



ROCKY MOUNTAIN DIVISION
Professional Ski Instructors of America
American Association of Snowboard Instructors

Telemark Trainer Assessment Overview

Prerequisites:

- Telemark Level 3 Certification

Assessment Description

The assessment process verifies your professional, People, Training/Teaching, and Technical skills. You are evaluated according to the Learning Outcomes (LO) for the RM Trainer Assessment.

During this event, participants demonstrate their understanding of Professionalism, People Skills, Teaching Skills, and Technical Skills at the appropriate assessment level. Participants verify their training skills by successfully demonstrating assessment activities meeting the assessment criteria found below and on the assessment form.

Expectations for assessment day

- Your assessors are here to help you succeed and learn
- You will be asked to:
 - Train
 - Ski
 - Assess Movements and demonstrate your Technical Knowledge
- Practice Professionalism and People Skills, be an active learner and support the group
- We plan to finish by 4:30 each day
- Assessment evaluations are sent via E-mail from the PSIA-RM office
- Please take the time to fill out the Assessment evaluation. Help us to help you, We value your feedback

Tentative Agenda

- 8:45 meet on snow. Check-in and turn in workbooks. After check-in: Introduction, overview of 2 days, personal goals, answer questions

Accomplishments during the two days

- Learning Outcomes (LO): Learning outcomes represent what is to be achieved upon completion of each level of certification
- Assessment Criteria (AC): Assessment criteria outline performance details that specify to what level the learning outcomes have been met
- Assessment Activities (AA): the activities a candidate performs to demonstrate that the learning outcomes have been accomplished

Learning Outcomes.

- Decisions and Behavior
 - Professionalism and Self Management: Strengthens the professional environment by adapting to situations and other group members on behalf of themselves and their resort.
- People Skills
 - Communication: Maintains 2-way communication with clinic participants on behalf of their resort. (Assessed when Teaching)
 - Relationships with Others: Adapts to the interpersonal dynamics within the group as an
 - ambassador of their resort. (Assessed when Teaching)
- Training/Teaching Skills
 - Assess & Plan: Plans learning experiences for the clinic participants based on resort needs and the learners' needs.
 - Implement: Adapts learning experiences to meet the clinic participant's needs without sacrificing the resort's needs.
 - Reflect/Review: Fosters the ability to recognize, reflect upon, and assess experiences to enhance understanding and apply what was learned.
- Technical Skills
 - LO: Skiing Performance: Adjusts and adapts the Telemark Skiing Fundamentals at all speeds for various training needs including: inspiration, participant understanding, highlighting skill blends, highlighting tactical choices, and problem solving.
 - LO: Technical Understanding: Uses technical expertise to enhance clinic participants' knowledge; make technical, tactical, and/or equipment recommendations; and discuss the sport from various perspectives.
 - LO: Movement Analysis: Demonstrates knowledge of cause-and-effect relationships to prepare certification candidates for assessments and enhance clinic participants' skiing.

Assessing the Learning Outcomes

Assessing the Decisions and Behavior

Decisions and Behavior:

- is an ongoing assessment.
- is not assessed separately from the Teaching/People Skills. MA/Technical Skills

- or the Skiing Skills assessments.
- connects strongly to an instructor's ability to demonstrate professionalism in this professional environment.
- can include actions such as timeliness and the ability to move together with the group
- can include attentiveness to details and requirements such as completing prerequisite materials and knowing when and where meetings will be.

Instructor Decisions and Behavior are assessed something like this:

During an assessment each candidate will have many opportunities to present, speak and ski. Professionalism is the way in which each candidate conducts her or his self while in front of the group, while participating as a member of the group, while interacting with individuals/ the group as a whole or at any time during the assessment. Assessments can be stressful environments. When leading training Telemark trainers will need to conduct themselves in a way that encourages and promotes a positive learning environment. During the assessment it is not expected that those pursuing a Telemark trainer certificate help create a positive assessment environment for other participants. This would however be welcome and indicative of a trainers skill set. It is expected that at a minimum no candidate will conduct themselves in a manner that will be detrimental to the performance or experience of others. Assessors will note the manners in which candidates conduct themselves throughout the assessment process

Assessing the Teaching/People Skills

A training presentation will be the primary opportunity to assess the Learning Outcomes and Assessment Criteria on the Telemark Training and Teaching/People Skills Assessment form.

