



## 100-Student-Interview Protocol and Questions

Original protocol and Questions designed by John Nash and Carmen Coleman

Tip #1: In order to “center” this activity more toward non-majority students, try to conduct a disproportionate number of your interviews with students with disabilities, students of poverty, and/or students of color. For instance, if you have 15% of your students with disabilities, try to interview 30 students with disabilities out of your 100 student interviews.

Tip #2: You may want to devise an electronic form to aid with the collection of the individual interviews, e.g., Google forms.

Tip #3: Try to capture the actual student answer, but it does not have to be word-for-word. Resist the urge to change or slant their answers in any way.

Tip #4: It's not uncommon for answers to questions like “what's your favorite subject” or “what would you change about the school” to elicit simple answers like “lunch” or “recess all day.” Don't dismiss these as “silly” or “unrealistic.” Dive in with five whys and get to the feeling behind the answer. “She loves lunch because she sees her friends and the social aspects of lunch” may give you insights on how to make other learning parts of the day more engaging for her. “He wants recess all day because he's restless or bored” so getting to the bottom of that lets you design potentially un-thought-of solutions to the fidgeting he does in class all day. Find out how they feel and what the feelings are behind their answers. That will lead to rich opportunities for design.

Student Interview Questions  
NxGLA Cohort 15

School: \_\_\_\_\_

Interviewer: \_\_\_\_\_

1. What do you think of when you think of your school?  
(Follow up with “Why?”)
2. What about school would you never want to change?  
(Follow up with “Why?”)
3. What is something about school that you would change?  
(Follow up with “Why?”)
4. Are there kids in your school that don’t experience school in the same way you do? If so, what kinds of experiences do they have that you don’t?
5. If you could get the school to stop doing one thing, what would it be?  
(Follow up with “Why?”)
6. What can you tell me about your school that you think your teachers and principal don’t know?
7. Can you describe the best lesson/learning experience you can think of?  
(doesn’t have to be school related)  
OR  
What’s the most important thing you’ve learned in life so far?  
(Follow up with “Why?”)
8. If you could design a school, what would it be like? What are things you’d make sure kids had and could do?  
(Follow up with “Why?” after each aspect)
9. What would you make sure kids didn’t have to do?  
(Follow up with “Why?”)

## Analysis Protocol for Student Interviews

**WE WILL DO THIS TOGETHER ON DAY 2**

**September 17, 2025**

After you have collected the student interview raw data (on paper forms or electronic forms), bring your responses together as teams to review the student responses.

Share the interviews with each person on your analysis team. (If they are paper copies, we usually just pass them from person to person.) Give each team member a pad of sticky notes and ask them to make sticky notes in each of the following categories:

- ☐ What responses surprise you?
- ☐ What responses delight you?
- ☐ What responses concern you?
- ☐ What responses do you think we need to find out more about?

Put one response per sticky note. It might be helpful to draw 4 quadrants on a sheet of paper to help individuals separate the sticky notes into the 4 categories.

After a few minutes, start sharing out responses from each of the 4 categories. Assign a recorder for the team to capture overall themes under each of the 4 categories.

Once you've cycled through all 4 categories, each team should make a list of "What we've learned from our 100 student interviews?" (good, bad, unexpected, ugly, etc.)

Lastly, each team should spend the last few minutes agreeing on a plan to communicate the "What we learned" information to their faculty and staff.

Nash, J., Coleman, C., Young, L. (2018). *100-Student-Interview Protocol and Questions*. Center for Next Generation Leadership.

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