2026/2027

CROSS COUNTRY ASSESSMENT GUIDE

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Rocky Mountain Cross Country Assessment Guide

Introduction

The RM Cross Country Certification Assessment Guide outlines the Daily Schedule, Assessment Groups, Learning Outcomes, and Assessment Activities for PSIA-AASI Cross Country Certification.

This document serves to collect all of the assessment materials for Level 1, Level 2, Level 3, and Trainer into one place. Successful candidates will use this material and the relevant RM and National materials to prepare for assessments.

Learning Outcomes & Assessment Criteria

The PSIA-AASI National Standards establish Learning Outcomes and Assessment Criteria for each level of certification. The Learning Outcomes and Assessment Activities for each day of the assessment are included within this document. Refer to the Assessment Forms and Performance Guide for Assessment Criteria related to each Learning Outcome.

Professionalism and Self-Management elements are assessed each day from the beginning of the day at check-in to the end of the day when results are announced. Follow-up questions and interviews with Examiners, and observed interactions with other candidates, resort employees, and resort guests are all taken into consideration.

Resources

Cross Country Technical Manual available online for PSIA-AASI Members

Teaching Snowsports Manual available online for PSIA-AASI Members.

The most up-to-date version of all documents related to the National Standards are found on the PSIA-AASI website at http://www.thesnowpros.org.

Assessment Forms: Certification Standards – PSIA-AASI (thesnowpros.org)

Performance Guides: Certification Standards – PSIA-AASI (thesnowpros.org)

The event calendar is available at: http://www.psia-rm.org

Rocky Mountain Cross Country Committee

The RM Cross Country Committee is an elected, volunteer committee of Examiners who represent RM on the Cross Country National Taskforce and are responsible for the upkeep of these documents.

Justin Arndt - Chair

Dale Drennan

Jim Sanders

Joellen Fonken

Emily Lovett

Patti Banks

Overview

Professionalism at the Assessment

All candidates earn a professionalism score based on their behavior at the assessment. See the Assessment Form and Performance Guide for the assessment criteria.

Modular System

- Attaining PSIA-AASI certification in the Rocky Mountain Region (RM) constitutes passing each of the three modules: Movement Analysis & Technical Understanding, Teaching, and Skiing/Riding Performance.
- Passed modules do not expire if the candidate remains a current RM member and the National Standards are not overhauled.

Assessment Groups

Rocky Mountain Staff conduct an Examiner meeting in the morning to determine examiner pairings, group assignments, terrain, and meeting locations for the event.

Groups may include an assigned auditor or understudy. The Exam Manager pre-assigns all groups and verifies any changes.

Terrain & Conditions

Trail difficulty may vary due to changes in snow conditions throughout any given day. The event manager will determine if the local trail designations (I.E., green, blue, black) and conditions adequately reflect the stated national standard concerning terrain. If necessary, trails or sections of trails will be selected to keep exams consistent across the division and the country.

Cross Country Level 1 Assessment

Discipline: Cross Country
Duration: 2 day (12 CEUs)
Setting: Groomed Cross Country Ski trails & Indoor Spaces for Movement Analysis

On-Snow Assessment Description:

The on-snow assessment will verify that candidates can demonstrate competency in the people skills, teaching skills, and technical/skiing skills as outlined in the PSIA Cross Country Level 1 Certification Standards. During this process, candidates will be assessed on the criteria for Level 1 certification and receive feedback on performance.

Prerequisites Courses and Skills:

- Completed Cross Country Level 1 Preparation Clinic
- Online Courses: The following E-Learning Courses will help you prepare for the on-snow assessment. They are available at https://lms.thesnowpros.org/ and are to be completed at least 1 week prior to attending the on-snow assessment.
    - New Instructor E-Learning Course
    - Delivering the Beginner Experience Cross Country E-Learning Course
    - Cross Country Level 1 E-Learning Course

Helpful Resources and Tools to Help Candidates Prepare:

- PSIA Level 1 Cross Country National Certification Standards – identifies the fundamentals of People, Teaching and Skiing/Technical skills and defines the assessment criteria within PSIA-AASI's certification process.
- Cross Country Level 1 Assessment Form – outlines assessment criteria you will demonstrate during the on-snow assessment.
- Performance Guides (Cross Country, Teaching Skills, People Skills) – gives examples of "successful contributors" and "unsuccessful contributors" to all assessment criteria on the Assessment Form.
- Matrix videos – Select "Exam Task" and then "Cross Country" to show videoed demonstrations of Level 1 tasks and assessment activities you may be asked to demonstrate during the on-snow assessment.

Equipment Needed:

- Classic skis (scales, skin, or waxable), boots, poles, and appropriate wax if skiing on waxable skis
- Skate skis, boots, and poles
- Proper clothing for extended periods outdoors, sunscreen, water, and snacks
- *Note: Equipment rental may be available*

What to Expect on Assessment Day:

Information, thoughts, things to consider:

- The Assessment Educators are here to help you learn and succeed.
- Our greatest strength and learning opportunity is the group. Let's create a fun and rewarding certification event together!
- Please be an active learner: contribute, share, listen, be open-minded. Please be sensitive to group needs, as well as share your needs with the group.
- Educators will be as transparent as possible and will make time to meet with each candidate during the process to go over feedback notes.
- Candidates will receive a copy of the Level 1 Assessment Form at the beginning of the event. This assessment form is for you to keep, to write down your personal feedback, notes, thoughts, fresh insights, new cool teaching ideas, etc.

Tentative Agenda

- **Day 1:** Introductions, Check-Ins, Skiing/Tech/MA Skills
- **Day 2:** Teaching & People Skills

* Note that the skiing/tech/MA day and the teaching day may be swapped, depending on conditions. If this is the case, candidates will be notified in advance.
* Typically, classic skiing is scheduled for the morning and skate skiing for the afternoon.

Throughout the day, the below skills will be verified according to the PSIA Level 1 Cross Country Certification Standards/Performance Guide:

Skiing Skills: Candidates will ski through a variety of assessment activities (XC skiing techniques and tasks) to verify they are able to demonstrate the Level 1 Assessment Criteria. Some tasks/maneuvers may be videoed and reviewed. Receiving personal feedback on performance of the skiing activities is an essential part of the verification process.

Movement Analysis (MA) and Technical Understanding: Assessment activities for MA may include watching a video of skiing, a video of a candidate, and/or performing MA on skiers on snow. The candidate may be asked technical questions during the teaching segment and throughout the event related to MA.

The MA assessment process could look something like the following:
In a quiet location the educator(s) will choose a video of a skier to observe.
The video will be played at its normal speed for 1-2 minutes, and in slow motion if needed. The candidate will have a couple of minutes to write notes if needed, and then give his or her analysis. The educator(s) will ask questions to clarify the information the candidate offers and may coach the candidate through the process. Each individual session should take about 15 minutes.

Teaching Skills: Candidates will lead one or two teaching sessions, lasting 15-30 minutes each. Level 1 candidates will teach participants who are beginners or at the novice level. The actual duration of the sessions will depend on the event logistics. If candidates require assistance in planning teaching sessions, they can seek guidance from their peers and educators.

- Throughout the assessment, be sure to take the opportunity to get to know the other candidates and discover their goals, as this will assist in designing teaching sessions.
- 1st teaching topic will be the candidate's choice, and in consideration of the goals of their peers.
- 2nd teaching topic may be chosen for the candidate by the educator.
- If additional teaching scenarios are assigned, educators will inform the candidate how the topics are determined.
- Candidates will practice giving each other feedback according to the Teaching Skills and People Skills assessment criteria.
- After each teaching session, the group and educators will review the session with the candidate.

People Skills: People Skills "Communication" and "Relationships with Others" will be assessed during the teaching segments. People Skills "Professionalism" and "Self Management" will be assessed throughout the assessment.

Additional:
After the event, candidates will receive an online Assessment Event Evaluation/Feedback Form. PSIA-AASI would very much like to hear how the assessment experience was, what was positive, and opportunities for improvement.

The assessment day is scheduled to wrap up by 4:30-ish (as long as Mother Nature cooperates). Candidates will receive a verbal confirmation if they have been successful or not by the end of the day. The completed assessment form will be e-mailed to the candidate, typically within 24 hours.

Cross Country Level 2 Assessment

Discipline: Cross Country
Duration: 2 days (12 CEUs)
Setting: Groomed Cross Country Ski trails & Indoor Spaces for Movement Analysis

On-Snow Assessment Description:

The on-snow assessment will verify that candidates can demonstrate competency in the people skills, teaching skills, and technical/skiing skills as outlined in the PSIA Cross Country Level 2 Certification Standards. During this process, candidates will be assessed on the criteria for Level 2 certification and receive feedback on performance.

Prerequisites Courses and Skills:

- Level 1 Cross Country Certification OR satisfy eligible bypass requirements
- Cross Country Level 2 Preparation Clinic (or other qualified 2 day XC clinic with permission from XC Chair person.*)
- Online Courses: E-Learning Courses will help you prepare for the on-snow assessment. They are available at https://lms.thesnowpros.org/.
    - The following E-Learning Course is ***required*** and is to be completed at least 1 week prior to attending the on-snow assessment:
        - ➢ Cross Country Level 2 E-Learning Course
    - The following E-Learning Courses are ***recommended*** for review:
        - ➢ New Instructor E-Learning Course
        - ➢ Delivering the Beginner Experience Cross Country E-Learning Course
        - ➢ Cross Country Level 1 E-Learning Course

Helpful Resources and Tools to Help Candidates Prepare:

- PSIA Level 2 Cross Country National Certification Standards – identifies the fundamentals of People, Teaching and Skiing/Technical skills and defines the assessment criteria within PSIA-AASI's certification process.
- Cross Country Level 2 Assessment Form – outlines assessment criteria you will demonstrate during the on-snow assessment.
- Performance Guides (Cross Country, Teaching Skills, People Skills) – gives examples of "successful contributors" and "unsuccessful contributors" to all assessment criteria on the Assessment Form.

- Matrix videos – Select “Exam Task” and then “Cross Country” to show videoed demonstrations of Level 2 tasks and assessment activities you may be asked to demonstrate during the on-snow assessment.

Equipment Needed:

- Classic skis (ideally waxable, but scales and skins are acceptable if necessary), boots, poles, and appropriate wax if skiing on waxable skis
- Skate skis, boots, and poles
- Proper clothing for extended periods outdoors, sunscreen, water, and snacks
- *Note: Equipment rental may be available*

What to Expect on Assessment Day:

Information, thoughts, things to consider:

- The Assessment Educators are here to help you learn and succeed.
- Our greatest strength and learning opportunity is the group. Let’s create a fun and rewarding certification event together!
- Please be an active learner: contribute, share, listen, be open-minded. Please be sensitive to group needs, as well as share your needs with the group.
- Educators will be as transparent as possible and will make time to meet with each candidate during the process to go over feedback notes.
- Candidates will receive a copy of the Level 2 Assessment Form at the beginning of the event. This assessment form is for you to keep, to write down your personal feedback, notes, thoughts, fresh insights, new cool teaching ideas, etc.

Tentative Agenda

- **Day 1:** Introductions, Check-Ins, Skiing/Tech/MA Skills
- **Day 2:** Teaching & People Skills

* Note that the skiing/tech/MA day and the teaching day may be swapped, depending on conditions. If this is the case, candidates will be notified in advance.
* Typically, classic skiing is scheduled for the morning and skate skiing for the afternoon.

Throughout the two day assessment, the below skills will be verified according to the PSIA Level 2 Cross Country Certification Standards/Performance Guide:

Skiing Skills: Candidates will ski through a variety of assessment activities (XC skiing techniques and tasks) to verify they are able to demonstrate the Level 2 Assessment Criteria. Some tasks/maneuvers may be videoed and reviewed. Receiving personal feedback on performance of the skiing activities is an essential part of the verification process.

Teaching Skills: Candidates will lead one or two teaching sessions, lasting 15-30 minutes each. Level 2 candidates will teach participants who are intermediate level skiers. The actual duration of the sessions will depend on the event logistics. If candidates require assistance in planning teaching sessions, they can seek guidance from their peers and educators.

- Throughout the assessment, be sure to take the opportunity to get to know the other candidates and discover their goals, as this will assist in designing teaching sessions.
- 1st teaching topic will be the candidate's choice, and in consideration of the goals of their peers.
- 2nd teaching topic may be chosen for the candidate by the educator.
- If additional teaching scenarios are assigned, educators will inform the candidate how the topics are determined.
- Candidates will practice giving each other feedback according to the Teaching Skills and People Skills assessment criteria.
- After each teaching session, the group and educators will review the session with the candidate.

People Skills: People Skills "Communication" and "Relationships with Others" will be assessed during the teaching segments. People Skills "Professionalism" and "Self Management" will be assessed throughout the assessment.

Movement Analysis (MA) and Technical Understanding: Assessment activities for MA may include watching a video of skiing, a video of a candidate, and/or performing MA on skiers on snow. The candidate may be asked technical questions during the teaching segment and throughout the event related to MA.

The MA assessment process could look something like the following:
In a quiet location the educator(s) will choose a video of a skier to observe.

The video will be played at its normal speed for 1-2 minutes, and in slow motion if needed. The candidate will have a couple of minutes to write notes if needed, and then

give his or her analysis. The educator(s) will ask questions to clarify the information the candidate offers and may coach the candidate through the process. Each individual session should take about 15 minutes.

Additional:
After the event, candidates will receive an online Assessment Event Evaluation/Feedback Form. PSIA-AASI would very much like to hear how the assessment experience was, what was positive, and opportunities for improvement.

The assessment day is scheduled to wrap up by 4:30-ish (as long as Mother Nature cooperates). Candidates will receive a verbal confirmation if they have been successful or not by the end of the day. The completed assessment form will be e-mailed to the candidate, typically within 24 hours.

Cross Country Level 3 Assessment

Discipline: Cross Country
Duration: 2 days (12 CEUs)
Setting: Groomed Cross Country Ski trails & Indoor Spaces for Movement Analysis

On-Snow Assessment Description:

The on-snow assessment will verify that candidates can demonstrate competency in the people skills, teaching skills, and technical/skiing skills as outlined in the PSIA Cross Country Level 3 Certification Standards. During this process, candidates will be assessed on the criteria for Level 3 certification and receive feedback on performance.

