOOL PERSONNEL

Teachers

- Do you believe that your skills are current in the area you are teaching? If so, what do you do to continue to grow and learn as a teacher? If no, what do you need in order to update your skills?
- What gets you up and makes you want to come to school?
- Do you believe students are motivated in your classes? If so, what do you believe motivates them?
- Do you spend time in class talking with students about their interests? If so, what kinds of discussions do you have with them?
- Would you want to be a student in your class? If so, why? If no, why not?
- The District's goal is T-2-4 –every SBISD graduate will attain a technical certificate, military training or a two-year or four-year degree. Do you believe that you are helping students to be prepared for their future as described by T-2-4? If so, what do you do that helps them to be prepared?
- What do you know about CTE courses and pathways and how do you get your information about CTE?
- Do you believe that students understand the CTE pathways and how they count for endorsements? If so, how have you helped them with that understanding? If no, what is needed to help them with the understanding?
- Do you spend time in class exposing students to careers related to your class? If so, share how you have done that.
- In order for you to be the best staff member you can be, what kind of support do you need?

Counselors/administrators

- How would you rate your understanding of the variety of CTE course opportunities available to students and the pathways that lead to endorsements?
- Do you believe that **teachers** understand the pathways and endorsements? If so, how have you helped them with that understanding? If no, what is needed to help them with the understanding?

- Do you believe that **students** understand the pathways and endorsements? If so, how have you helped them with that understanding? If no, what is needed to help them with the understanding?
- The District's goal is T-2-4 –every SBISD graduate will attain a technical certificate, military training or a two-year or four-year degree. Do you believe that **teachers** understand and support T-2-4? If so, how have you helped them with that understanding? If no, what is needed to help them with the understanding?

Future aspirations, hopes and fears:

- Do you believe that you are helping students to be prepared for their future as described by T-2-4? If so, what do you do that helps them to be prepared?
- Do you spend time talking with students about their interests and how that might relate to career choices? If so, share how you have done that.
- When you think about the kind of future you want for the students in your class/school,
 - What gives you hope and confidence that these dreams will come true?
 - What do you most worry about?
- What do you think is needed to make your hopes about the future for your students come true?
- What role do you have in making it come true?

POST SECONDARY

Current experiences:

- Do you believe that students come to you with the knowledge and skills necessary to be successful in your program? What are their strengths and weaknesses?
- Do you believe that students come to you with the character traits essential for success in your program? What are their strengths and weaknesses?
- Do you believe that students who come to you having completed a pathway or endorsement related to your program is better prepared for the program? If so, explain how they are better prepared. If no, explain what is missing in their preparation.

Future aspirations, hopes and fears:

- Do you believe that students come to you with an understanding of the careers related to your program? If so, what are their strengths in the knowledge of careers? If no, what are their weaknesses in the knowledge of careers?
- When you think about the kind of future you want for your students,
 - What gives you hope and confidence that these dreams will come true?
 - What do you most worry about?
- What do you think is needed to make your hopes about the future for your students come true?