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|  | **Asynchronous Observation Rubric**  |

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| Trainer Name:       | STARS ID:       |
| Training Date:       | Training Title:       |
| Format:       | Observer:       |

**Standard I: Developing an Anti-Biased and Anti-Racist Approach**

*State-approved trainers will receive a self-reflection worksheet for the Awareness of Self competency of Standard I from the Professional Development Team at DCYF. Trainers are encouraged to complete the reflections prompts independently.*

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| **2. Practices that Advance Racial Equity and Social Justice** |
|  |  | **Notes** |
| Foundational  | a | Uses intentional, people-first language that demonstrates acceptance of races, ethnicities, genders, sexual orientations, identities and cultures.  | [ ]  Observed[ ]  Not observed |  |
| Content and Facilitation | a | Uses materials that demonstrate inclusion and responsiveness to people of all races, ethnicities, genders, sexual orientations, cultures, families, languages and abilities. | [ ]  Observed[ ]  Not observed |  |
| b | Appropriately incorporates cultural traditions, history, and language/s to promote multi-culturalism. | [ ]  Observed[ ]  Not observed |  |
| Take Action | a | Shares constructive feedback and discusses alternative approaches when observing potentially biased actions by others (NAEYC, 2020). | [ ]  Observed[ ]  Not observed [ ]  NA |  |
| e | Actively addresses micro-aggressions, racism, sexism or statements or behavior that may harm learners. | [ ]  Observed[ ]  Not observed [ ]  NA |  |
| ~~f~~ | Helps participants to see how behaviors, beliefs, and ways of being perpetuate systemic oppression (Aguilar, 2020). | [ ]  Observed[ ]  Not observed |  |

**Standard II: Learning Environment**

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| **1. Relational Learning Environment**  |
|  |  | **Notes** |
| Emerging | b | Provides an opportunity for participants to share their perspectives. | [ ]  Observed[ ]  Not observed |  |
| c | Provides welcoming and respectful interactions. | [ ]  Observed[ ]  Not observed |  |
| Establishing | b | Expresses confidence in learners’ ability to master the content. | [ ]  Observed[ ]  Not observed |  |
| Deepening | b | Provides feedback to participants’ that encourages them to be inquisitive and keep an open mind when examining the perspectives of others.  | [ ]  Observed[ ]  Not observed |  |
| c | Recognizes emotional responses to training content may occur and suggests constructive ways to process. | [ ]  Observed[ ]  Not observed [ ]  NA  |  |
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| **3. Virtual Learning Environment** | [ ]   **NA** |
|  |  | **Notes** |
| Emerging | b | Provides technical assistance to learners prior to the training start time that will help them log-in and use the training platform. | [ ]  Observed[ ]  Not observed |  |
| c | Offers to provide guidance for learners who have difficulties with the platform during the session. | [ ]  Observed[ ]  Not observed [ ]  NA  |  |
| d | All media and technology is available and functioning for learning event; uses a back-up plan if technology fails. | [ ]  Observed[ ]  Not observed |  |
| Establishing  | a | Establishes, models and enforces ground rules for using platform functions (ex. discussion board; participant interaction). | [ ]  Observed[ ]  Not observed[ ]  NA (Correspondence only) |  |
| c | Creates transparency about use of data collected through activity submissions.  | [ ]  Observed[ ]  Not observed |  |
| Deepening  | a | Uses different types of online learning tools to encourage interactions among learners. | [ ]  Observed[ ]  Not observed |  |