Prerequisites Courses and Skills:

- Level 2 Cross Country Certification OR Level 3 Certified in another discipline
- Cross Country Level 3 Preparation Clinic (or other qualified 2 day XC clinic with permission from XC Chair person.*)
- Online Courses: E-Learning Courses will help you prepare for the on-snow assessment. They are available at https://lms.thesnowpros.org/.
    - The following E-Learning is ***required*** and is to be completed prior to attending the on-snow assessment:
        - ➢ Cross Country Level 3 Workbook
    - The following E-Learning Courses are ***recommended*** for review:
        - ➢ New Instructor E-Learning Course
        - ➢ Delivering the Beginner Experience Cross Country E-Learning Course
        - ➢ Cross Country Level 1 E-Learning Course
        - ➢ Cross Country Level 2 E-Learning Course

Helpful Resources and Tools to Help Candidates Prepare:

- PSIA Level 3 Cross Country National Certification Standards – identifies the fundamentals of People, Teaching and Skiing/Technical skills and defines the assessment criteria within PSIA-AASI's certification process.
- Cross Country Level 3 Assessment Form – outlines assessment criteria you will demonstrate during the on-snow assessment.
- Performance Guides (Cross Country, Teaching Skills, People Skills) – gives examples of "successful contributors" and "unsuccessful

contributors" to all assessment criteria on the Assessment Form.
- Matrix videos – Select "Exam Task" and then "Cross Country" to show videoed demonstrations of Level 3 tasks and assessment activities you may be asked to demonstrate during the on-snow assessment.

Equipment Needed:

- Classic skis, boots, poles, and appropriate wax if skiing on waxable skis
    - Candidates are highly recommended (but not required) to ski on waxable classic skis to pass Level 3.
    - At Level 3, candidates are expected to choose and prepare equipment that will optimize performance by choosing equipment for the conditions that allow them to do so.
- Skate skis, boots, and poles
- Proper clothing for extended periods outdoors, sunscreen, water, and snacks
- *Note: Equipment rental may be available*

What to Expect on Assessment Day:

Information, thoughts, things to consider:

- The Assessment Educators are here to help you learn and succeed.
- Our greatest strength and learning opportunity is the group. Let's create a fun and rewarding certification event together!
- Please be an active learner: contribute, share, listen, be open-minded. Please be sensitive to group needs, as well as share your needs with the group.
- Educators will be as transparent as possible and will make time to meet with each candidate during the process to go over feedback notes.
- Candidates will receive a copy of the Level 3 Assessment Form at the beginning of the event. This assessment form is for you to keep, to write down your personal feedback, notes, thoughts, fresh insights, new cool teaching ideas, etc.

Tentative Agenda

- **Day 1:** Introductions, Check-Ins, Skiing/Tech/MA Skills
- **Day 2:** Teaching & People Skills

* Note that the skiing/tech/MA day and the teaching day may be swapped, depending on conditions. If this is the case, candidates will be notified in advance.
* Typically, classic skiing is scheduled for the morning and skate skiing for the afternoon.

Throughout the two day assessment, the below skills will be verified according to the PSIA Level 3 Cross Country Certification Standards/Performance Guide:

Skiing Skills: Candidates will ski through a variety of assessment activities (XC skiing techniques and tasks) to verify they are able to demonstrate the Level 3 Assessment Criteria. Some tasks/maneuvers may be videoed and reviewed. Receiving personal feedback on performance of the skiing activities is an essential part of the verification process.

Teaching Skills: Candidates will lead one or two teaching sessions, lasting 15-30 minutes each. Level 3 candidates will teach participants who are advanced level skiers. The actual duration of the sessions will depend on the event logistics. If candidates require assistance in planning teaching sessions, they can seek guidance from their peers and educators.

- Throughout the assessment, be sure to take the opportunity to get to know the other candidates and discover their goals, as this will assist in designing teaching sessions.
- 1st teaching topic will be the candidate's choice, and in consideration of the goals of their peers.
- 2nd teaching topic may be chosen for the candidate by the educator.
- If additional teaching scenarios are assigned, educators will inform the candidate how the topics are determined.
- Candidates will practice giving each other feedback according to the Teaching Skills and People Skills assessment criteria.
- After each teaching session, the group and educators will review the session with the candidate.

People Skills: People Skills "Communication" and "Relationships with Others" will be assessed during the teaching segments. People Skills "Professionalism" and "Self Management" will be assessed throughout the assessment.

Movement Analysis (MA) and Technical Understanding: Assessment activities for MA may include watching a video of skiing, a video of a candidate, and/or performing MA on skiers on snow. The candidate may be asked technical questions to check for understanding during the teaching segment and throughout the event related to MA.

The MA assessment process could look something like the following:
In a quiet location the educator(s) will choose a video of a skier to observe.
The video will be played at its normal speed for 1-2 minutes, and in slow motion if needed. The candidate will have a couple of minutes to write notes if needed, and then give his or her analysis. The educator(s) will ask questions to clarify the information the candidate offers and may coach the candidate through the process. Each individual session should take about 15 minutes.

Additional:
After the event, candidates will receive an online Assessment Event Evaluation/Feedback Form. PSIA-AASI would very much like to hear how the assessment experience was, what was positive, and opportunities for improvement.

The assessment day is scheduled to wrap up by 4:30-ish (as long as Mother Nature cooperates). Candidates will receive a verbal confirmation if they have been successful or not by the end of the day. The completed assessment form will be e-mailed to the candidate, typically within 24 hours.

Cross Country Trainer (XCT) Assessment

Discipline: Cross Country
Duration: 2 days (12 CEUs)
Setting: Groomed Cross Country Ski trails & Indoor Spaces for Movement Analysis

On-Snow Assessment Description:

The on-snow assessment will verify that the candidate can demonstrate their working knowledge of PSIA materials and train other ski instructors, while showing competency in the people skills, clinicing skills, and technical/skiing skills as outlined in the PSIA-AASI Rocky Mountain XCT assessment form. During this process, candidates will be assessed on the criteria for XCT certification and receive feedback on performance.

Prerequisites Courses and Skills:

- Level 3 Cross Country Certification
- Cross Country XCT Preparation Clinic OR Attended PSIA-AASI XC Ed Staff Training
- Online Courses: E-Learning Courses will help you prepare for the on-snow assessment. They are available at https://lms.thesnowpros.org/.
    - The following E-Learning is ***required*** and is to be completed prior to attending the on-snow assessment:
        - ➢ Cross Country Trainer (XCT) Workbook (see below)
        - ➢ New Instructor E-Learning Course
        - ➢ Delivering the Beginner Experience Cross Country E-Learning Course
        - ➢ Cross Country Level 1 E-Learning Course
        - ➢ Cross Country Level 2 E-Learning Course
        - ➢ Cross Country Level 3 Workbook

Helpful Resources and Tools to Help Candidates Prepare:

- Cross Country Trainer Assessment Form – outlines assessment criteria you will demonstrate during the on-snow assessment.
- PSIA Cross Country National Certification Standards – identifies the

  fundamentals of People, Teaching and Skiing/Technical skills and defines Level 1, 2, and 3 assessment criteria within PSIA-AASI's certification process.

- Performance Guides (Cross Country, Teaching Skills, People Skills) – gives examples of "successful contributors" and "unsuccessful contributors" to all assessment criteria on the Level 1, 2, and 3 Assessment Forms.
- Matrix videos – Select "Exam Task" and then "Cross Country" to show videoed demonstrations of Level 1, 2, and 3 skiing that may be beneficial when developing clinics.

Equipment Needed:

- Classic skis, boots, poles, and appropriate wax
    - Candidates are *highly* recommended to ski on waxable classic skis to pass their XCT.
    - XCT candidates are expected to choose and prepare equipment that will highlight versatile performance by choosing equipment for the conditions that allow them to do so.
- Skate skis, boots, and poles
- Proper clothing for extended periods outdoors, sunscreen, water, and snacks
- *Note: Equipment rental may be available*

What to Expect on Assessment Day:

Information, thoughts, things to consider:

- The Assessment Educators are here to help you learn and succeed.
- Our greatest strength and learning opportunity is the group. Let's create a fun and rewarding certification event together!
- Please be an active learner: contribute, share, listen, be open-minded. Please be sensitive to group needs, as well as share your needs with the group.
- Educators will be as transparent as possible and will make time to meet with each candidate during the process to go over feedback notes.
- Candidates will receive a copy of the XCT Assessment Form at the beginning of the event. This assessment form is for you to keep, to write down your personal feedback, notes, thoughts, fresh insights, new cool teaching ideas, etc.

Tentative Agenda

- Check-in, introduction, overview of the day, sharing of personal goals, answer questions, head out on snow. Typically, classic skiing is scheduled for the morning and skate skiing for the afternoon.

Throughout the two day assessment, the below skills will be verified according to the PSIA-AASI Rocky Mountain XCT Assessment Form:

Skiing Skills: Candidates will ski through a variety of assessment activities (XC skiing techniques and tasks) to verify they are able to demonstrate the Cross Country Trainer Assessment Criteria. Some tasks/maneuvers may be videoed and reviewed. Receiving personal feedback on performance of the skiing activities is an essential part of the verification process.

- Note that a successful XCT candidate is one who can adjust and adapt the XC Fundamentals at all speeds for various training needs including: inspiration, participant understanding, highlighting versatility in continuous forward motion, highlighting tactical choices, and problem solving.

Teaching Skills: Candidates will lead one or two clinics, lasting 15-30 minutes each. XCT candidates will clinic other instructors present, who may be L1, L2, or L3 instructors. The actual duration of the sessions will depend on the event logistics. If candidates require assistance in planning teaching sessions, they can seek guidance from their peers and educators.

- Throughout the assessment, be sure to take the opportunity to get to know the other candidates and discover their goals, as this will assist in designing clinics around their needs. Teaching topics could be on anything relevant to the group, including skiing skills, technical knowledge, teaching and people skill outcomes, and movement analysis.
- 1st teaching topic will be the candidate's choice, and in consideration of the goals of their peers.
- 2nd teaching topic may be chosen for the candidate by the educator.
- If additional teaching scenarios are assigned, educators will inform the candidate how the topics are determined.
- After each teaching session, educators will ask follow-up questions.

People Skills: People Skills "Communication" and "Relationships with Others" will be assessed during the clinic segments. People Skills "Professionalism" and "Self Management" will be assessed throughout the assessment.

