



APPENDIX E: Facilitation Competency Assessment Tool

Key El Camino Facilitator Competencies¹

High performing El Camino facilitators should be able to demonstrate mastery of the key content and the facilitator skills described below. In addition, they need to have a professional set of values and beliefs, and a comfort level that is consistent with implementing El Camino effectively. Implementing schools/organizations can use this self-assessment to find the facilitator who is the best fit to implement El Camino.

Content: *A high performing El Camino facilitator is able to...*

	Yes	No	Working on it
1. Explain El Camino's theory of change.			
2. Explain the STAR model (State your goal; Think about the steps; Assert your camino; Reach your goal).			
3. Explain basic skill strategies related to assertive communication and refusal.			
4. Explain the role that both partners have in preventing unintended pregnancy.			
5. Explain the characteristics of healthy and unhealthy adolescent relationships.			
6. Explain and define consensual sex.			
7. Explain the benefits of abstaining from sex.			
8. Use medically accurate names for body parts, STIs, and contraceptives.			
9. Explain basic reproductive anatomy and physiology, including how a pregnancy occurs.			
10. Explain the life changes and consequences of unintended pregnancy and parenthood and how these changes could lead to road trips which can affect achieving goals.			
11. Explain basic facts about contraceptive methods (including condoms), how they work, how to use them, and how they can be accessed.			
12. Explain the importance of facilitating the El Camino curriculum with fidelity.			

¹ The Key El Camino Facilitator Competencies section was informed by:

- Core Competencies Subcommittee of the California Adolescent Sexual Health Work Group (ASHWG). (2008). Core Competencies for Adolescent Sexual & Reproductive Health. California Adolescent Health Collaborative, Oakland.
<https://www.ashwg.org/sites/ashwg/assets/File/CoreCompetenciesforAdolSex%20ReproHealth-2008%20FINAL.pdf>
- DeAtley, J., Roller, L., & Levack, A. (2015). Gender Matters program implementation and adaptation manual. EngenderHealth.
<https://www.healthynativeyouth.org/wp-content/uploads/2019/08/6.23.20-GenM-PIAM-FINAL.pdf>
- Children's Home Society of North Carolina. (2014). Wise Guys: A Curriculum Designed to Promote Healthy Masculinity, Prevent Teen Pregnancy and Prevent STIs among Adolescent Boys Aged 12-15

	Yes	No	Working on it
13. Describe services available at community reproductive health centers.			
14. Explain mandatory reporting laws specific to location.			

Facilitation Skills: *A high performing El Camino facilitator is able to...*

	Yes	No	Working on it
1. Establish and maintain a safe, respectful, and comfortable learning environment, inclusive of all youth cultures, including Latino cultures.			
2. Lead large-group discussions.			
3. Give clear activity instructions.			
4. Facilitate role plays.			
5. Manage small-group work and individual reflection/work.			
6. Demonstrate proper use of a condom and other contraceptives.			
7. Manage classroom issues (e.g., nervous laughter/acting out, emotional reactions, disclosure of sensitive information, etc.).			
8. Coordinate logistics associated with the effective implementation of El Camino.			

Professional Values, Beliefs, and Comfort: *A high performing El Camino facilitator...*

	Yes	No	Working on it
1. Believes that all teenagers have the right to medically accurate and up-to-date information about human sexuality and sexual health.			
2. Believes that teenagers should have access to quality, affordable, confidential sexual and reproductive health services.			
3. Believes that teenagers are sexual beings and have a right to healthy sexuality.			
4. Believes that any kind of sexual activity must be consensual.			
5. Believes that teenagers in consensual sexual relationships should take the responsibility to protect themselves from unintended pregnancy and STIs.			

	Yes	No	Working on it
6. Believes in gender equality and the roles/responsibilities that both partners have in preventing unintended pregnancy.			
7. Is comfortable with handling contraceptives, including condoms, for demonstration purposes.			
8. Is comfortable facilitating discussions related to teen sexual behavior with adolescents.			
9. Is aware that abstinence is the only way to 100% prevent unintended pregnancy.			
10. Is respectful of all teens, regardless of their race, ethnicity, immigration status, sex, sexual orientation, socioeconomic status, religion, parenting status, ability, etc.			
11. Is aware, sensitive, and responsive to common Latino cultural norms.			
12. Is enthusiastic about working with teens.			