Elements of an Interview
Sensitivity

- To migrant needs and lifestyles:
  - Be aware of the following:
    - Work schedule
    - Arriving from work tired
    - Work schedules preventing school visitation
    - Not working on rainy days
Sensitivity

• To migrant needs and lifestyles:
  – Be aware of the following:
    • Bring information from the schools, the MEP and child’s performance in school
    • Use every opportunity to educate migrant parents about school and the importance of education.
    • Family needing other services, such as clothing or food.
Sensitivity

• To cultural differences:
  – Be aware of the following:
    • Cultural customs
    • Relationship between men and women
    • Appropriate dress for the culture
Safety

- Be aware of the following possible circumstances:
  - Presence of dogs and other animals
  - Dark, dangerous neighborhood
  - Dangers of extreme heat and cold
  - Female recruiter visiting a male at home alone
  - Male recruiter visiting a female at home alone
Safety

• Be aware of the following possible circumstances:
  – Use of humor and confidence to deflect sexual advances
  – Use of team approach to visiting families
  – Strategic placement of recruiter between the door and adult.
Insensitive or Uncaring Recruiter

• Be aware of the following undesirable qualities:
  – The recruiter does not listen to the migrant family
  – The recruiter is in a hurry
  – The recruiter makes promises he / she cannot keep
  – The recruiter dresses inappropriately
The Good Interview

• Elements of a good interview
  – Presenting yourself well
  – Dressing appropriately
  – Being friendly
  – Arriving at a good time
  – Getting to know the family first
  – Determining eligibility
The Good Interview

• Elements of a good interview
  – Having written information to explain the program, cards to identify you
  – Explaining the program without the jargon
  – Handling delicate situations (e.g., how to say no, the term “migrant”).
  – Listening to what families are saying
  – Determining the families’ needs
The Good Interview

• Elements of a good interview
  – Completing the COE
  – Considering safety
  – Asking for referrals (location of other families)
  – Not making promises which cannot be delivered
  – Being sensitive to the culture of the family
OME IDENTIFICATION AND RECRUITMENT TRAINING

Commitment to Excellence
In
Migrant Education