

Support Group Facilitation Evaluation

Facilitator: _____

Assessor: _____

To use this rubric, observe and assess the facilitator during their support group session. Assign a score for each dimension based on their performance in that area. After assessing all dimensions, calculate the overall score, which can give you an objective measurement of the facilitator's ability to effectively lead a support group for individuals in reentry.

Dimension	Exemplary (4)	Proficient (3)	Developing (2)	Unsatisfactory (1)
Engagement and Inclusivity	<input type="checkbox"/> Establishes a safe and inclusive environment where all participants feel welcome, respected, and encouraged to contribute. Demonstrates exceptional listening skills and empathy. Actively promotes open discussions and fosters a sense of belonging among participants.	<input type="checkbox"/> Creates a generally safe and inclusive atmosphere, but may occasionally overlook or fail to address certain participants' needs or perspectives. Displays good listening skills and shows empathy, though improvements are possible. Facilitates discussions effectively, but some participants may be less engaged.	<input type="checkbox"/> Struggles to consistently establish a safe and inclusive environment for all participants. Occasional lapses in listening or empathizing may hinder participant engagement. Group dynamics may suffer due to limited encouragement of open discussions.	<input type="checkbox"/> Fails to create a safe and inclusive environment, resulting in disengaged or uncomfortable participants. Poor listening and lack of empathy lead to communication barriers. Discussion facilitation is inadequate, hindering meaningful exchanges.
Knowledge and Resourcefulness	<input type="checkbox"/> Demonstrates comprehensive knowledge of reentry challenges and resources available to participants. Offers well-informed insights, guidance, and appropriate resources. Adapts discussions to address specific participant needs effectively.	<input type="checkbox"/> Possesses a solid understanding of reentry challenges and available resources, though some gaps in knowledge may be evident. Provides insightful inputs and resources, but further depth is possible. Moderately adaptable to participants' needs.	<input type="checkbox"/> Displays limited knowledge of reentry challenges and resources, leading to superficial inputs and resource suggestions. Struggles to address specific participant needs effectively.	<input type="checkbox"/> Demonstrates a lack of understanding of reentry challenges and available resources. Unable to provide meaningful insights or appropriate resources.

Facilitation Techniques	<input type="checkbox"/> Applies a wide range of facilitation techniques effectively. Skillfully manages group dynamics, encourages active participation, and addresses conflicts constructively. Employs creative approaches to promote engagement and group cohesion.	<input type="checkbox"/> Utilizes a variety of facilitation techniques with reasonable success, but may occasionally lack finesse in managing group dynamics or resolving conflicts. Encourages participation, but some participants may be less involved. Attempts at creative approaches are limited.	<input type="checkbox"/> Primarily relies on basic facilitation techniques, leading to occasional difficulties in managing group dynamics or conflicts. Participation levels vary, and group cohesion may suffer. Limited use of creative approaches.	<input type="checkbox"/> Lacks effective facilitation techniques, resulting in unmanaged group dynamics and unresolved conflicts. Poor participant engagement and minimal group cohesion. No evidence of creative approaches.
Personal Impact and Ethical Conduct	<input type="checkbox"/> Demonstrates high levels of authenticity, sensitivity, and professionalism. Acts as a positive role model for participants. Respects confidentiality and ethical boundaries consistently.	<input type="checkbox"/> Mostly authentic and sensitive, but occasional lapses in professionalism or lack of awareness of personal impact may occur. Maintains confidentiality and ethical conduct, though some improvement is possible.	<input type="checkbox"/> Inconsistent in displaying authenticity and sensitivity. Occasionally unprofessional or insensitive behaviors may arise. Struggles to maintain confidentiality or adhere to ethical boundaries.	<input type="checkbox"/> Lacks authenticity, sensitivity, and professionalism. Poor awareness of personal impact on participants. Fails to uphold confidentiality or ethical conduct.
Comments	Areas of Strength:		Areas for Improvement:	

Add up the scores for each dimension to calculate the **total score**: _____ / 16.

Scoring: Exemplary (13-16) Proficient (9-12) Developing (5-8) Unsatisfactory (1-4)