

Facilitator Expectations and Evaluation

Role of Group Facilitators:

Group facilitators are to educate members about Intimate Partner Violence (IPV). They are responsible for encouraging and guiding group discussions related to IPV, mental health, coping, and empowerment. Both of the group facilitators are required to have an in-depth understanding of the curriculum. Group facilitators must enforce group safety, respect, and rules of confidentiality.

Facilitators should prepare for sessions prior to the participants' arrival. Group facilitators are expected to provide the necessary materials for session activities. During breaks, group facilitators should be open to speaking with group participants about any questions or concerns.

Suggested distribution of responsibilities for co-facilitation: Power and responsibilities should be distributed evenly between co-facilitators. Co-facilitators are expected to divide session content (i.e., alternate asking discussion questions, support each other during educational content, and take turns leading the activities). The facilitator that is not directly leading the session at a given moment should be responsible for talking to participants that may need individualized attention. If a participant must leave the circle, one facilitator is expected to follow, while the other facilitator continues the session. Both facilitators should be prepared for addressing and de-escalating conflicts between participants if necessary.

Group facilitators should have a collaborative relationship, in which they have open discussions about group progress and work together to achieve the established S.M.A.R.T. goals. If this collaborative relationship becomes impaired, the facilitators should seek to resolve the conflict(s) with each other in private. If a resolution is not reached, group facilitators should seek supervision.

Role of Supervision:

The supervisors for the conference and group facilitation are Longwood University's Dr. Brown-Meredith and Dawn Sutherland from Bridge-to-Africa, Inc. Facilitators may meet with supervisors during breaks when necessary. Facilitators may discuss group progress and concerns with the supervisors. If group participants impose distractions, demonstrate disrespect towards facilitators and other group members, and/or knowingly break confidentiality, group facilitators are expected to remind them of group rules and expectations. If no improvements are made, the supervisors will be made aware of the issue and reserve the right to dismiss group participants from the conference.

Group facilitator(s) are expected to maintain confidentiality within the group unless there has been a disclosure of suicide, sexual assault, and/or harm to others. Group facilitator(s) are required to report these disclosures to the parents and conference supervisors, per the National Association of Social Workers (NASW).

Group facilitators will receive administrative, educational, and supportive supervision. Educational supervision will enable group facilitators to consult supervisors for advice on implementing the group sessions, input on finding solutions, and evaluation on necessary improvements. Supportive supervision is intended to assist group facilitators with stressors and coping with difficult situations. Supervisors are expected to be a trusted individual for facilitators to speak with. Group facilitators will utilize administrative supervision to ensure they uphold social work values and competencies within group sessions. Supervisors should remain available to address any questions or concerns that may arise by group facilitators.

Evaluation:

Group participants will evaluate the effectiveness of the group program and its facilitation through a Likert scale handout upon completion of group sessions. Group facilitators will also evaluate their performance, as well as the performance of their co-facilitator through a Likert scale handout. After completing the conference, there should be a discussion between group facilitators and their supervisor regarding group outcomes, group and facilitator successes, as well as new learning.