**Standard III: Preparing and Developing**

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| **1. Engaging All Participants** |
|  |  | **Notes** |
| Emerging | c | Uses clear, direct spoken and written language that is simple and respectful. | [ ]  Observed[ ]  Not observed |  |
| d | Connects with training participants prior to the training to identify supports for accessibility barriers, such as language(s), hearing and visual impairments. | [ ]  Observed[ ]  Not observed |  |
| Establishing  | a | Offers learners multiple types of activities to engage, reflect, practice and demonstrate their knowledge. | [ ]  Observed[ ]  Not observed |  |
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| **2. Learning Content** |
|  |  | **Notes** |
| Emerging  | a | Appears knowledgeable in the content areas and related core competencies. | [ ]  Observed[ ]  Not observed |  |
| c | Presents materials that are grounded in research-informed practices. | [ ]  Observed[ ]  Not observed |  |
| d | Begins training by identifying learning objectives. | [ ]  Observed[ ]  Not observed |  |
| Establishing  | a | There is a clear connection between the activities and the learning objectives. | [ ]  Observed[ ]  Not observed |  |
| b | Includes activities that allow learners to apply concepts to their workplace or real-life settings.  | [ ]  Observed[ ]  Not observed |  |
| c | Creates transitions between topics and activities that maintain a logical flow throughout the session. | [ ]  Observed[ ]  Not observed  |  |
| d | Avoids plagiarism by recognizing contributions to training content development. | [ ]  Observed[ ]  Not observed |  |
| Deepening | a | Helps participants identify opportunities and barriers to implementation and what they will need to overcome them. | [ ]  Observed[ ]  Not observed |  |
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| **3. Virtual Design (online synchronous)** |
|  |  | **Notes** |
| Emerging  | a | Uses relevant visuals to support training content. | [ ]  Observed[ ]  Not observed |  |
| b | Provides simple and consistent instructions on how to navigate the platform’s features.  | [ ]  Observed[ ]  Not observed |  |
| c | Presents content in multiple ways (e.g. video, text). | [ ]  Observed[ ]  Not observed |  |
| Establishing  | b | Provides access to materials at appropriate moments, such as before, during and/or after a training. | [ ]  Observed[ ]  Not observed  |  |
| Deepening  | a | Creates intentional, structured opportunities for participants to connect with peers (either in their workplace or in the training) to support with implementation. | [ ]  Observed[ ]  Not observed |  |
| b | Handouts, PPTs and scanned documents are accessible for persons with disabilities. | [ ]  Observed[ ]  Not observed  |  |

**Standard IV: Facilitation**

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| **1. Supporting Adult Learners** |
|  |  | **Notes** |
| Emerginging Practice | b | Begins the training by identifying the skills and knowledge that learners have about the training topics. | [ ]  Observed[ ]  Not observed |  |
| c | Uses strengths-based language that encourages learning. | [ ]  Observed[ ]  Not observed |  |
| Establishing | a | Offers individualized, timely and specific feedback to learners. | [ ]  Observed[ ]  Not observed |  |
| b | Creates opportunities to identify how the content is relevant and will bring beneficial changes to their work. | [ ]  Observed[ ]  Not observed |  |
| Deepening  | a | Uses strategies to develop learners’ self-assessment and reflection skills. | [ ]  Observed[ ]  Not observed |  |
|  |
| **2. Facilitation Strategies** |
|  |  | **Notes** |
| Emerging  | a | Uses real-life examples and/or scenarios that are written, spoken, or video format to share experiences that support learning objectives. | [ ]  Observed[ ]  Not observed |  |
| e | Explains activity instructions and provides support to make sure all participants understand what to do. | [ ]  Observed[ ]  Not observed  |  |
| Establishing  | a | Engages the learner in identifying their strengths, opportunities for growth and goals for the training. | [ ]  Observed[ ]  Not observed |  |
| b | Manages discussions so all can share perspectives, refocuses the group on aspects that were not addressed, and summarizes the key points.  | [ ]  Observed[ ]  Not observed[ ]  NA |  |
| d | Uses open-ended questions to stimulate thinking. | [ ]  Observed[ ]  Not observed |  |

**Standard V: Evaluation and Assessment**

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| **1. Evaluating Achievement of Learning Objectives (Summative Assessment)** |
|  |  | **Notes** |
| Emerging  | a | Measures achievement of learning objectives through activities.  | [ ]  Observed[ ]  Not observed |  |
| Establishing | b | Creates assessments that allow learners to reflect on the learning and make connections to real-life.  | [ ]  Observed[ ]  Not observed |  |
| Deepening | a | Creates several options for learners to demonstrate what they know. | [ ]  Observed[ ]  Not observed |  |

**MERIT Data Entry Review**

**Recommendations for the Trainer**

*Please use this section to provide general feedback and guidance for the trainer based on the observation as well as recommendations for trainer support funds (if applicable). The trainer will use this information to inform future professional development decisions and improvement to the training session.*