

Program Innovation

Semi-Structured Open Interview Questions for Assessment

Assessment Research Topic Question: What attributes of the program—and what specific actions associated with these attributes—contribute significantly to student leadership development and learning?

The following questions can guide a qualitative assessment of any learning and leadership development focused program. They can be done in individual interviews or can be used to guide discussion in a focus group. Take notes as well as record and transcribe the interviews. Then, identify themes in the form of attributes, actions, and outcomes that have the greatest impact. This becomes a model of the best or high impact practices and effects of your program. Root down and branch out from these.

In thinking about your leadership program experience,

1. What about the program had the most impact on your learning and leadership development?
2. Tell me more about what happened, some examples, or what was done in the program that helped you to learn and develop?
3. How did that impact your leadership development and learning?
4. What else had a significant impact on your learning and leadership development?
5. Tell me more about how that was done in the program?
6. How did that enhance your leadership development?
7. What do you think it was about the leadership program that helped you to develop as a leader?
8. In what ways did you become a better leader because of that?
9. Where did the “real learning and leadership development” take place?
10. How was your leadership development affected positively by that?
11. Did the program impact the way you think about leadership and what leadership means to you? How so? What about the program?
12. Did the program impact what you choose to do leadership for? How so?
13. What wasn't in the program but could have been done to enhance your learning and leadership development even more? Perhaps based on your past experience or what you know from others?
14. What activities or events have been most beneficial in helping your become better at leadership? How did you become better?

Build on those themes (attributes and actions) that were working for student development in the program. Consider trying something new for those actions or attributes of your program that were not mentioned strongly for positively impacting the students.