During the assessment each candidate will have the opportunity to:

- Introduce themselves and get to know the other members of the group through group activities as well as lift rides, etc.
- Make assessments of the other participants relative to Telemark training at the current level of participants.
- Observe the other participants skiing over the course of several runs (at a minimum) and through a variety of skiing tasks.
- Assess the understanding of Telemark skiing of the other members of the group through group activities, lift rides, etc.
- Assess the motivations of other members of the group relative to Telemark skiing through group activities, lift rides, etc.
- Deliver an authentic training experience that could/would meet the needs of the individuals and the group that is relative to their skiing, understanding and motivations.
- Deliver the above mentioned training experience for a total of 30-45 mins +/-.
- Converse with the Assessor(s) about the delivered training experience and the reasoning used for the activities chosen.

The Training/Teaching/People Skills assessment process will look something like this:

On the first morning the assessor(s) will provide an overview of the assessment process. This overview should promote an understanding that various components of the process will be taking place simultaneously (rather than sequentially). While involved in the various aspects of the assessment (skiing, teaching segments, conversations, lift rides, etc.) the candidates should be getting to know and gain an understanding of the other participants' skiing, understandings and motivations. The information gathered should help each participant deliver an authentic training experience.

Candidates will be asked to present to the group an authentic training experience. This will happen after a minimum of a couple runs and after a couple of different skiing activities/tasks. Assessors may ask for volunteers to "train the group" or may assign candidates as needed. Training segments delivered by candidates may take place on any day of the assessment. Candidates should lead the group for 30-45 minutes. The candidates should deliver an authentic training session, i.e., "train the group" and not a "mock session". Candidates should present information and activities in the zone relative to the skill levels of the participants. These participants may be currently L1, L2, and/or L3 certified. The training experience being delivered should be such that it could create a positive learning experience for the instructors when presented in the "real world".

Candidates may be asked to vary and/or repeat training experiences as needed to aid in the ability to effectively assess the candidate. Variations may include time, terrain, tasks, topics, etc.

Following the training experience assessors may discuss the session with the candidates as needed. Candidates should be prepared to discuss their rationale for activities chosen, information presented and/or methodology. Discussion may be relative to your "real world" experiences..

Assessing the MA/Technical Skills

During the certification assessment, each candidate will have the opportunity to demonstrate his or her Movement Analysis Skills and Technical Understanding. Opportunities will be outside on the snow in real time, while riding lifts and possibly inside on video.

The MA session will be:

- On one of the other skiers in the group
- On a skier of the Telemark Assessor's choosing
- On a skiing performance of another participant that could be on any of the skiing and/or activities performed.

The candidate:

- Gives his/her MA while watching the skier or at a time soon after. The candidate will be given the opportunity to observe the skier for a period of time, e.g.: 10-20 turns, over the course of several runs or through several activities.
- Should choose a Telemark Fundamental that **represents the candidate's view** of the primary opportunity for improvement

- Should also choose, at a minimum, a secondary fundamental that has a relationship and effect on the primary fundamental.
- Should focus on describing **the primary** Telemark Fundamental throughout each of the three parts of a turn, i.e., initiation, shaping, finish. Note: the fundamental chosen can be determined prior to, during, or following the performance and is of the candidate's choosing.
- Should draw connections between the ski performance and how the movements of the body affect the ski performance in the chosen primary Telemark Fundamental i.e., determine cause-and-effect relationships
- Should describe the body and ski performance of the secondary fundamental.
- Should make a connection between the primary fundamental and how the primary fundamental is affected by the secondary fundamental.
- Should include a "more ideal" description of the chosen Telemark Fundamentals that the candidate would like to see, i.e., prescription for change as related to the primary and secondary Telemark Fundamental chosen.

