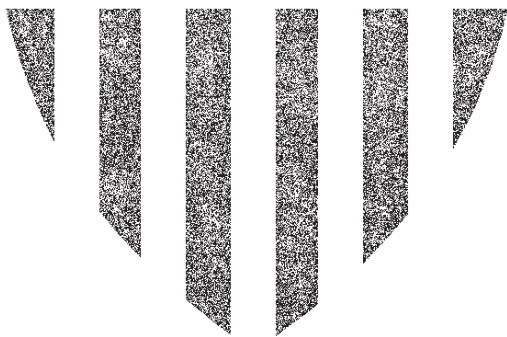


Intermountain Division

ALPINE DECL

2007



PROFESSIONAL SNOWSPORTS INSTRUCTION IN THE INTERMOUNTAIN WEST

Overview

DECL

Division Education and Certification Leader
aka
Division Examiner and Clinic Leader

Purpose

DECLs function as employees for the division to fulfill education and certification program needs. The PSIA Intermountain DECL contributes to the professional growth and status of PSIA-I and its members by: (a) Organizing and conducting snow sports instructor educational events and assessments based on guidelines established by PSIA-I/AASI-I, (b) actively participating in activities that improve communication within the Division, and (c) assisting in the continued evolution of the education and certification process as directed by the Programs Administrator, Education and Certification Managers.

Selection

The route to becoming a DECL is through the Development Squad. The Development Squad is selected from a tryout process. The process involves demonstrating skiing and clinicing skills. Written test(s), written articles, personal interviews, and impromptu or planned indoor presentations may be required. The tryout involves two days and evenings but may be longer or shorter as needed. There is a fee for this tryout.

Since the Intermountain is such a popular skiing mecca, it is likely that distinguished instructors from other divisions and countries will transfer to the Intermountain division. Since it is impossible to differentiate between other area's credentials, all instructors desiring employment as a DECL must go through the Development Squad tryout and training if selected.

Development Squad Training:

- ◆ Audit clinics & assessments.
- ◆ Each audit will be concluded with filling out a post-audit questionnaire by the Development Squad member.
- ◆ Number of audits will be determined by a case-to-case need. A minimum number would be one clinic and assessment of each type.

- ◆ Minimum event requirement per person determined by the managers.
- ◆ Minimum of one year to complete training, and must be completed within five years.
- ◆ Training will be based on individual needs dependent on strengths and weakness.
- ◆ Near conclusion of training a candidate for DECL will complete a written test followed by an interview process.
- ◆ Invitation to become an examiner and/or clinic leader will be based on individual growth and determined by need within the education and/or certification ranks.

DECL membership is not another step in the certification process. Rather it is an opportunity to assist in the administration of education and/or certification for the division. Members who are simply looking for ways to challenge themselves and expand their professional experiences should first consider exploring other areas of development offered by the Division such as: Accredited Trainer program, ACE program/ children's teaching clinics, the PSIA-I/AASI-I lecture series or alternative discipline clinics (Nordic, alpine, snowboard). In addition, educational opportunities outside the Division can also be very fulfilling: USSA coaches clinics, PSIA/AASI National Academy, masters racing or similar events.

Eligibility

- ◆ Certified Level III instructor in good standing with PSIA/AASI-Intermountain.
- ◆ Commit to all necessary training, at personal expense, to acquire the knowledge and skill required of a PSIA-I/AASI-I DECL.
- ◆ Meet other requirements as may be established by the Programs Administrator and the Education and Certification Managers or the Board of Directors.

Nature and Scope

Reporting Structure: PSIA-I/AASI-I DECLs report to the Education or Certification Manager and Team Manager or individuals they may designate.

Internal and External Contacts: DECLs make frequent contacts with the general membership; PSIA-I/AASI-I office staff; snowsport school directors; area operators, managers and employees; prospective members; and members of the skiing or riding public when performing the activities and functions of their position.

