**BEHAVIORAL OBSERVATION TOOL FOR SUPERVISORS OR MENTORS**

Use this form in the field to observe a behavior, skill or practice before and after the training. Before and after training observations can then be compared. Supervisors, mentors, or other individuals who are knowledgeable about the behavior in question (and can reliably evaluate abilities related to that behavior) should be used as observers. See Chapter Three of the Guide for more detail on conducting effective and reliable behavioral observation, including the use of observation “teams” (i.e., more than one individual) to ensure the reliability of measurement.

**Scoring Guide: 0= not observed**

**1= observed with beginning or partial skills or ability, tasks not completed or only partially completed**

**2=observed with intermediate skills or ability, tasks are completed**

**3=observed with expert or “best practice” skills or ability and tasks are fully completed**

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| --- | --- | --- | --- |
| **Skill, Practice or Task** | **Observed?**  **[Score as 0-3]** | **Not Applicable** | **Notes** |
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**Total = \_\_\_\_ of \_\_\_\_\_ maximum points allowable.**

Additional Observer Notes: