

Program Leader and/or Volunteer Interview Guide

- A. Introduction, review of purpose of interview, assurance of confidentiality
- B. Demographics – Age, gender, length of involvement in program
- C. Interview Questions

Process Evaluation Interview Questions

1. How did you become involved in [name of program]?
2. Overall what has your experience been like being involved in this program?
 - a. How long have you been involved in the organization?
3. How would you describe your overall approach to leading the youth in this program?
 - a. What is your philosophy?
 - b. What goals do you have for this program?
 - c. How did you learn to have a philosophy based on those elements?
4. As a leader, can you comment on the process of the program including:
 - a. Training for the leaders
 - b. Did you evaluate the youth throughout the program?
5. What were the main objectives of the program?
 - a. Do you believe they were achieved?
 - b. Are there any activities that you try to incorporate into your program to try to achieve these objectives?
 - c. Do you believe those strategies are having a positive influence?
 - d. Is the focus of your program on fun, competition or a balance of both?
 - e. What about challenges associated with delivering this program?
6. In your opinion, what successes did you experience related to implementing the program?
7. In your opinion, what difficulties did you experience related to implementing the program?
 - a. Did you face any difficulties keeping youth engaged?
8. Is there anything you hoped would have happened in this program that did not happen?
9. Were behavioral expectations given to the youth? Explain.
 - a. How were situations handled when behavioral expectations were not met? (conflicts)
 - b. Did the youth understand these expectations? (did you ask them?)
 - c. What type of feedback did you give to the youth during programming? Examples.

10. Do you think this is a program that should be continued? For what reasons?
11. What strategies did you use to keep the youth engaged in [program name]? Which strategies are the most effective?
12. Do you have strategies to ensure a psychologically safe environment (e.g., helping the youth feel welcome and included)? If so, what are they?
13. How would you describe your relationship with the youth?
14. Do you consider yourself to be a model for the youth in the program?
 - a. What do you do specifically to act as a model within the program?
15. How would you describe the relationships the youth have with each other?
16. Are there strategies you use to try to create positive relationships among the youth? Examples.
17. What suggestions do you have for improving the program?
18. Do you feel that in this program that the youth have a voice (e.g., are able to help make decisions, choice of activities, opportunity to share their thoughts)?
 - a. If yes, what strategies have you found effective?
 - b. Can you provide specific examples?
 - c. If no, what makes it difficult to allow youth to have a voice?
 - d. Is this not feasible?
19. Do you think it is important for the youth to have a say or choice in the activities/drills included in your program?
 - a. For what reasons?
 - b. Is this feasible?
 - c. What makes this difficult?
 - d. Any strategies you have found effective?
20. Do you feel it is important to encourage the youth to help one another/learn from one another?
 - a. How do you try to do this in your program? Examples?

Outcome Evaluation Interview Questions

21. Did you see any changes in the youth over the course of the program?
22. How do you believe the program had an effect on the youth?
 - a. In what ways? Physical skill development? Social Development? Academic Engagement?
23. As a result of participating in this program, do you believe the youth are developing life skills (**Provide definition of life skills and examples**)
 - a. If so, can you give specific examples?
24. Would you say that the your and/or the program staff intentionally taught these life skills?
 - a. In what ways?
 - b. Can you provide specific examples within your program?
 - c. Are there life skills you focus on in particular?
 - i. If no, for what reasons did you choose not integrate life skills?
 - d. Have you experienced any challenges associated with deliberately teaching life skills?
25. By participating in this program do you believe that the youth are developing competence (a belief in themselves)?
 - a. Have you noticed improvements in skill development (physical and/or life skill) in the youth?
 - b. In what ways, can you provide some examples of the areas or skills they are developing competence in?
 - c. How have you as a leader tried to foster this competence? Specific strategies?
26. Did you see any occurrences of youth mentoring other youth during the program?
 - a. If yes, was this encouraged?
 - b. If no, do you believe this should occur? Is it feasible to integrate?
27. How have you been impacted by this program?

Prompting Questions:

- Given what we have discussed today is there anything else you would like to say?
- Can you tell me a little bit more about that?
- Can you give me an example of what you mean by...?
- Are there other ideas you have?
- That is really interesting, can you tell me more about that?