The process will look something like this:

To begin the movement analysis session, the assessor will assign the candidate a skier to observe. The candidate will have the opportunity to observe the skier; i.e., for 10-20 turns, over the course of several runs or during several activities. During the time the candidate is making his or her observations other activities may be taking place with the group. This could include skiing and/or teaching assessment activities. The candidate will have the opportunity to provide their movement analysis to the assessor and demonstrate their ability to meet the assessment criteria. This opportunity may take place while on the hill, during a chairlift ride or inside a lodge. The candidate's MA will be used as a segue to assessing technical understanding. The candidate will have the opportunity to use the fundamentals chosen for MA and discuss their own skiing and ideal skiing with respect to the chosen fundamentals. The discussion may include other fundamentals as well as discussion about equipment and tactics. The entire MA and Technical understanding discussion will take approximately 15 minutes, 5-8 minutes for MA and 5-8 minutes for Technical understanding discussion. Both the MA and Technical Understanding assessment may be supported or augmented in the teaching assessments or through other conversations throughout the assessment event. It is also expected that Telemark trainers have a clear understanding of what would be expected of instructors at each of certification levels.

Both the MA assessment and Technical Understanding Assessment may be repeated in part or in full to help verify a candidate's ownership of the Assessment Criteria and the Learning outcomes.

Video (if used)

Video would be a similar process to that described above.

Assessing the Skiing Skills

During the assessment each candidate will have the opportunity to demonstrate her or his skiing skills.

Skiing will be assessed:

- Through a variety of skiing assessment activities (tasks).
- Through the use of Highlighted, Blended and Applied tasks.
- The tasks will be in no particular order although efforts will likely be made to consider the environment, timing, sequencing, preparedness of the group, etc.
- Tasks may be modified to allow highlighting of the Telemark Technical Fundamentals
- All skiing during the assessment may be considered including:
 - Skiing performed when being asked to perform a particular task
 - Skiing while delivering a teaching presentation
 - Skiing while participating in a teaching presentations with other candidates
 - General free skiing during the assessment when “commuting”, etc.

The Skiing Skills assessment process will look something like this:

Each day of the assessment will likely begin with skiing on a more basic/blended level. This likely will be on intermediate(ish) terrain. The assessors will likely create some structure or parameters around the skiing; medium radius basic Telemark, line rotation, paired skiing, etc. As the day progresses the assessors will integrate skiing tasks between the assessment of Teaching/People Skills and the MA/Technical Understanding. Assessors will frequently take advantage of the terrain at hand as well as the situations we find ourselves in. Railroad Tracks may be done while commuting on a road, Pivot Slips early in the day while the snow is well groomed, mogul skiing or short turns following a teaching presentation that would lead us to these activities, etc.

During teaching presentations or while commuting/free skiing assessors will primarily be focused on the task at hand but may take note of individual skiing performances while the group has a different focus; sometimes your best free skiing run will take place during another candidate's teaching presentation.

Assessors may vary or combine skiing tasks to highlight various blends of Telemark Technical Fundamentals. Assessors will also revisit tasks possibly multiple times. Efforts are made through all skiing opportunities to develop a complete assessment of each candidate's skiing skills and ownership of the Telemark Technical Fundamentals.

Reference material:

- Certification Standards: [Telemark Certification Standards](#)
- Fundamentals: [The Learning Connection & Discipline-Specific Fundamentals](#)
- Performance Guides:
 - People Skills: [People Skills Performance Guide](#)
 - Teaching Skills: [Teaching Skills Performance Guide](#)
 - Telemark including some assessment activities: [Telemark Skiing Technical Skills Performance Guide](#)
- Assessment Forms: [Certification Standards & Performance Guides](#)
 - Teaching: [PSIA Certified Level III Telemark Teaching ASSESSMENT FORM](#)
 - Skiing: [PSIA Certified Level III Telemark Skiing Performance](#)

ASSESSMENT FORM

- Movement Analysis & Technical Understanding: [PSIA Certified Level III Telemark Movement Analysis & Technical Understanding ASSESSMENT FORM](#)
- Movement Analysis Format: [Telemark Level 3 Movement Analysis Format](#)
- [Telemark PSIA-RM Level 2 / 3 Workbook](#)
- Possible Assessment activities: [Assessment-Activities-Checklist](#). Note:
The assessors are free to use variations and alternatives

Materials needed:

- Modern telemark equipment, NTN recommended
- Optional: Telemark Assessment Activity Checklist and pencil / pen