

Noyce Interview Protocol

Program Staff

Introduction 00:00-00:05 (5 mins)

Introduce yourself [e.g., name, where you live, your professional role, role on the project, etc.]

If you have not yet shared anything about the project with them:

- Let me also talk a little about why I'm here and what this project is about.
- SRI is evaluating the Robert Noyce Teacher Scholarship Program (Noyce). As evaluators we're talking to people involved in the program to better understand how the program works. Through our conversations, we also want to understand the impact the scholarship has had on your work and the broader field.
- Any questions about any of that?

You should have received a consent form. There are a few things we want to point out: 1) this is voluntary, 2) this is confidential, and 3) with your consent we would like to record to check our work. Give them time to review the consent form. Ask them if they have any questions about the form.

An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a valid OMB control number. The OMB number for this project is 3145-XXXX. Public reporting burden for this collection of information is estimated to average one hour per response, including the time for reviewing instructions. Send comments regarding this burden estimate and any other aspect of this collection of information, including suggestions for reducing this burden, to: NSF Reports Clearance Officer, 2415 Eisenhower Ave., Alexandria, VA 22314.

Ask them to confirm that it's okay to audio record and, if they say yes, say you are starting the audio recorder.

Background: Person, Campus, Project 00:05-00:15 (10 mins)

Let's first start with a couple of questions about you and your Noyce-funded project.

1. Tell me about your role and your background (*probe for origin of the grant*).
2. Tell me a bit about your department and your campus (*probe for student demographics*).
3. Describe briefly your Noyce-funded project (*probe for goals, approaches, strategies*).
4. Tell me about some things that have been going well in the project so far.
5. Tell me about any challenges you have had and how you have been addressing them.

Network Connections & Interactions

00:15-00:25 (10 mins)

The next set of questions are about the most important people or organizations you interact with in your work on this project.

6. When you need help or support with something related to your work on the project, who are the main people you reach out to?
 - a. For each person they mention, prompt for:
 - i. What kind of help, support, resources, or information they receive from that person
 - ii. How frequently they interact with that person (e.g., daily, weekly, monthly, occasionally)
7. Could you tell me about any individuals and/or organizations that you think are critical to this project (Can be same, others, etc.).
 - b. For each person or organization they mention, prompt for:
 - iii. Why they think the individuals and/or organizations are critical
 - iv. What kind of help, support, resources, or information the person/organization provides for the project

Additional Prompts if Time Allows

- Do the people and organizations you've mentioned provide what you need to do your work?
- Why/Why not?

Recruitment (if relevant to the project)

00:25-00:30 (5 mins)

Now, let's talk about participant recruitment.

8. Tell me about the project's approach to recruiting participants.
 - a. What about this approach has worked well?
What, if anything, has been challenging?
 - b. What are the most common challenges? (Probe for attitudes about teaching profession, etc.)
 - c. How have you addressed those challenges?

Additional Prompts if Time Allows

- What qualifications or criteria do you have for recruitment?
- Are there specific goals related to recruitment? What are the goals, and what's the background of those goals?

Student-Centered Instruction (if relevant to the project)

00:30-00:35 (5 mins)

I'm also interested in the project's approach to developing teachers' knowledge of instruction informed by understanding and being responsive to individual students' experiences and needs.

9. Can you describe how your project does this, as well as any successes and challenges with the approach?
10. What are the most common challenges you've encountered?
11. How have you tried to address those challenges?

Additional Prompts if Time Allows

- What activities do program participants engage in to build their knowledge of student-centered instruction?
- What strategies or activities have worked well to develop teachers' knowledge of student-centered instruction?
- What resources or supports have been most important to addressing those challenges, or generally for successfully developing teachers' knowledge of student-centered instruction?
- Are there certain goals or objectives you think are unique to the context you work in?
 - How do you try to reach those goals?

Creating Opportunities & Leveraging Individual Skills and Experiences

00:35-00:40 (5 mins)

We're also interested to learn about any other ways you think the project creates opportunities and leverages the skills and experiences different kinds of individuals bring.

12. Are there any ways the project creates opportunities and leverages individual skills and experiences, other than what you've already mentioned? Tell me about those, including successes and challenges.

Additional Prompts if Time Allows

- What are the most common challenges?
 - How have you tried to address those challenges?
- Are there specific project goals related to creating opportunities and leveraging individual skills and experiences?
 - What have been the most important project activities to reach those goals?
- What resources or supports have been most important to addressing those challenges?

Retention (if relevant to the project)

00:40-00:45 (5 mins)

Now let's talk about the project's approach to [scholar/teacher/master teacher] retention.

13. What challenges (if any) have you encountered regarding retention of [scholar/teacher/master teacher] in the Noyce scholarship program?
14. What approaches (if any) does the project take to retain [scholars/teachers/master teachers] beyond their period of commitment?
15. What resources or supports have been most important to address those challenges?
16. One of the grant requirements is to have a process for the repayment of the scholarship, stipend, or fellowship if recipients do not fulfill their obligations.
 - a. Can you talk about the process the institution has in place in case repayment is necessary?

Additional Prompts if Time Allows

- What are the primary reasons [scholars/teachers/master teachers] leave before the end of their period of commitment?
- What approaches or project components do you think have been most important for retaining [scholars/teachers/master teachers?]
- What impacts on retention have you seen or do you expect to see from project activities?

Capacity Building Grants (if relevant)

00:45-00:50 (5 mins)

We're also trying to understand more about how capacity building grants benefit PIs and your institution.

1. First, do you know if there was a Noyce capacity building grant before your current Noyce award?
 - a. If no, go to next topic.
 - b. If yes:
 - i. Do you think the capacity building grant influenced your or your project's capacity to address issues related to creating opportunities & leveraging individual skills and experiences?
 - ii. In what ways?

Institutionalization & Sustainability

00:50-01:00 (10 mins)

I'd like to hear your thoughts about ways in which this project may have contributed to the *institutionalization* of teacher development work at [name of institution]. I'm also interested in your thoughts about how the project may have contributed to the *sustainability* of this work.

By institutionalization I mean the process by which practices, policies, or innovations become an integral and permanent part of an institution's culture, operations, and structure.

By sustainability I mean the capacity of programs, practices, or policies to be maintained over the long term, ensuring they continue to deliver benefits and meet their goals.

2. First, how do you think the project has contributed to organizational or structural changes at [name of inst.] when it comes to teacher development work (adjust language based on the kind of program they run).
3. The next question is related to sustainability. How do you think the project has contributed to the sustainability of [institution's] teacher development work (adjust language based on the kind of program they run)?
4. Does your program or [name of institution] have any ways of measuring sustainability? If yes:
 - a. How is it measured? What kinds of measures are used?

Wrapping Up

5. Those are all my questions. Is there anything you want to add about any of these topics?

Thank you!