EBP Facilitation Improvement Plan

This tool can be used to help you address facilitation challenges noticed during the observation of educators facilitating an EBP (using one of the available observation tools). We recommend that you develop a detailed, step-by-step plan together with the educator.

Educator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ EBP (module) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **Issue(s) identified** | **Observed behaviors** | **Contributing factors** | **Strategies** | **Next steps, person responsible, by when** | **Date of Supervisor**  **Review** |
| **Example**: inadequate knowledge of the evidence-based program (EBP) | -Educator could not answer content questions  -Educator did not present content clearly (stumbling through sentences, mispronouncing words) | *Example A*  Insufficient preparation:  -did not allow adequate time to cover material  -did not recognize need to prepare for session | *Example A*  -Develop a preparation plan and time table  -Work with another educator to learn how they prepare  -Practice modules with other educators | *Example A*  1. Educator will map out a preparation plan in collaboration with colleagues by (date)  2. Educator will practice module with colleagues by (date) | Improvement steps completed:  (date) |
| *Example B*  Insufficient knowledge of the program content:  -STIs including HIV  -Reproduction | *Example B*  -Attend workshop  -Take an online training (e.g., Answer)  -Review online resources (ACT website, etc.)  -Practice content presentation with colleagues | *Example B*  1. Educator will sign up for online workshop on STIs and HIV (Answer) by…  2. Educator will complete online training by…  3. Educator will practice module/content with colleagues by… |
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Educator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ EBP (module)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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