

# Cross Country Rocky Mountain Trainer's Selection Workbook 2021-22



**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 Trainers selection is to verify that your people skills, teaching skills and technical skills are above Level 3 so that you can help instructors at all levels improve. This Workbook has some ideas and questions to stimulate your thinking and hopefully even inspire some experimentation.

### ***Learning outcomes for the RMT Workbook***

*Upon completion of the RMT Workbook you/participants will be able to...*

- Demonstrate understanding and apply the Learning Connection Model at a trainer Level for each skill set: People, Teaching, 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 level of Instructors
- Demonstrate understanding PSIA-AASI resources and tools to help Instructors at your home area prepare for all levels of XC Certification.

### **Recommendations and requirements for RMT Selection:**

- **Be very familiar with the XC Certification National Standards/Performance Guide** [www.psia-rm.org](http://www.psia-rm.org)
- **Highly recommended:** Complete the Rocky Mountain Trainer’s workbook before attending an RMT Prep. Please answer all questions and complete all activities in the workbook to the best of your knowledge. During the RMT Prep clinic, we will be going over any questions you may have as well as reviewing the answers/activities in the workbook.
- **Required:** Your completed RMT workbook is due on the first day of the RMT selection.
- **Highly Recommended: Review/complete** the XC Level 1, 2 and 3 workbooks. Trainers should be able to answer the questions in these XC workbooks so they can help prepare ski instructors for any level of certification.
- At the RMT Prep and/or selection you will be issued a user-friendly on snow version of the **RMT Assessment form** (<https://www.psia-rm.org/education/cross-country/>) This copy of the RMT assessment is the same form as the one used by the verifiers at the selection. On this assessment form, you will write developmental suggestions for each item based on verbal comments from the Cross-Country Education Staff Members during the prep clinic and/or during the

selection. XC Education Staff Members may review your written comments as well.

Other useful references for inspiration and ideas include; the *PSIA Cross country Technical Manual*, *PSIA Teaching Snowsports Manual*, *PSIA-RM XC Guidebook*, *PSIA Core Concepts Manual*, *The Complete Encyclopedia of Skiing* (Bob Barnes), the PSIA-RM and PSIA web sites ([www.psia-rm.org](http://www.psia-rm.org) and [thesnowpros.org/](http://thesnowpros.org/)) and your fellow instructors. *The Master Skier* magazine, and the web-sites: [www.fasterskier.com](http://www.fasterskier.com) , [www.du.edu/skiteam](http://www.du.edu/skiteam), and [www.ussa.org](http://www.ussa.org) 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 RMT selection. All of the learning activities below mimic activities that you may be asked to perform at your RMT selection.

#### **How to use this workbook:**

Read through and do all the activities assigned in the workbook.

When you're ready to complete the written assignments, either input the answers on the answer form at the end of this workbook and then make a hard copy. Or make a hard copy of the answer form first and then hand write your answers.

Please turn in the answer form only to your selection.

**You do not need to make a hard copy of this whole workbook!**

### **Written assignment # 1: Clinic vs Lessons**

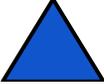
What is the difference between leading a clinic for fellow instructors compared to teaching a lesson to a group of high level skiers?

### **Activity 1- Movement Analysis**

- Consult PSIA resources to review people skills for a level 3 instructor.
- Find a fellow instructor who can ski at an advanced level and who wants a skiing improvement clinic from you. Next,
- Video this instructor and review the video with the instructor.

### **Written assignment #2- Movement Analysis and Lesson Plan**

1. Decide how you will introduce this instructor to the MA grid, and then guide them to complete the description part of MA with the Movement Analysis grid below.

			
<b>Skis/poles</b> 			
<b>Aspects ↓</b>	X	X	X
<b>Body position</b> 			
<b>Body Movements</b> 			
<b>Timing</b> 			
<b>Power</b> 			

2. Now help guide the instructor to write a complete movement analysis of themselves through the format described in the National PSIA standards/performance guide.

3. Discuss what the focus of your time skiing together will be.

4. Write a brief lesson plan which states the goals and learning activities that you collaborated on, and that you will implement during a clinic with this instructor.

