Level 3 Teaching & People Skills Assessment Assessor Outline

Purpose: This guide explains what to expect during the PSIA-AASI Level 3 Teaching & People Skills Assessment.

NOTE: This is a guideline. You may adjust timing, terrain, group flow, and schedule based on weather, snow conditions, lift operations, safety, group size, and unforeseen circumstances. The recommended group size is 5 Candidates; when needed, groups should generally remain between 4–6 Candidates to support fair, accurate assessment. The assessment should reflect real teaching: Candidates assess, plan, communicate, adapt, and manage learning in a changing mountain environment.

Assessor Responsibilities

Before the Assessment

Review, and assume responsibility for understanding:

- The National Standards, Performance Guides, and Assessment Forms
- The Guidelines for Assessment Environments
- The Guidelines for Paired Assessors
- Event logistics, including pre-assessment meeting time and location
- Module outlines
- Candidate communications
- Any additional guidance provided by event leadership

During the Assessment

You are expected to:

- Follow the PSIA-AASI Member Code of Conduct
- Follow the Guidelines for Assessment Environments
- Follow the Guidelines for Paired Assessors
- Record assessment data throughout the day
- Use brief conversations with co-Assessors on snow to maintain alignment
- Save longer calibration discussions for appropriate breaks or post-assessment review

Process

Assessor Meeting

Before meeting Candidates, confirm:

Group Logistics

- Group assignments
- Number of Candidates in each group
- Schedule and flow of the day
- Operational adjustments based on group size, terrain, weather, lift operations, or other event logistics

Terrain and Activity

- Select Advanced Zone terrain, including black terrain and more challenging blue
- Use groomed and ungroomed terrain when possible
- Confirm focus areas fit the venue, discipline, terrain, conditions, and safety needs of the day

On-Snow Logistics

- Warm-up plan
- Estimated Teaching/Learning Segment start time
- Lift and terrain movement plan

Results Process

- Time
- Location
- Delivery process

<u>Candidate Meeting</u>

During this time, Assessors should:

- Introduce themselves, share emergency contacts, confirm groups, and have Candidates introduce themselves.
- Review key logistics: ski area info, lunch, daily procedures, and results.
- Explain the 6-point scale; averages are not rounded.
- Review the assessment format, timing, lunch plan, and end-of-day plan. and possible adjustments for weather, terrain, lifts, group size, safety, or operations.
- Review that timing, terrain, and flow may be adjusted for group size, weather, snow conditions, lift operations, safety, or other operational needs. Explain that when adjustments are needed, each Candidate will have an equitable opportunity to demonstrate the learning outcomes.
- Remind Candidates:
    - Teaching/Learning Segment: not a pre-set progression; goal is to improve performance and understanding within the focus area.
        - Treat peers as students: observe, ask, identify needs, adapt.
        - Peers may not match the target level, but can provide real goals, questions, feedback, and performance cues. Candidates should be encouraged to give actionable feedback to their peers when appropriate and/or needed.
    - Student role: assessed on professionalism and self-management, not technical performance.
    - Leading role: technical understanding and skiing/riding choices affect relevance, clarity, and learning quality.

Schedule of Activities*

*Times are examples only and may be adjusted based on group size, terrain, lift operations, weather, safety, and event logistics.

8:45 AM	Candidate Meeting
9:00 – 9:30 AM	Warm Up
9:40 – 10:20	On-Snow Teaching/Learning Segment 1
10:30 – 11:10	On-Snow Teaching/Learning Segment 2
11:20 – 12:00 PM	On-Snow Teaching/Learning Segment 3
12:05 – 12:35	Lunch
12:45 – 1:25	On-Snow Teaching/Learning Segment 4
1:35 – 2:15	On-Snow Teaching/Learning Segment 5
2:25 – 3:05 PM	On-Snow Teaching/Learning Segment 6 (if needed)
4:00 PM	Results and verbal feedback

Assessment Format

In the Teaching/Learning Segment, the Candidate is expected to create and manage a learning environment in the Advanced Zone, including black terrain and more challenging blue, for fellow Candidates who will serve as their students. Each Candidate will receive an Advanced Zone Focus Area representing common student goals/requests prior to their respective Teaching/Learning Segment. Their goal is to improve their students' performance and understanding within the assigned Focus Area. Typically focus areas will be given to a Candidate prior to loading the lift. If doing multiple teaching segments without a lift ride between each Candidate, the next Candidate receives his/her focus area while the previous Candidate is having his/her follow up with the assessor(s).

The Teaching/Learning Segment will range from 30–40 minutes in length, including:

- Student (peer) assessment and planning
    - Assess students' performance and understanding
    - Identify motivations, goals, and needs
    - Develop an initial plan
- Teaching/Learning activities and reflection
- Lift rides or terrain transitions
- Cross Country Candidates should be prepared to teach classic and skate in two, separate segments (one 25 minute and one 10 minute)

Assessors will:

- Observe the entire segment without interruption unless safety becomes a concern.
- Ask follow-up questions to clarify observations, confirm understanding, and gather evidence related to the National Standards after each Candidate's segment.
- Observe candidates serving as students to assess on professionalism and self-management, not technical skiing/riding performance.

Focus Areas

Alpine Focus Areas	SB Focus Areas	XC Focus Areas	Telemark Focus Areas
Steep groomers	Short radius turns	Downhills and cornering	Steep groomers
Carving	Carving	Timing	Carving
Variable conditions (bumps, trees, ungroomed, etc.)	Variable conditions (steeps, trees, ungroomed, etc.)	Climbing	Variable conditions (bumps, trees, ungroomed, etc.)
Preparation for variable conditions	Jumps	Transitions through terrain	Preparation for variable conditions
Dynamic short radius turns	Boxes	Racing and fitness	Dynamic short radius turns
Conditions of the day (ice, powder, ungroomed, etc.)	Conditions of the day (ice, powder, ungroomed, etc.)	Conditions of the day (ice, powder, ungroomed, etc.)	Conditions of the day (ice, powder, ungroomed etc.)
Speed management	Bumps/moguls	Efficiency	Speed management

Learning Outcomes to Be Assessed

Instructor Decisions & Behavior (assessed throughout the day)

- Professionalism and Self-Management: Promotes a professional environment by adapting behaviors to positively affect others.

People Skills (Assessed while teaching)

- Communication: Engages in and adapts verbal and non-verbal, two-way communication with all individuals.
- Relationships with Others: Manages the unique motivations and emotions of each individual and to the interpersonal dynamics of a group, to develop trust.

Teaching Skills (Assessed while teaching)

- Assess and Plan: Plans learning outcomes and creates individualized experiences around a common theme for advanced students.
- Implement: Individualizes learning experiences to guide students toward agreed-upon outcomes and optimize student engagement in the process.
- Reflect/Review: Fosters the ability of students to recognize, reflect upon, and assess experiences to enhance understanding and apply what was learned.

Assessment Results

- Results are delivered after each module.
- Candidates may receive in-person feedback on the day of the module only.
- At larger events, Assessors should coordinate feedback times and locations.

Assessment Forms

- Complete all assessment forms accurately.
- Use the SBI (Situation-Behavior-Impact) model when documenting observations.
- Ensure comments support scoring decisions and provide useful developmental feedback.
- Verify final results align with scoring and Assessor consensus.
- Assessment forms, with results and written feedback, are emailed to Candidates within 24 hours after each module.