Movement Analysis (MA) and Technical Understanding: Assessment activities for MA may include watching a video of skiing, a video of a candidate, and/or performing

MA on skiers on snow. The candidate may be asked technical questions during the teaching segment and throughout the event related to MA. XCT candidates are expected to know where to find PSIA-AASI's resources, how to use them, and how to communicate that information to any instructors they might be training.

Additional:
After the event, candidates will receive an online Assessment Event Evaluation/Feedback Form. PSIA-AASI would very much like to hear how the assessment experience was, what was positive, and opportunities for improvement.

The assessment day is scheduled to wrap up by 4:30-ish (as long as Mother Nature cooperates). Candidates will receive a verbal confirmation if they have been successful or not by the end of the day. The completed assessment form will be e-mailed to the candidate, typically within 24 hours.

Additional Resources

XC Trainer Workbook

Cross Country Trainer (XCT) Workbook

Introduction:

The category of “Trainer” was created to get more high-end coaching and instruction to instructors at the local level. Our goal at XC Trainer selection is to verify that your people skills, teaching/clinicing skills and technical skills are such that you can help instructors at all levels to improve and train for XC Certifications. This Workbook has some ideas and questions to stimulate your thinking and hopefully even inspire some experimentation.

Learning Outcomes for the XC Trainer Workbook:

Upon completion of the Trainer Workbook, successful participants will be able to:

- Demonstrate understanding and apply the Learning Connection Model at a Trainer Level for each skill set: People, Teaching/Clincing, and Technical.
- Be prepared to practice/apply what you have learned in on-snow situations with instructors at all levels at your home area and for all levels of Instructors.
- Demonstrate understanding of PSIA-AASI resources and tools to help Instructors at your home area prepare for all levels of XC Certification.

Recommendations and requirements for XCT Selection:

- Be very familiar with the XC Certification National Standards and Cross Country Performance Guide.
- Review the XC Trainer Assessment Form.
- The following online courses are *required* in addition to this workbook. They are available at https://lms.thesnowpros.org/. Trainers need to be familiar with the content in all XC E-Learning Courses and workbooks so they can help prepare ski instructors for any level of certification.
    - New Instructor E-Learning Course
    - Delivering the Beginner Experience Cross Country E-Learning Course
    - Cross Country Level 1 E-Learning Course
    - Cross Country Level 2 E-Learning Course
    - Cross Country Level 3 Workbook

- It is *strongly recommended* that you complete the Trainer's workbook before attending Trainer Prep. Please answer all questions and complete all activities in the workbook to the best of your knowledge. During the Trainer Prep clinic, we will be going over any questions you may have as well as reviewing the answers/activities in the workbook.

- Other useful references for inspiration and ideas include; the PSIA-AASI Cross country Technical Manual, PSIA-AASI Teaching Snowsports Manual, PSIA-AASI web site www.thesnowpros.org/, and your fellow instructors. The websites www.fasterskier.com and www.ussa.org also provide articles and discussions on the latest racing techniques and are of special interest to advanced skiers.

Please keep in mind the Learner's Responsibility Code: **I am responsible for my own learning!** Be an active learner!

Our intention with this workbook is to make you a more effective trainer and to set you up for success in your Trainer selection. All of the learning activities below mimic activities that you may be asked to perform at your Trainer selection.

How to use this workbook:

- Read through and do all the activities assigned in the workbook, giving yourself ample time to complete all of them.
- Your completed Trainer's workbook (either digital or hard copy) is due on the first morning of the Trainer assessment.
- Your answers may be handwritten on a hard copy of the workbook, typed onto a copy of the workbook and printed out, or a .pdf, .docx, or Google Doc may be emailed to your assessment selector.

Written Assignment 1: Clinic vs. Lesson

1. What is the difference between leading a clinic for fellow instructors and teaching a lesson to a group of high level skiers?

Activity 1: Movement Analysis

Objective: To practice both performing and teaching Movement Analysis as a tool for evaluating skier performance and creating a prescription for change.

Activity: To prepare for this activity, review the Level 3 Technical Understanding portion of the Performance Guide. Find a fellow instructor who can ski at a Level 3 / advanced level and who wants a skiing improvement clinic from you. Video this instructor and review their video with them.

Written Assignment 2: Movement Analysis

The Movement Analysis Grid (below) is designed to identify the “real” elements of the XC Sports Performance Pyramid, using observations garnered from your subject’s skis, poles, and body position. It is a tool that is especially helpful in teaching less experienced instructors how to think about doing the description step of Movement Analysis. As a trainer, you should be familiar with how to use this tool to teach MA.

	Push off	Weight Transfer	Glide
Skis/poles 			
Aspects↓	X	X	X
Body position			
Body Movements			
Timing			

Power			

1. Decide how you will introduce the instructor you're training to the MA grid, and then guide them to complete the description part of MA with the Movement Analysis grid above. Please complete the entire MA Grid above together.
2. Now, help guide the instructor to write a complete movement analysis of themselves using the format described in the National PSIA-AASI XC Standards and the Assessment Criteria on the XCT Assessment form. As a reminder, these steps include description, cause and effect, prescription, and equipment & wax impacts. Please collaborate to write down the complete Movement Analysis.

3. Discuss what the focus of your time skiing together with them will be. Write a brief lesson plan which states the goals and learning activities that you will collaborate on, and that you will implement during a clinic with this instructor.

Goals & Proposed Outcomes:

Proposed Clinic Activities:

Activity 2: Training & People Skills

Objective: To improve your training and people skills while delivering clinics.

Activity: To prepare for this activity, review the People and Teaching Skills Fundamentals. **Create and execute a 30-60 minute clinic** for the person on whom you videoed and taught Movement Analysis.

After the clinic, you will use the following template of suggested "Feedback Questions" to solicit feedback from your fellow instructor about your clinic leading and people skills. These questions are a way to put the Learning outcomes/Assessment criteria from the XC National Standards into real world training. **You do not need to write the answers to these questions in your workbook, as this is for your personal improvement.**

Feedback Questions

1. What questions did I ask you, so I could learn your goals for the clinic?
2. How were you involved in planning the learning activities?
3. Did the tasks/drills I suggested build on one another and make sense to you? Please describe.
4. Did I clearly describe and demonstrate the skiing skills and drills that were presented?
5. Was there enough practice time to incorporate the new information? Was the terrain you skied helpful in your learning, or was it too easy or too hard?
6. What questions did I ask you to help you review and reflect on what you learned?

7. Did you and I discuss your equipment? If so, please describe what you learned about it.
8. Were you ever scared, frustrated or bored? If so, when?
9. What were your important take-aways from this clinic? Did I give you an opportunity to say it in your own words?
10. Did I help you reach your initial goals for the clinic? Or did you and I collaborate on another meaningful goal? Please describe.
11. Did I clarify what you worked on in the clinic helped you towards your goal? Please describe.
12. What did you learn in this clinic that you can use to enhance your own lessons?
13. What other feedback would you like to share with me?

*This is not a one-time exercise. Continue to question your fellow instructors and yourself to reach your goals as a trainer. Practice what you learn until it becomes second nature.

Written Assignment 3: Clinic Reflection / Clinic Leading & People Skills

1. What materials are available through PSIA-AASI to hone your people skills and help you be successful with people and teaching skills at a Trainer selection?

2. Using the People Skill Fundamentals, please reflect on your conversation with your students, where you solicited feedback on your clinic in the prior activity. How do you feel about your people skills in that conversation? Where do you

have room for improvement in your people skills, and what's your plan to work on it?

3. Reflect on the clinic that you led. Write a summary of what you learned about your clinic leading skills in the above activity. Include the following:
    a. The feedback that you got based on the questions that you asked.
    b. Your biggest take away that you learned about your clinic leading skills from this activity.
    c. Your plan to improve your weakest clinic leading skill.

4. What do you think your strengths and weaknesses are in your people and teaching skills? Identify one People and one Teaching Fundamental that you will work on and explain your plan to improve them.

Written Assignment 4: Clinic Creation

You have been asked by an XC Ski School Director to lead a clinic for a group of new instructors, as well as veteran instructors. The XC Ski School Director wants you to create a 2-hour clinic that helps their instructors to better connect with guests and to tailor lessons to guest's individual goals. When you gather this group of instructors to lead in a clinic, you realize that they each have their own, individual goals to improve their skiing, which they see as being separate from their Director's goals for them.

1. How do you reconcile the differences in goals between the Ski School Director and individual instructors?

2. Create a rough outline for a clinic that meets both the goal to teach instructors how to better tailor lessons to a guest's individual goals while also helping the instructors in your clinic with their own skiing. Make sure your clinic is reasonable for a 2-hour time period.

Activity 3: Technical Understanding - Skate Skiing, Classic Skiing, and Downhill Skills

Objective: To evaluate and improve your own skiing skills.

Activity: To prepare for this activity, review PSIA-AASI resources that describe ideal skiing skills. Find a friend or fellow instructor to video yourself skate skiing, classic skiing, and skiing downhills. Compare your skiing to the ideal skiing technique videos found in The Matrix. To find videos of Level 3 skiing on the Matrix, select "Exam Task"

and then “Cross Country.” Note that The Matrix is being updated over the next couple of years, so refer to the Performance Guide for the most updated written descriptions of ideal ski performance. XCT candidates are expected to perform above and beyond that of Level 3 candidates, so that they inspire others, create participant understanding in their clinics, and demonstrate versatility in achieving continuous forward motion, tactical choices, and problem solving in their skiing.

Written Assignment 5: Self Analysis - Skate Skiing

1. Write a complete movement analysis of yourself skate skiing using the MA format described on the Cross Country Trainer Assessment Form.

2. Do you adjust and adapt the XC Fundamentals in skate technique at all speeds for various training needs including: inspiring participants, creating participant understanding, and demonstrating versatility in achieving continuous forward motion, tactical choices, and problem solving? If so, why or why not? Please refer to the XC Technical Model to complete your answer.

3. If you feel you do not meet these XCT skiing performance assessment criteria, what changes would you make in your skiing, and how would you accomplish them?

