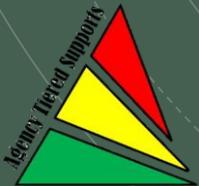


Virtual Coaching Workshop: Positive/Negative Observations

Missouri Tiered Supports

Department of Mental Health | Division of Developmental Disabilities



Missouri Department of
MENTAL HEALTH

Housekeeping

- Restrooms
- Safety
- Breaks
- Cell Phones
- Confidentiality
- Respect

Objectives

- Review what a **Positive/Negative observation** is and why they are done
- Evaluate & Review the **Observation Form**
- **Practice**
 - Using the form
 - Evaluating observation data points

Expectations

- **Webinars:**
 - Data Collection: Positive: Negative Observations
 - Coaching: Supervising Using Best Practices
- Have paper/form and pen for the role play +/- data
- Keep self on Mute
- Use the chat box for any questions and answer questions
- Please have cell phones on silent or off

What is a **Positive/Negative** Observation?

How to conduct a Positive/Negative Observation?

Setting description(#____): _____ _____ # Individuals: _____ # Staff: _____ Staff Trained in ToC: <input type="checkbox"/> Y <input type="checkbox"/> N Date: _____ Time: _____ to _____ Observer: _____	Positive Interaction (Displayed by Staff/Caregiver) Total ____	Negative Interaction (Displayed by Staff/Caregiver) Total ____
Constructive Feedback: ___ Yes ___ No		
Positive Feedback: ___ Yes ___ No		

Ratio of Positive to Negative Interactions for Observation 1: (Pos/Neg) ____ : ____ IOA Score: ____ %

Setting description(#____): _____ _____ # Individuals: _____ # Staff: _____ Staff Trained in ToC: <input type="checkbox"/> Y <input type="checkbox"/> N Date: _____ Time: _____ to _____ Observer: _____	Positive Interaction (Displayed by Staff/Caregiver) Total ____	Negative Interaction (Displayed by Staff/Caregiver) Total ____
Constructive Feedback: ___ Yes ___ No		
Positive Feedback: ___ Yes ___ No		

Ratio of Positive to Negative Interactions for Observation 2: (Pos/Neg) ____ : ____ IOA Score: ____ %

Role Play and Discussion

Feedback

- Ask them how they felt it went → get their opinions & perspectives
- Offer corrective feedback → in To-Do terms, tell the person what skills they can continue working on, give examples of how they could attempt a skill the next time you meet, or brainstorm with them how to deal with the situation the next time it occurs
 - *allow the participant to attempt any constructive feedback you provide during or next time you meet them*
- Highlight the positives → what did this person do well, *be specific!*
- Ask them to give you feedback → this boosts trust, and understanding that coaching support helps improve everyone's skill