## Activity 2- Training and People Skills

To prepare for this activity, review the People and Teaching Skills Fundamentals. The objective of this exercise is for you to receive feedback from your fellow instructor so that you can improve your training skills. Clinic the person that you videoed and did the MA on.

Use the following template of Feedback Questions to ask your fellow instructor after your clinic. 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 turn in the answers 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 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 talk about your equipment? If so please describe what you learned about your equipment.
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 make it clear that what you worked 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 in order to reach your goals as a trainer. Practice what you learn until it becomes second nature.

### Written Assignment #3: Lesson Reflection/ Teaching and People Skills

1. What documents are available thru PSIA to hone your people skills and help you be successful with people and teaching skills at a RMT selection?
2. 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 feedback that you got based on the questions that you asked.
  - Your biggest take away about what you learned about your clinic leading skills from this activity
  - People skills you implemented during the above clinic
3. What do you think your strengths and weaknesses are in your people and teaching skills? Identify one People Skill and one Teaching Skill that you will work on and explain your plan to improve them.

### Activity 3- Technical understanding

- Consult PSIA resources to review technical understanding for a level 3 candidate.
- Get a friend or fellow instructor to video yourself skate skiing.
- Compare your skiing to the ideal skate video found on the Level 3 Performance guide.

### Written Assignment #4 Self analysis- Skate Skiing

1. Write down a complete movement analysis of yourself skate skiing using the format described in the National standards and the Performance Guide.
2. Do you feel you are a Level 3+ skate skier? If so, why or why not? Please refer to the XC technical model to complete your answer.

3. If you feel you are not a Level 3 skate skier, what improvements do you need to make on your skiing and how will you accomplish it?
4. Would changing the terrain or your tactics improve your skate skiing skills?

#### Activity 4- Technical understanding- Classic Skiing

- Get a friend or fellow instructor to video yourself classic skiing.
- Review the video of yourself classic skiing.
- Compare your skiing to the ideal classic video found on the Level 3 Performance guide.

#### Written Assignment #5:

1. Write down a complete movement analysis of your classic skiing using the format described in the National standards and the Performance Guide.
2. Do you feel you are a Level 3+ classic skier? If so, why or why not? Please refer to the XC technical model to complete your answer.
3. If you feel you are not a Level 3+ classic skier, what improvements do you need to make on your skiing and how will you accomplish it?
4. Would changing the terrain, your equipment, wax or your tactics improve your classic skiing skills?

#### Written Assignment #6: Downhill skiing skills

- Get yourself videoed doing a parallel turn on a downhill.
- Compare your parallel turns to the ideal parallel turn video found on the Level 3 Performance guide.

1. Write a summary of your competency in your parallel turns by using the contributors for success for “optimize speed and change of direction on downhills” (from the L3 Performance guide).

#### Activity #5- People Skills Observation

Consult PSIA resources to review people skills at all certification levels.

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

Activity: People skills are aspects of our teaching that allows us to provide a positive, memorable, and successful learning experience for all students. These are also skills that can be improved with focused practice and mindful reflection.

In this activity, find a fellow instructor who wants to work on their 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, observe how the instructor communicates with the students, establishes a connection with each student, and how they are self-aware of how their actions influence the students.

### Written Assignment #7: Activity Questions

Answer the following questions with the instructor to help identify some of the instructor's people Skills, and to understand how these skills can impact the learning environment, and reflect on aspects of their own teaching.

Please be concise in your answers.

People Skills Activity Questions:

- 1)What specifically did the instructor do to connect with the students on a personal level to build trust? Please list.
- 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)How did the instructor communicate verbally to the students and was it effective/non effective?
- 5) Describe any **verbal** communication ( positive or negative) from the students to the instructor and did the instructor respond?
- 6)How did the instructor show he/she was listening when a student was speaking?
- 7)When did the instructor provide feedback to the students?
- 8) With the people skills in mind, how was the feedback provided?
- 9) Did the instructor adjust additional feedback to the students based on the students reaction to the initial feedback?
- 10) Did the instructor ask for permission to provide feedback before giving feedback?

