

FACILITATOR COMPETENCE ASSESSMENT

Date of Rating: ____/____/____ Rater: _____

____ Videotape (1) ____ Audiotape (2) ____ Live Observation (3)

Date of Session: ____/____/____ Leaders: _____

School: _____ Cohort (group): ____ Session #: ____

Instructions: Review the entire intervention session, first rating for protocol adherence using the appropriate Session Adherence form. Then complete the ratings for general competence and use of skills from the alternate intervention condition.

Protocol Adherence

____ Complete appropriate Session Adherence Checklist.

General Competence Ratings

1. Leaders express ideas clearly and at an appropriate pace

10	Superior	Leaders are unusually articulate and express ideas in way that all group members understand. Perfect pace.
9		
8	Excellent/Above average	Ideas are expressed in very clear manner. Pace follows needs of group members.
7		
6	Good/Average	Ideas are expressed in a clear manner and at a pace which is easy to follow.
5		
4	Fair/Below Average	Ideas are expressed in clear manner <u>or</u> pace is appropriate but not both.
3		
2	Poor	Leaders are difficult to follow and session proceeds at an uncomfortable pace.
1		

Notes:

2. Leaders are organized

10	Superior	Session runs seamlessly.
9		
8	Excellent/Above average	Leaders appear very organized and well-prepared.
7		
6	Good/Average	Leaders appear organized and well-prepared in session.
5		
4	Fair/Below Average	Leaders appear marginally organized or prepared in session.
3		
2	Poor	Leaders appear disorganized or ill-prepared in session.

1

Notes:3. Leaders keep group members on task during session

10	Superior	Leaders are unusually skillful at keeping group on topic, expertly deflecting several attempts by different members to go off-topic.
9		
8	Excellent/Above average	Leaders very skillfully keep members on task. No off-topic discussion.
7		
6	Good/Average	Leaders keep members on task, tactfully limiting discussions off the topic. Less than 1 minute of off-topic discussion.
5		
4	Fair/Below Average	Leaders occasionally allow discussion to stray from the task at hand, but this is a small problem; 1-2 minutes of off-topic discussion.
3		
2	Poor	Leaders frequently allow discussion to stray from the task at hand, and off-topic discussion is a major problem.
1		

Notes:4. Leaders attempt to provide approximately equal speaking time for all members

10	Superior	Leaders do an unusually skillful job of handling very outspoken and/or very quiet group members.
9		
8	Excellent/Above average	Leaders do an excellent job of promoting equal speaking time for all.
7		
6	Good/Average	Leaders tactfully promote <u>approximately</u> equal speaking time for all group members.
5		
4	Fair/Below Average	Leaders either tactfully draw out quiet individuals or avoid domination of the group by a few outspoken members <u>but</u> not both.
3		
2	Poor	Leaders allow domination of the group by a few outspoken members <u>and</u> fail to draw out quiet members.
1		

Notes:5. Leaders solicit feedback

10	Superior	Leaders do an unusually good job of soliciting feedback from <u>all</u> group members to ensure that material is clearly understood by all.
9		
8	Excellent/Above average	Leaders are especially adept at eliciting and responding to verbal and nonverbal feedback throughout the session.
7		
6	Good/Average	Leaders elicit feedback from all group members and ask enough questions to be sure that members understand the material.
5		

4 Fair/Below Average Leaders elicit feedback from some members but do not ask enough questions to be sure that all members understand the material.

3

2 Poor Leaders do not ask for feedback to determine member's understanding of, and response to, the session.

1

Notes:

6. Leaders listen and understand

10 Superior Leaders are extremely perceptive and emphatic. Unusually good listening skills.

9

8 Excellent/Above average Leaders seem to clearly understand the members and are adept at communicating this understanding through appropriate verbal and nonverbal responses. Excellent listening and empathic skills

7

6 Good/Average Good listening skills, as indicated by ability to respond to subtle communications.

5

4 Fair/Below Average Leaders are usually able to reflect or rephrase what the members explicitly said but failed to respond to more subtle communication. Limited ability to listen and empathize.

3

2 Poor Leaders repeatedly failed to understand what the members explicitly said and thus consistently missed the point. Poor empathic skills

1

Notes:

7. Leaders communicate acceptance and respect

10 Superior Leaders convey an unusually high level of genuine acceptance and respect of each and every group member.

9

8 Excellent/Above average Leaders clearly and consistently communicate acceptance and respect to all group members (acceptance should not be confused with approval of the person's behavior).

7

6 Good/Average Leaders communicate acceptance and respect to the group.

5

4 Fair/Below Average Leaders are inconsistent in communicating acceptance and respect.

3

2 Poor Leaders fail to communicate acceptance and respect and may be perceived as judgmental, harsh, disrespectful, or condescending.

1

Notes:

8. Leaders are enthusiastic

10 Superior Leaders do an unusually good job of being genuinely enthusiastic about the course. They are infectious in their enthusiasm.

9		
8	Excellent/Above average	Leaders convey a very enthusiastic attitude about course and likelihood of improvement.
7		
6	Good/Average	Leaders convey a positive attitude about course and likelihood of improvement.
5		
4	Fair/Below Average	Leaders either (a) convey neither lively, positive attitude nor a tired, angry, or negative attitude, <u>or</u> (b) leaders vary from a lively, positive attitude to a tired, angry, or negative attitude.
3		
2	Poor	Leaders appear tired, angry, and/or lethargic, or convey a negative attitude about course and likelihood of improvement.
1		

Notes:

9. Leaders are warm

10	Superior	Leaders convey a high degree of genuine warmth and interest in all group members.
9		
8	Excellent/Above average	Leaders convey warmth and interest in all group members.
7		
6	Good/Average	Leaders convey warmth and interest in group as a whole.
5		
4	Fair/Below Average	Neutral. Leaders are neither warm nor cold.
3		
2	Poor	Leaders appear detached and aloof, uninterested in group members.
1		

Notes:

10. Leaders skillfully handled any special problems arising during the session

10	Superior	Leaders were extremely skillful at handling several unusual problems.
9		
8	Excellent/Above average	Leaders were very skillful at handling a special problem/situation.
7		
6	Good/Average	Leaders were moderately skillful at handling a special problem.
5		
4	Fair/Below Average	Leaders' response to a problem was minimally adequate.
3		
2	Poor	Leaders could not deal adequately with special problems that arose during session.
1		
NA	Not Applicable	No special problems arose during the session.

If problems arose, please explain: _____

11. Overall tone of the session

10	Superior	Tone of session is perfect -- engaged, fun, focused, and productive.
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9		
8	Excellent/Above average	Tone of session is very positive.
7		
6	Good/Average	Tone of session is generally “up.”
5		
4	Fair/Below Average	Tone of session is neutral or varies considerably
3		
2	Poor	Tone of session is generally “down.”
1		

Notes:

12. Overall Rating of Therapist Competence

10	Superior, one of the best!
9	
8	Excellent/Above average
7	
6	Good/Average
5	
4	Fair/Below Average
3	
2	Poor
1	