Volunteers of America of Greater Ohio
Community Corrections Facility

☐ **Cincinnati** ☐ **Dayton** ☐ **Mansfield** ☐ **Toledo**

INDIVIDUAL SESSION OBSERVATION

Date Session Observed:	Length of Session:
Observed Staff Name:	Topic(s) discussed:

The following items should be assessed for staff delivering interventions. For each item on this form, decide if the staff member is "very satisfactory" (2)—there are no recommendations for improvement in this area, "satisfactory" (1)— item was met, but there is some room for improvement, or "needs improvement" (0)— coaching/direction is needed. This assessment should be scored during observation of an individual session. The total score for each sub-domain should reflect an average rating for that section by dividing the *number of points earned* by the *number of items scored* in that section (excluding items marked N/A). This average rating should range between 0 and 2. The overall rating is the average rating for the entire session. The average sub-domain and overall rating provides a measure of progress for staff providing interventions.

FACILITATION SKILL ITEMS	Very Satisfactory=2 Satisfactory=1 Needs Improvement=0 Not Applicable=N/A	COMMENTS
A. STAFF KNOWLEDGE/ MODELING		
1. Demonstrates clear understanding of the cognitive-behavioral model (e.g. understands CBT concepts, applies thought/behavior link and skill use)		
2. Uses cognitive restructuring techniques, where applicable		
3. Displays pro-social thinking and behavior		
4. Does not make or reinforce derogatory/antisocial comments, jokes or remarks (i.e. laugh or agree with antisocial comments)		
5. Attempts to address responsivity issues barriers (e.g., language, comprehension level, culture, transportation, physical disability)		
6. Generally uses a solution-focused/problem solving approach		
7. Identifies and addresses individual skill deficits using a cognitive-behavioral approach		
Overall Facilitator Knowledge/Modeling Rating	Total points = _____	Avg rating (Total points / # of items) _____
B. BEHAVIOR MANAGEMENT		
1. Able to redirect/correct behavior without alienating individual		
2. Verbal praise/reinforcement is used at a high frequency		
3. Verbal praise is specific to the targeted behavior (i.e. facilitator explains the specific behavior being reinforced)		
Overall Behavior Management Rating	Total points=_____	Avg rating (Total points / # of items) _____
C. COMMUNICATION		
1. Communicates in a respectful manner and provides information in a clear and concise manner (e.g. provides relevant examples, illustrations, definitions, etc.)		
2. Uses reflective listening and acknowledges resident's contribution to the discussion		
3. Responds to participant questions in an effective manner		
Overall Communication Rating	Total points=_____	Avg rating (Total points / # of items) _____

Areas of Strength: _____

Areas for training or growth: _____

Evaluator Signature/Title: _____   Review Date: _____

Facilitator Signature(s): _____