Activities, Functions and Problem Solving

1. Actively participates in DECL training and development for the purpose of clarifying and standardizing the content of PSIA-I/AASI-I educational events and assessments.
2. Works with the PSIA-I/AASI-I office to coordinate the scheduling and implementation of PSIA-I education/certification events.
3. Assists in the organization of education/certification events by registering participants, occasionally collecting fees, and organizing clinic and assessment groups.
4. Conducts education and certification events at various sites established by the Programs Administrator, Education and Certification Managers and other representatives of PSIA-I
5. Provides verbal and written evaluations of event participant performance as directed by the PSIA-I /AASI-I Education, Certification, and Team Managers.

6. Ensures that event material and record handling procedures are properly coordinated with the PSIA-I/AASI-I office as directed by the PSIA-I/AASI-I office manager.
7. Actively participates in peer evaluation during selected training, certification and education events as directed by the Education and Certification Managers.
8. Contributes educational and general-interest material to the Division newsletter under the guidance of the PSIA-I/AASI-I Communication chair and the newsletter editor.
9. Represents PSIA-I/AASI-I in a professional manner at Division, public and industry functions as directed by various officers and representatives of PSIA-I/AASI-I.
10. Completes other tasks as assigned by the Programs Administrator, Education, Certification and Team Manager.

Authority and Decision Responsibilities

DECLs operate under the guidelines and directions of the PSIA-I/AASI-I Board of Directors, the PSIA-I/AASI-I Programs Administrator, the Education, Certification and Team Managers. DECLs function as part of the DECL body and use independent judgment in assessing clinic and assessment participant needs. Independent judgment is used in selecting terrain and tactics in implementation of education and certification objectives. DECLs may train and supervise other members of the DECL body when applicable.

Comments

DECLs are expected to be familiar with and practice generally accepted skiing or riding risk awareness concepts. Selection as a DECL does not automatically qualify an individual to participate in all DECL activities. Responsibilities may be added to a DECL's work load as the Education Manager, Certification Manager, Team Manager and peer evaluation by the DECL body indicate an individual is capable of assuming additional position demands.

The Education, Certification and Team Manager may select qualified individuals to temporarily serve in the capacity of a PSIA-I/AASI-I DECL for the purpose of conducting clinics or exams. Such individuals will be chosen on the basis of their capability to provide highly skilled and unique services for the membership. Such selection does not impart with it the status of PSIA-I/AASI-I DECL.

Performance

DECLs are reviewed on a regular basis to ensure quality of service to PSIA-I/AASI-I and its members as well as providing a basis for self-management by the DECL body. Performance standards will be subject to revision on an ongoing basis to ensure they meet the objectives of PSIA-I/AASI-I and the DECL body.

DECL status that has been revoked for failure to meet DECL performance standards can only be reinstated by the Board of Directors after following the standard Board appeal process. The Board of Directors is solely responsible for judging the validity of a reinstatement appeal. The Board decision is final.

◆ Outcome Categories

Specific job-related outcomes (results) can be expected if a DECL performs to high standards. Four job outcomes of the DECL position have been identified: 1. Skiing, Teaching and Technical outcomes; 2. Assessment outcomes; 3. Communication outcomes; and 4. Professional outcomes. The performance of a DECL is measured by whether or not the DECL meets specific performance standards for each category.

◆ Performance Standards and Criteria

Two levels of performance standards exist for measuring DECL performance: 1. Critical Standards; 2. Expected Standards.

Critical Performance Standards: Critical Standards identify those areas of performance the DECL must meet to maintain DECL status. Failure to meet any Critical Standard results in the revocation of DECL status. This status can only be reinstated by successful participation in a DECL hiring process or successful appeal to the Board.

Expected Performance Standards: Expected Standards identify generally expected levels of DECL performance. Failure to meet the same Expected Standard any three of four seasons in a row results in the revocation of DECL status. Failure to meet any combination of four performance standards during the same season also results in the revocation of DECL status.

◆ Performance Appraisal Period

Seasonal performance appraisals for all DECLs are conducted after May 1. All DECLs will be notified of their performance by October 1 and any action stemming from the appraisal process will take effect October 1.