

**PSIA**



**AASI**

**ROCKY MOUNTAIN DIVISION**

Professional Ski Instructors of America  
American Association of Snowboard Instructors

## Training by Objective

A tangible objective considers the needs of trainees and the organization, is measurable, appropriate to the audience, conditions and setting.

A - Audience: Describe the intended learner or end user of the instruction.

Example: First year instructors, RMT trainees, general public, Education staff

B - Behavior: Must be observable and measurable. Can include a demonstration of knowledge, a movement, an expression.

Examples: Emphasize remembering/reproducing something learned (Understanding) Emphasize a movement, ski performance to be observed (movement). Emphasize an emotive reaction/action (Motivational).

C - Condition: Conditions, tools, environment, phase of turn, etc.

Example: in challenging un-groomed snow.

D - Degree: The standard for acceptable performance. Time, accuracy, proportion, etc.

Example: 8 out of 10 turns, 80% of participants.

E - Effect: It's important to know what type of need you'll be facing (cognitive, affective, or psychomotor needs).

Sample Objectives: look at each of the follow examples. Underline and label with capital ABCDE the parts of each objective.

1. New hire instructors will demonstrate their understanding of Guest Centered Teaching by copying into the GCT grid at least 10 activities from a sample lesson.
2. Level 2 certified instructors will demonstrate more accurate blending of edging and rotational skills in basic parallel turns by skiing at least 10 turns where they tip their skis simultaneously without twisting the skis - in the initiation phase of the turn on groomed green terrain.
3. Each training participant will help to develop group rapport by finding out something odd or interesting about their partner while riding the first lift ride, and then sharing that information with the group.

## Practice:

- Write several objectives.
- On the hill, each trainer will watch a partner ski/ride and establish a focus for either

their partner, or for the entire group.

- Trainers will write training objectives using ABCDE.
- Each trainer will then lead the group for 10 minutes without revealing the objective.
- At the end of each 10 minutes, have the group try to identify the objective using ABCDE. Let the group discuss the relevance of all the activities to the objective.

Note: New trainers will tend to write objective that are very broad (word on parallel skiing) and don't exhibit an observable behavior ("skiing will improve"). Guide them to very specific behaviors that can be observed within a clearly defined setting for more success in writing objectives!