

Evidence-Based Volunteer Screening Questions

These evidence-based screening questions are designed to assess readiness, values, and alignment for volunteers working with children who are nonverbal, partially verbal, or use augmentative and alternative communication (AAC) devices.

Knowledge & Experience

- - What experience do you have working with children, especially those with disabilities or communication challenges?
- - Have you ever interacted with someone who uses an AAC device or alternative communication method?
- - Can you share a time when you adapted your communication style to meet someone else's needs?

Values & Attitudes

- - Why do you want to volunteer with children who may not communicate verbally?
- - How do you handle situations where a child does not respond to you right away?
- - How do you define patience, empathy, or flexibility in a volunteer role?

Skills & Readiness

- - What strategies would you use to help a child feel safe and included in a group setting?
- - Are you comfortable using gestures, visuals, or picture boards to communicate if needed?
- - What would you do if a child became frustrated or overwhelmed during an activity?

Trauma-Informed & Inclusive Practice

- - How would you support a child who has sensory sensitivities or becomes overstimulated?
- - How would you respond if a child displayed a behavior that you didn't understand?
- - What does it mean to you to provide trauma-informed support?

Logistics & Expectations

- - What is your availability during the program dates?
- - Are you comfortable undergoing a background check?
- - Do you have any accessibility needs, allergies, or limitations we should know about to support you?