4. Would changing the terrain or your tactics improve your skate skiing skills?

Written Assignment 6: Self Analysis - Classic Skiing

1. Write a complete movement analysis of your classic skiing using the MA format described on the Cross Country Trainer Assessment Form.

2. Do you adjust and adapt the XC Fundamentals in classic technique at all speeds for various training needs including: inspiring participants, creating participant understanding, and demonstrating versatility in achieving continuous forward motion, tactical choices, and problem solving? If so, why or why not? Please refer to the XC Technical Model to complete your answer.

3. If you feel you do not meet these XCT skiing performance assessment criteria, what changes would you make in your skiing, and how would you accomplish them?

4. Would changing the terrain or your tactics improve your skate skiing skills?

Written Assignment 7: Self Analysis - Downhill Skiing Skills

1. Do your downhill maneuvers (for example: parallel turns, tele turns, etc) inspire participants, create participant understanding, and demonstrate versatility in achieving continuous forward motion, tactical choices, and problem solving at all speeds and for various training needs? If not, how would you improve your downhill skills?

Activity 4: People Skills Observation

Objective: To observe and help train aspects of communication, connection, and self-awareness to a fellow instructor.

Activity: To prepare for this activity, consult PSIA-AASI resources to review people skills at all certification levels. People skills are aspects of our teaching that allow us to provide a positive, memorable, and successful learning experience for all students. These skills can also be improved with focused practice and mindful reflection.

In this activity, find a fellow instructor (of any level) who wants to work on people skills. Then, observe this instructor teach an entire lesson to a group of students. Ideally, this is a XC skiing lesson, but it could be any lesson on snow. Ask the instructor and the students if you can quietly observe the lesson and take notes.

During your observation, notice how the instructor communicates with the students, establishes a connection with each student, and their level of self-awareness regarding how their actions and instructions influence the students.

Written Assignment 8: People Skills Activity Questions

Answer the following questions with the instructor you're shadowing to help identify some of the instructor's people skills, so they can understand how these skills can impact the learning environment and reflect on aspects of their own teaching. **Please be concise in your answers.**

1. What specifically did the instructor do to connect with the students on a personal level to build trust?

2. How did the instructor communicate with the student **non-verbally**?

3. What non-verbal communication did the students provide to the instructor throughout the lesson, and did the instructor respond?

4. Describe any **verbal** communication (positive or negative) from the students to the instructor. How did the instructor respond?

5. How did the instructor show he/she was listening when a student was speaking?

6. When and how did the instructor provide feedback to the students?

7. Did the instructor adjust additional feedback to the students based on the students reaction to the initial feedback?

8. Did the instructor ask for permission to provide feedback before giving feedback?

9. Did the instructor have to adapt the lesson at some point to match the motivations, behaviors, and emotions of individuals within the group? If so, how did they adjust their teaching to meet these changes?

10. How did the instructor show they were engaged with the lesson?

11. Was there a period of time that the instructor was distracted? If so, how was this shown? If the instructor was distracted, did the instructor adjust their actions to become re-engaged in the lesson?

12. What did the instructor do that indicated they were identifying and managing their own emotions?

Written Assignment 9: Observation Summary

1. Based on your lesson observation, did the instructor provide a positive, memorable, and successful learning experience for all students? Why or why not?

2. Based on your answers to the above People Skills Activity Questions, develop training ideas that would help the instructor improve their people skills. How might you implement these training ideas into a clinic, and how would you deliver specific feedback to that instructor?

Thank you for participating in the PSIA-AASI Cross Country Trainer Selection. It is our hope that this process has stimulated your thinking and your desire to be the best clinician you can be.

Level 2, Level 3, XC Trainer Assessment Prep Policy

Rocky Mountain PSIA's current policy is that Prep Courses for Level 2, 3, and Trainer Assessments will occur every other year, alternating with the Assessments themselves. Level 2/3/T assessments will occur in the 25/26, 27/28, and 29/30 seasons. Formal prep courses will occur in the 26/27, 28/29, and 30/31 seasons.

There may be times that a member may wish to substitute another 2-day clinic for the prep course. **The policy for that scenario is as follows:**

Substituting a 2 day clinic for a L2/3/T Prep course could be necessary for one of the following reasons:.

> If the dates of the Prep course, which is offered at least every other year, conflicts with your schedule
>
> Or
>
> You wish to progress through certification faster than our current process allows and you feel that you have solid skills for proceeding with your certification

In these cases candidates can substitute another 2-day clinic for the L2/3/T Prep Course by following the procedure below:

1. Contact the XC chair (Justin Arndt at crosscountry@psia-rm.org) directly to discuss your current strengths and determine that you have the necessary resources to prepare you for the L2/3/T assessment.
2. Be prepared to send the chair a video of your skiing that illustrates your skiing level.
3. If approved, when you attend the education clinic, inform your clinician that you're using the clinic as an assessment prep so that your clinician can give you relevant instruction and feedback. Note that your clinician will not significantly change the topic of the education clinic to accommodate your individual learning needs if those needs largely fall outside of the scope of the clinic.