

# CORT Observation: Comprehensive Caregiving

CAREGIVER

OBSERVER

DATE(S)

The CORT (Caregiving Observation and Reflection Tool) provides a systematic framework to observe and document interactions and experiences that occur within a classroom. Training & Curriculum Specialists or Program Managers should use this tool to carefully observe and record a caregiver's use of these key practices and document their strengths and opportunities for growth. Refer to the CORT Rating Guide for in depth examples of ratings for each skill or practice.

**E**

## Emerging

Staff member is building their understanding and use of the skill.

**D**

## Developing

Staff member understands the practice but is still working to consistently implement it.

**M**

## Mastered

Staff member demonstrates a clear understanding of the skill and implements the practice consistently.

COMPETENCY		RATE: E/D/M	NOTES
CC1	<b>Healthy and Safe Environments</b> Learning environments and materials are clean and free of hazards.		
CC2	<b>Responsive to Health Needs</b> Observes and responds to children's health and hygiene needs.		
CC3	<b>Reliable Ratios</b> Demonstrates a clear system of accountability for children's whereabouts and ratio compliance.		
CC4	<b>Calm Demeanor</b> Reacts to conflicts, unexpected occurrences, and stressful situations in ways that minimize negative effects on children, staff, and families.		
CC5	<b>Professional Communication</b> Communicates with children, families, and coworkers in a collaborative, professional way.		
CC6	<b>Procedural Awareness</b> Follows all program policies and procedures. If certain policies and procedures are not observable, demonstrates understanding through conversations and professional learning activities.		
CC7	<b>Welcomes Expertise</b> Seeks advice from a trainer, coach, or administrator when unsure of how to respond or support a child, family, or coworker, or when encountering a situation that calls for someone in a leadership role to be involved.		
CC8	<b>Values Professional Growth</b> Responsive to professional development opportunities and support provided by a trainer, coach, or administrator.		
CC9	<b>Active Supervision</b> Provides active supervision by engaging in and expanding on children's play and learning.		
CC10	<b>Respectful of Privacy</b> Speaks about children, families, and staff in a confidential and respectful manner.		