



***Canadian Ski Instructors' Alliance***

CANADIAN SKI INSTRUCTORS' ALLIANCE

# CANDIDATE GUIDE

Trainer Development Course

Trainer Exam

\*\*For best viewing of this PDF document on your mobile device, download Adobe Acrobat Reader and view the document in "liquid mode".

## ***Mission Statement:***

***"The Canadian Ski Instructors' Alliance provides excellence in education for the profession of ski teaching, contributing to the growth and enjoyment of skiing."***

Certified as a designated Educational Institute by the  
Canadian Department of Human Resources Development

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## TRAINER DEVELOPMENT PROGRAM

### A. INTRODUCTION

The Trainer Development Course is a two-day program that helps 'experienced' ski instructors explore and enhance their skills as Course Conductors and or Trainers responsible for training, inspiring and influencing new ski instructors. It is a first step in CSIA pedagogical teaching. The is a prerequisite for becoming a Course Conductor (CC) as well as for those applying for the Level 4 Academy, the prerequisite for attending the Trainer Development Course is CSIA Level 3 Certification.

Further training includes but is not limited to:

- L1 CC Training
- L1 Rookie Process
- Pro Day Trainer etc.

The Trainer Exam can be done before or after the 'further training' that's available.

Modelling and Labelling of processes, decisions and observations that the trainer is making is a primary tool in evolving great teachers into great trainers. A solid understanding of the CSIA teaching and technical concepts is key to delivering a clear and concise message in a simple and digestible manner. The "Model" is what the Trainer provides by working through the teaching process to be emulated. "Labels" provide highlights and create focus on the most important learning moments as you go.

This document is designed to provide a brief outline of the program and includes hyperlinks throughout to provide additional information.

### B. LEARNING OUTCOMES

During the 2-day Course, participants will be exposed to the following:

- Methods and approaches for passing on practical tools and tactics for instructors
  - Entry Level
  - Intermediate skiers
- Risk Mitigation
- [Collaborative Teaching](#)
- Assessment and Development Skills
  - Setting objectives
  - [Skills Framework](#)
  - Task Design
- Modeling and Labeling
- Practice teaching opportunities
- Trainer Exam performance criteria and format
- Ski Improvement

## TRAINER DEVELOPMENT PROGRAM

### C. PROGRAM ITINERARY

#### SUMMARY SCHEDULE

##### DAY 1 (TOTAL 4.5 Hours on Snow)

- Registration/ check in
- [Health Check/ Vax Confirmation](#)
- [Collaborative Teaching](#)
- Assessment and Development Skills
  - Setting objectives
  - [Skills Framework](#)
- Risk Mitigation
- Debrief

##### DAY 2 (4.5 Hours on Snow)

- Health Check
- Review Day 1 activities, address questions
- Modeling and Labeling
- Practice teaching opportunities
- Trainer Exam performance criteria and format review
- Debriefs and group reflection
- One on One
- Development planning

**\*\*INVITE to CSIA MEMBERS to PROVIDE FEEDBACK\*\***

CSIA programs and content are influenced by many factors including the input from participants. Please take a few minutes to provide feedback on your experience in this program through the online survey that you will receive following completion of the program. Thank you in advance for your time!

## TRAINER DEVELOPMENT PROGRAM

### E. RESOURCES

The CSIA is committed to minimizing its impact on the environment by limiting printed materials on all programs. Instead, all resource and reference materials can be accessed via the links below and in the Resources tab in your CSIA Profile.

Please be prepared to take notes on your own development on your phone or other device. Below you will find a link for a fillable PDF Development Plan Form if you would like to download and use it during the program.

Recommended reading - click on the header below to be redirected to each online resource (as per your registration confirmation email).

- [Collaborative Teaching Approach](#) (read all)
- [Skills Framework](#) (read all)
- [Physics of Skiing](#) (read all)
- [Performance Model](#) (read all)
- [Participant Development Plan Form](#) (fillable PDF)
- Trainer Evaluation Form

## TRAINER EXAM

### A. INTRODUCTION

- After completing the Trainer Development Course, participants can attend a scheduled 1 Day Exam with no time limitation. It is required for those wishing to be active Course Conductors and required for the Level 4 Certification.
- The Exam is a “peer teaching” situation, with participants teaching 3-4 other participants. Sessions are 45-55 minutes in duration, including chairlift time. The choice of terrain is at the discretion of the participants. However, if time or terrain availability is a problem, the Course Conductor may help direct terrain choice
- Session context will be chosen by the candidate with no two being exactly the same. The range of "end user" scenarios can be from beginners who are already straight gliding in a wedge, up to Intermediate skiers learning to link parallel turns on blue runs.

### B. PROGRAM ITINERARY

- Registration/ check in
- [Health Check/ Vax Confirmation](#)
- Trainer Exam Sessions
- Results presentation

### C. MARKING CRITERIA

Each participant must describe the context of their session at the outset and build their session around this learner description. Technical information should come out based on assessments and developments done and related to the end user. The session should train participants around using aspects of the [Collaborative Teaching Approach](#) in teaching the end user as chosen by the candidate.

## D. EVALUATION FORM



# Trainer Designation - Evaluation Form

OVERALL RESULT
<b>NI / ME</b>

Location: \_\_\_\_\_ Date: \_\_\_\_\_

Course Conductor: \_\_\_\_\_

Must achieve 9/11 performance criteria to Meet Expectations

Candidate name \_\_\_\_\_ Member # \_\_\_\_\_

NI ME		KNOW YOUR LEARNER
NI	ME	Demonstrates technical assessment strategies
NI	ME	Uses assessment of trainees to build technical approach
NI	ME	Models positive approach

NI ME		CREATE AN EXPERIENCE
NI	ME	Enforces safe teaching practices throughout (MANDATORY)
NI	ME	Relates skills to skiing objectives (movements to ski snow interaction)
NI	ME	Uses CSIA technical concepts in task demonstrations (Refinement) (MANDATORY)

NI ME		ASSESS THE EXPERIENCE
NI	ME	Develops trainee's understanding of cause and effect
NI	ME	Relates effect of the environment on outcomes
NI	ME	Describes outcomes of tasks (movements and ski snow interaction)

NI ME		EXPLORE POSSIBILITIES
NI	ME	Relates time on task based on the end user
NI	ME	Evolves tasks based on assessment

**Legend:** The marking scale is based on an expectation that competency is apparent "most of the time" during the exam. The evaluation of each criteria is based on the candidates demonstrated level of understanding

**ME** Candidate meets expectations in this aspect  
**NI** Candidate needs improvement in this aspect

**Note:** The candidate should build their session around the context of lesson takers in a performance range between straight gliding in a wedge and linking parallel on green runs. The session should model and label practical teaching approaches for the chosen level of skier that newer instructors can use in their lessons.