



## Parent Interview Questions

Below is a sample of questions that could be asked to parents during the interview process. These are only samples and can be omitted and added to as needed. Statements should refer back to program philosophy and mission.

1. How old is/are your children? How many do you need care for?
  - a. Ensure that the number and ages of children fall into the ratios of a Child Development Home (CDH)
  - b. If children are school age or have to leave for preschool or other activities, ensure that ratios and part time hours are in compliance.
2. Do any of the children have special needs (allergies, disabilities, etc.?)
  - a. If yes, ensure environment is set up to accommodate needs and has appropriate staff.
  - b. Take comfort level of caring for special needs children into consideration. A good fit is important.
3. What days and times do you need care for? Will payment be made privately or through Child Care Assistance?
  - a. Ensure days and times that care is needed falls into business times
  - b. Site policy on late pickup and early drop off
  - c. Refer to handbook policies for rates, sick, vacation and holiday pay
  - d. If parents need Child Care Assistance (CCA), refer to policy about that process
4. Will the children be coming to daycare part time or full time?
  - a. Clearly state the difference between part time and full-time care
  - b. Rates may differ between both. Be concise and clear about policy.
5. Do you need care for work or school hours?
  - a. Pay special attention to times children need care, especially if they are receiving CCA.
  - b. Track attendance through sign in and sign out process.
  - c. Share the sign-in and sign-out policy
6. What kind of sleeping and eating routine do the children follow at home?
  - a. Share daily routine that would occur with child is in care
  - b. Take care to note any food allergies or special sleeping needs
  - c. Share the safe sleep and napping policy for all ages of children
7. Describe an example when guidance and discipline was used at home.
  - a. Pay special attention to the parent's answers. If they talk a lot about spanking and punishment rather than guidance and discipline, there could be other issues at stake.
  - b. Use "gut" feeling when assessing whether the child could be a good fit
8. Will anyone other than mom or dad be picking up child from care?
  - a. Share policy around special pick up and drop off circumstances



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- b. Note that documentation will be acquired if someone other than legal parents or guardian will be picking up the child(ren).
9. What do you expect from me, as the caregiver of your child? Pay close attention to the answers.
- a. Do parents see you as a professional or a “babysitter”?
  - b. Do they promote routine and structure?
  - c. Do they encourage “messy” play?
  - d. Do they prefer a large amount of screen time?
  - e. Do they understand “child care” and group setting?
  - f. Are they open to suggestions about the development and care for their child?
10. Communication is important. How will I be able to contact you if needed during the time the child is in care?
- a. Are parents allowed to take phone calls at work?
  - b. Is texting and email ok?

Note: Always remember to refer back to business policies, procedures and best practice when interviewing parents. Filling openings is important, but a good fit is key. Building positive relationships with children and families is the ultimate goal, and if the interview is not moving in that direction, be empowered to make that decision based on the needs, philosophy and mission of the program.