11)Did the instructor have to adapt the lesson at some point to match the motivations,physical/emotional safety of individuals within the group?  
b.If so, how did they adjust their teaching to meet these changes?

12)How did the instructor show they were engaged with the lesson and students at all times throughout the lesson?

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

### Written Assignment #8: Summary

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

2)Based on your answers to the above questions, develop training ideas that would help the instructor improve on their people skills.

**Thank you** for participating in the PSIA Rocky Mountain Trainer Selection. It is our hope that this process has stimulated your thinking and your desire to be the best instructor you can be.

## Answer Form

Make a hard copy of this answer form only to turn in. You can save the answer form as a Word Document, type in your answers, and then print the form, or print the form first and hand write your answers.

Name:

E-Mail address:

Cell phone (optional):

Ski School /Club:

## Written assignment # 1: Clinic vs Lessons

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

## Written assignment #2- Movement Analysis and Lesson Plan

1. Decide how you will introduce this instructor to the MA grid, and then guide them to complete the description part of MA with the Movement Analysis grid below.

	Push off	Weight Transfer	Glide
<b>Skis/poles</b> 			
<b>Aspects↓</b>	X	X	X
<b>Body position</b>			
<b>Body Movements</b>			
<b>Timing</b>			
<b>Power</b>			

2. Now help guide the instructor to write a complete movement analysis of themselves through the format described in the National PSIA standards/performance guide.

3. Discuss what the focus of your time skiing together will be.

4. Write a brief lesson plan which states the goals and learning activities that you collaborated on, and that you will implement during a clinic with this instructor.

### Written Assignment #3: Lesson Reflection/ Teaching and People Skills

1. What documents are available thru PSIA to hone your people skills and help you be successful with people and teaching skills at a RMT selection?

2. Reflect on the clinic that you led. Write a summary of what you learned about your clinic leading skills. Include:

- The feedback that you got based on the questions that you asked.
- Your biggest take away about what you learned about your clinic leading skills from this activity
- People skills you implemented during the above clinic

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

#### **Written Assignment #4 Self analysis- Skate Skiing**

1. Write down a complete movement analysis of yourself skate skiing using the format described in the National standards and the Performance Guide.

2. Do you feel you are a Level 3+ skate skier? If so, why or why not? Please refer to the XC technical model to complete your answer.

3. If you feel you are not a Level 3 skate skier, what improvements do you need to make on your skiing and how will you accomplish it?

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

#### **Written Assignment #5:**

1. Write down a complete movement analysis of your classic skiing using the format described in the National standards and the Performance Guide.

2. Do you feel you are a Level 3+ classic skier? If so, why or why not? Please refer to the XC technical model to complete your answer.

3. If you feel you are not a Level 3+ classic skier, what improvements do you need to make on your skiing and how will you accomplish it?

4. Would changing the terrain, your equipment, wax or your tactics improve your classic skiing skills?

### **Written Assignment #6: Downhill skiing skills**

- Get yourself videoed doing a parallel turn on a downhill.
- Compare your parallel turns to the ideal parallel turn video found on the Level 3 Performance guide.

1. Write a summary of your competency in your parallel turns by using the contributors for success for “optimize speed and change of direction on downhills” (from the L3 Performance guide).

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5. Describe any **verbal** communication (positive or negative) from the students to the instructor and did the instructor respond?
  
6. How did the instructor show he/she was listening when a student was speaking?
  
7. When did the instructor provide feedback to the students?
  
8. With the people skills in mind, how was the feedback provided?
  
9. Did the instructor adjust additional feedback to the students based on the students reaction to the initial feedback?

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11. Did the instructor have to adapt the lesson at some point to match the motivations, physical/emotional safety of individuals within the group?
  
  
  
  
  
  
  
  
  
  
12. How did the instructor show they were engaged with the lesson and students at all times throughout the lesson?
  
  
  
  
  
  
  
  
  
  
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- 1) Based on your observation of the lesson, did the instructor provide a positive, memorable, and successful learning experience for all students, and why or why not?
  
  
  
  
  
  
  
  
  
  
- 2) Based on your answers to the above questions, develop training ideas that would help the instructor improve on their people skills.

