

RENEW Facilitator Reflection Tool

Adapted from Participatory Adult Learning Strategy (PALS II)

Facilitator: _____ Agency/School: _____

Observer/Coach: _____ Date(s): _____

Directions: This tool is designed to be used by a RENEW Facilitator to reflect on their practice then reviewed in person with a RENEW Coach at various intervals during the Mapping stage and when forming a RENEW Team. The Facilitator should complete this reflection tool directly after working with a youth.

Rating Scale		1 = Yes, the practice was used consistently	2 = Practice was partially used/ sometimes done
		3 = Practice was not used, opportunity missed	4 = NA, no opportunity to observe
To what extent was each of the following practices used?		Rating	Example/Comment/Reflection
RELATIONAL PRACTICES	Interpersonal Skills	1. Listens to youth's interests, concerns, and requests.	
		2. Orients the youth to what will happen and summarizes next steps.	
		3. Responsive to youth's and team members' concerns and asks for clarification.	
		4. Demonstrates warm, caring attitude demonstrated by body language and behavior toward youth.	
		5. Manages conflicts within the group, uses incidents as learning opportunities for the process itself.	
	Asset-Based Attitudes	6. Explicitly focuses on and acknowledges youth and team members' strengths.	
		7. Treats youth with dignity and respect in terms of personal, family, or cultural differences and preferences.	
		8. Acknowledges the youth's ability to achieve desired outcomes.	
PARTICIPATORY PRACTICES	Youth Choice and Action	9. Explicitly discusses with youth choices for meeting needs and the implications of different options.	
		10. Actively involves youth in carrying out any identified course of action.	
		11. Provides youth participatory opportunities to learn and develop new skills.	
	Facilitator Responsiveness	12. Supports and respects youth's decisions.	
		13. Demonstrates flexibility and responsiveness to the youth's situation.	
		14. Comes to meetings prepared and ready to engage.	
		15. Reflects and evaluates with youth about achievements and accomplishments.	
		16. Records, summarizes, and shares information such that it is accessible and clear to everyone.	