

Birth and Parenting Educator's Assessment Tool: Student, New or Experienced Educator

Name:

Following observation of a group session/s, this assessment tool is designed to guide meaningful feedback between the student, new or experienced birth and parenting educator and the assessor. The tool has its origins in the CAPEA Competency Standards for Childbirth and Early Parenting Educators (Australia, 2018)

N/A = Not applicable; NYC = Not Yet Competent; C = Competent

In Bold font = essential knowledge, attitudes and skills; Regular font = Desirable

CUES	Self-evaluation			Assessor		
	N/A	NYC	C	N/A	NYC	C
1. PREPARES AN ENVIRONMENT CONDUCIVE TO LEARNING						
a. Creates a welcoming atmosphere that is conducive to learning: room set-up, heat/cool, accessibility for participants, refreshments, etc.						
b. Arranges seating to facilitate interaction among group participants and viewing of visual aids						
c. Checks all resources and learning aids are in good working order						
2. APPLIES TEACHING – LEARNING PRINCIPLES						
a. Has clearly documented lesson plan with participant learning objectives that meet the course curriculum						
b. Learning strategies and activities match the learning objectives						
c. Uses a range of learning strategies, activities and audio-visual resources that meet different learning styles/preferences						
d. Delivery of the learning strategies and activities is organised and sequential, while also responding to learners' needs						
e. Group participants are aware of the session learning objectives						
f. Demonstrates good contemporary knowledge of: anatomy and physiology of normal pregnancy, labour, birth, breastfeeding and postnatal period, including function of hormones, breath awareness, active birth						
g. Promotes childbirth and breastfeeding as normal physiological processes and significant life events						
h. Uses the life experiences from participants to build on existing knowledge, skills and attitudes						
i. Demonstrates good knowledge of variances from normal: provides evidence-based, unbiased information, promotes the development of adaptive strategies in response to unexpected events						

CUES	Self-evaluation			Assessor		
	N/A	NYC	C	N/A	NYC	C
j. Refers to local hospital and state/national statistics when appropriate						
k. Uses recent research evidence to support discussions						
l. Demonstrates knowledge of contemporary debatable issues, eg: optimal cord clamping, skin-to-skin care at Caesarean, 3rd stage management, etc						
m. Demonstrates practical skills, eg: breath and body awareness, active birth positions, followed by practice by participants						
n. Promotes the importance of fathers and co-parents during pregnancy, labour and parenting						
o. Provides culturally appropriate education that values differences in birthing and parenting practices (diverse cultures, age and socio-economic groups)						
p. Summarises key points at the end of each session						
3. DEMONSTRATES GROUP FACILITATION SKILLS						
a. Introduces self and uses innovative ways for participants to introduce themselves						
b. Adjusts leadership style according to the needs of the group						
c. Selects learning strategies according to the stage of group development						
d. Uses a range of ice-melters and energisers as required						
e. Uses small-group learning activities as appropriate, with small groups divided creatively and sensitively, eg: pregnant & non-pregnant, women & men, culturally-similar or blended, etc.						
f. Uses a range of strategies when dealing with challenging behaviour from group participants, eg; dominance by one person, aggression, differing opinions, very quiet person, shock with films, crying, giggling, reluctance to participate in some activities, etc.						
g. Manages time effectively						
h. Creates opportunities for participants to develop social support networks and learn from each other						
i. Is a resource person and refers participants to further sources of information, including social media, books, websites, research-based sites						

CUES	Self-evaluation			Assessor		
	N/A	NYC	C	N/A	NYC	C
4. USES EFFECTIVE COMMUNICATION STRATEGIES						
a. Demonstrates good presentation skills, eg: eye contact, hand and body gestures, voice modulation and projection, demonstration of visual aids and learning activities, appropriate professional clothing						
b. Considers language, literacy and numeracy levels of group members						
c. Uses language that is sensitive, inclusive of all participants, appropriate and professional						
d. Information is presented in the 'third person', ie: explain <i>if a woman is considering an epidural, not when you have an epidural</i> (2 nd person grammar)						
e. Information is presented clearly and accurately						
f. Recognises and responds appropriately to verbal and non-verbal communication cues of participants, eg: restlessness, boredom, comments, questions, eagerness to participate.						
g. Uses a structured process to gain ongoing feedback from participants to evaluate the transfer of learning, eg; key questions, practise new skills.						
h. Anxiety, fear or other forms of distress are recognised						
i. Acts appropriately to relieve distress						
j. Offers referral to another health professional if required						
5. DEMONSTRATES ETHICAL PRACTICE						
a. Protects the rights of participants to privacy, dignity and confidentiality						
b. Responds sensitively to complex social issues, differing values and beliefs						
c. Demonstrates awareness of avoiding personal bias in discussions and decision-making by participants						
d. Considers using a formal assessment process at the end of the course to assist reflective practice						
6. PRACTISES SAFELY						
a. Provides a safe work environment for self and participants						
b. Informs participants of emergency and evacuation procedures						
c. Uses Safe Work Procedures where available						

Please add further comments about the cues above:

.....

.....

.....

.....

.....

Course/session observed:

.....

.....

Mentee/Student/New Educator:

Name

Signature

Date

Mentor/Assessor:

Name

Signature

Date