

# Instructor Competency Assessment Tool - Instructions

This tool is designed to help identify needs for professional development and or technical assistance among those who teach sexual health education. It asks instructors to rate their own capability and comfort in some key areas representing competencies that instructors need to be successful when delivering sexual health education. It is designed to give those coordinating professional development an indication of the areas of greatest need among instructors.

The tool can be given to current instructors to complete, or could be used to develop guiding questions when determining qualifications of future instructors.

**How to Use It:** Start by adding, subtracting, or modifying items to meet the needs of your instructors. Depending on the content of your sexual health education and/or the age groups involved, it is possible that not all items will be needed. When you have finalized the tool, distribute a copy to each potential instructor or use these questions to guide an interview or professional development conversation. Instructors should be assured that their responses will be treated confidentially.

Follow up on any area in which one or more instructors express concerns about capability or comfort – or if they simply indicate they’d like a refresher. If you’re working with a group of instructors, identify the most commonly-cited competencies in which instructors express a need for greater comfort or capability, and ensure that those topics are prioritized when planning professional development.



**Healthy Teen Network**

*This resource was made possible by the Centers for Disease Control and Prevention, Division of Adolescent School Health (CDC-DASH) under cooperative agreement 1U87PS004175-01. The contents do not necessarily represent the official views of the Centers for Disease Control and Prevention.*

# Instructor Competency Assessment

School name: \_\_\_\_\_ Instructor: \_\_\_\_\_ Date: \_\_\_\_\_

This survey is designed to determine how we can best support you to deliver sexual health education. Your responses are confidential. Please rate your capability and comfort level in the following areas:

Competency	How would you rate your CAPABILITY to do this?	What is your COMFORT level in doing this?	Do you need a refresher in this area?
1. Explain the menstrual cycle and sperm production, and relate these concepts to fertility.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Define different types of sex, including oral, anal and vaginal sex and the body parts involved.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Explain how different contraceptives work to prevent pregnancy.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Describe and show the steps to proper condom use.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Explain how sexually transmitted infections are transmitted.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Explain how sexually transmitted infections affect the body.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Describe how sexually transmitted infections are commonly treated.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. Explain the difference between biological sex and gender.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Explain how gender norms affect sexual decision-making.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No

Competency	How would you rate your CAPABILITY to do this?	What is your COMFORT level in doing this?	Do you need a refresher in this area?
10. Explain and apply common terms to describe sexual orientation (e.g. gay, lesbian, bisexual, queer, and questioning)	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Explain the characteristics of healthy adolescent relationships – both platonic and romantic.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Use teaching strategies that take into account the fact that not all students have control over their sexual activity (ex. Coercion, abuse, etc.).	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
13. Facilitate role plays for sexual health topics.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
14. Correct students' use of slang terms while maintaining their willingness to contribute to discussions.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
15. Demonstrate best practices for responding to challenging student behavior (e.g. laughter, insults) when teaching about sexual health.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
16. Use teaching techniques that demonstrate acceptance of all students, regardless of sexual experience, situations, and choices.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
17. Demonstrate best practices regarding personal disclosures from instructors when teaching about sexual health.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No

Competency	How would you rate your CAPABILITY to do this?	What is your COMFORT level in doing this?	Do you need a refresher in this area?
18. Demonstrate best practices for responding to student questions about sexuality in a sensitive and respectful manner.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
19. Teach in accordance with laws and policies that specify what can be said and done in the classroom, what cannot be said and done, and what must be said and done.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
20. Explain laws in your state related to sexual health, such as age of consent, statutory rape, access to reproductive health care, and purchase of contraceptives.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No
21. Recognize when a student needs to be referred to health care or social services and respond in accordance with laws and school/district policies.	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> High <input type="checkbox"/> Moderate <input type="checkbox"/> Low <input type="checkbox"/> Unsure	<input type="checkbox"/> Yes <input type="checkbox"/> No

22. Are there any other topics or skills in which you would like to receive professional development to support you in delivering sexual health education? Please list them below:

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23. Do you have any other comments about your capabilities or comfort with delivering sexual health education?

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**Thank you for taking the time to complete this survey!**  
**Please return it to (\_\_\_\_) by (DATE).**