

## Parent Partner Coordinator Interview Questions

**1. Tell us what you know about the position and what it is about the position that is of interest to you?**

- The strongest candidates will respond in a manner that reflects that they reviewed the RFI and put some thought into what the position might entail. Additionally, the candidate will communicate a high degree of enthusiasm about working with families and children in the Child Welfare System.

(Oral and written communication skills 20%) (20 points)

**2. What are the skills and background that make you qualified for this position? Specifically what is your experience and understanding of the Child Welfare System?**

- The strongest candidates will have a variety of work and personal experiences that reflects experience working with children and families from disadvantaged backgrounds or from the child welfare system. The work experience will reflect a level of progressive responsibilities that makes them qualified for this type of position.

(Knowledge of Child Welfare System 15%) (15 points)

**3. Families who have experienced the Child Welfare System can often feel powerless, angry, defensive, and lost. How do you envision the Parent Partner Program assisting families who might be feeling this way and what role would the parent mentor play?**

- Program will recruit families/parents who have made it through the “system” successfully
- Program will partner those parents with other parents to act as liaisons and/or advocates for them as they experience the challenges of the system.
- Parent mentor will serve as “voice” or advocate for other families
- Parent mentors will meet with families one-on-one, serve in committees, liaison with social workers to problem solve and advocate for parents
- Parent mentors will share information and resources with other parents
- Program will provide support and networking opportunities for parents

(Ability to provide individual/system advocacy for families/children in CWS 25%) (13 points)

**4. What strategies would you use to recruit parents to become mentors? What support or training would they need to be successful mentors?**

- Outreach to social workers, attend unit meetings, send out flyers, emails, attend other meetings to share mission and goals
- Develop tracking of families who are closing/exiting the system
- Outreach directly to families through mailers, phone calls
- Mentors will need to be interviewed and assessed for appropriateness and readiness to be a mentor
- They will need direct supervision and monitoring
- Basic training might include orientation to program, role expectations, how to work with parents, information on mandated reporting and safety issues, public speaking

(Ability to recruit, train, and supervise Mentors 20%) (10 points)

**5. You are in a community meeting with one of your Parent Mentors and during introductions, the parent mentor begins sharing their personal story. She goes on at length about her negative experience with her social worker and the “system”. What do you do in this situation?**

- Try to get mentor’s attention and non-verbally instruct them to wrap it up.
- Later talk with mentor about situation and counsel her about how to share her story in a way that is authentic but also helpful to others who may hear it.
- Remind her of her role and the purpose of sharing her story.
- Let her know that sharing the negative is a part of her role, but being able to frame it in a way that will help others understand the challenges of the system is more appropriate
- Counsel her that if it continues, you may have to reconsider her readiness to be a Mentor
- If she does not stop talking in meeting, then verbally interrupt and redirect meeting to others’ introductions; talk with her about the above

(Ability to Recruit, train, and supervise Mentors 20%) (10 points)

**6. How would you go about developing community resources for families? What would some of the resources be?**

- Gather all the resource materials that are already in existence.
- Contact community agencies for their resource materials
- Compile in one general location
- Strategize how to convey or share with families
- Resources would include parenting, child care, housing, extra curricular, mental health, health, family planning, legal

(Ability to develop community resources for families 20%) (20 points)

**7. Your Parent Mentor is assigned to work with a family who speaks a language she does not know. She is unsure how to work with this parent. How do you instruct her? How do you deal with this issue in general in the Parent Partner Program?**

- Link mentor with agency's translation services; research use of AT&T language line; identify family member who could provide translation
- Encourage Mentor to ask parent how she/he would like to be supported
- Acknowledge differences and promote respect and fairness in interactions
- Consider linking parent with a Mentor who speaks that language if possible.
- Actively recruit Mentors who speak a variety of languages and represent the cultures of the families the Agency serves.

(Ability to provide individual/system advocacy for families/children in CWS 25%)  
(12 points)