PSIA-AASI Paired Assessor Guidelines for Assessments

For paired assessors during a snow sport assessment, effective collaboration and accurate data collection are crucial for ensuring fairness, consistency, and reliability in the evaluation process. Below are guidelines designed to facilitate good data collection and collaboration between paired assessors:

1. Pre-Assessment Preparation

- **Align on Assessment Criteria and Process:** Both assessors will review and understand the assessment criteria, standards, performance guides and process outlines in detail to ensure consistency. This alignment helps both assessors apply the criteria uniformly throughout the assessment.
- **Role Clarification:** Define each assessor's role clearly before the assessment begins. One may be the primary communicator, sharing details about the current assessment process while the other adds clarification. Alternatively, both assessors may share responsibilities but coordinate how they will cross-check observations.
- **Agree on Communication Protocols:** Establish a method for communicating with each other during the assessment to avoid confusion, disruption and maintain a professional environment around the candidates.

2. During the Assessment

- **Ski and Ride Demonstrations:** Recommendation for Assessors is to provide one to two demos per activity based on candidate needs and/or assessor discretion. Demos should alternate between assessors roughly in equal amounts to ensure representation and potentially different body types. Demonstrations requiring asymmetry may warrant a demo from each assessor. (Example: frontside/backside, goofy/regular)
- **Consistent Observation Positions:** Ensure that both assessors have similar vantage points during runs to observe candidates accurately. As the assessment location requires movement (e.g., different slope angles), agree on the most effective observation spots ahead of time. During Teaching demonstrations, it is advised to have the assessors view from the perspective of the "Teacher" to enable assessing based on what the teaching candidate can see and do.
- **Record Observations Immediately:** Both assessors will document their observations immediately after each run or task to capture accurate, real-time information.
- **Coordinate Timing and Focus:** When candidates perform simultaneously or in quick succession, decide in advance what to observe and record. Ensure that all candidates receive equal attention and that no critical elements are missed.

- **Non-Verbal Communication During Runs:** To avoid influencing candidates, assessors should use non-verbal cues or discrete signals to communicate about positioning or switching observation angles without distracting candidates.

3. Post-Run Collaboration

- **Cross-Check and Align Observations:** After each set of activities, assessors take a moment to compare notes and discuss observations to ensure alignment. When questioning is necessary to the process, assessors will cross-check and align information needed to score ACs for logical connection to an outcome. This practice helps confirm consistency and identify any discrepancies in how they observed specific elements or rated criteria.
- **Clarify Discrepancies Immediately:** If there are differences in scoring or observations, assessors are to discuss them promptly to reach a consensus. If the discussion will negatively impact the on-snow time, a decision must be made by the end of the day. Use assessment criteria as the guiding tool to resolve differences objectively.
- **Document Consensus Results:** Ensure that both assessors document their agreed-upon scores and observations in a standardized format, which reduces the likelihood of miscommunication later in the process.

4. End-of-Day Debriefing and Data Consolidation

- **Consolidate Notes and Scores:** At the end of the assessment day, assessors will consolidate their observations, scores, and notes to create a comprehensive record of each candidate's performance. Ensure that both assessors agree on the final scores before submitting them.
- **Reflect on the Assessment Process:** Discuss the effectiveness of their collaboration during the day, including what worked well and any challenges faced. This reflection can be helpful for improving coordination in future assessments.
- **Maintain Confidentiality:** During and after debriefing, ensure that all discussions about candidate performance remain confidential and are conducted professionally.

5. Data Integrity and Documentation Standards

- **Use Standardized Forms and Tools:** Use the Unified Assessment Forms/digital assessment tools to record observations and share the results.
- **Recognize and Reduce Bias:** Remain objective, focusing strictly on performance as per the criteria. Avoid discussing candidates' performance in ways that could lead to bias or preconceived judgments.
- **Maintain Consistent Language:** When documenting observations, both assessors will use consistent terminology based on the criteria, ensuring clarity and alignment in the evaluation records.

6. Communication with Candidates

- **Unified Messaging:** If candidates ask for procedural information during the assessment, ensure that both assessors provide consistent, aligned responses. Discrepancies between assessors can lead to confusion or perceived unfairness.
- **Professional Demeanor:** Maintain a neutral and professional demeanor throughout the assessment to ensure candidates feel they are being evaluated fairly and consistently. Avoid making comments that might influence a candidate's performance or confidence.

7. After the Assessment

- **Final Review and Results Preparation:** Both assessors work together to finalize their results, ensuring all observations and scores are accurate and that any discrepancies have been resolved.
- **Provide a Balanced Perspective:** When compiling feedback, both assessors contribute, ensuring the feedback reflects a balanced and comprehensive view of the candidate's performance. Feedback is developmentally focused on patterns and trends for improvement, anywhere along the 6-pt assessment scale. More detail on feedback can be found in the "Guidelines for Assessment Environments"
- **Feedback Alignment:** If feedback sessions are planned separately with candidates, assessors are to align their messages to ensure consistent communication and avoid conflicting advice. Assessors should speak in phrases like "We observed..."

Conclusion

By following these guidelines, paired assessors can create a structured and supportive environment for snow sports instruction assessments. Effective collaboration ensures the reliability of the assessment data and enhances the fairness and professionalism of the process.