

snowbird mountain school



Phase Program

In-House Instructor Accreditation

P3

Phase Program

The Snowbird Mountain School Phase Training Program provides in-house training and accreditation that compliments PSIA-I/AASI-I certification programs. Participation in the Phase Training Program offers opportunities for personal skill development, wage scale increases, and helps prepare instructors for PSIA-I/AASI-I certification.

You will need to attend specific training sessions and complete all written material to fulfill the requirements for each Phase of the three-phase program. The Requirements for each Phase are listed in the corresponding Phase Portfolio. Please note that the Portfolios are not simply "check off" sheets, but validation that you have completed training to the standards and expectations required for each Phase. In some cases it may be necessary to repeat training until the required standards have been achieved.

- ! It is your responsibility to ensure that all steps in the Phase Program are completed properly. Please note that no updates to your records will occur until all completed documentation is turned in to the Training Manager.

Instructors preparing for PSIA-I/AASI-I Certification are strongly advised to take advantage of additional training. Although Phase training will help in preparation for PSIA-I/AASI-I Certification, the Phase program's primary intent is to help develop the knowledge and skills needed to best serve the Snowbird guest and not simply pass a certification exam.

Maintaining Your Phase Status

Maintaining your Phase Status requires annual participation in Phase Update training. This requirement is similar to the ongoing training required of PSIA/AASI certified instructors to maintain their certification. Phase Update training requires an additional six hours of in-house training per season beyond any mandatory training required of all staff.

- ! It is your responsibility to make sure you attend required Phase Update Training to maintain your Phase credentials and benefits. Failure to do so will result in loss of that status and a reduction in associated pay and benefits

Phase 3 Requirements

Meeting the standards of Phase 3 requires time and dedication. An entry level instructor skiing at an advanced intermediate level (capable of skillfully and confidently skiing or riding easier black terrain) should expect to take at least two seasons to meet level 3 standards. During that time the instructor should continually improve their knowledge and skills by attending extensive training, teaching a minimum of 200-400 hours, reading current PSIA/AASI publications, and spending several hours per week practicing their personal skiing and riding.

The Phase 3 Portfolio lists categories of skills and knowledge required to complete Phase 3. Specific standards must be met to earn your Phase 3; simply attending a training session will not fulfill requirements; you must ski/ride at the expected standard. For instance, if an alpine instructor is required to ski Level 3 bumps, simply attending a bump clinic does not meet Phase 3 requirements. The trainer must check the instructor off as meeting Phase 3 bump skiing standards. (Visit the Training Page on Mountain School's web site for standards details.)

! Completion of each Portfolio category requires a trainer's validation.

! Your records will not reflect the completion of Phase 3 until your completed Log Sheet, and Portfolio have been turned in.

Maintenance

Phase 3 Update Training	6 hours per season to maintain Phase 3
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Training Descriptions

PSIA-I Level 3 Portfolio /AASI Research Project (Download from Web)

You should download and begin working on the PSIA-I Level 3 Portfolio Teaching Log as soon as possible. The completed and reviewed Teaching Logs must be turned in to the Training Manger for review.

Teaching Logs

The Teaching Logs are one of the most valuable parts of the Portfolio. Follow the examples and log your teaching accordingly.

Each logged teaching session must be reviewed by a trainer on an on-going basis, rather than trying to review them all at once.

Teaching Shadows

Shadowing a more experienced instructor is an excellent way to gain teaching knowledge. Check with a supervisor to be assigned an instructor to shadow and complete a Shadow Sheet for that session. The Shadow Sheet serves as a record of observation of another instructor's teaching and provides a foundation for a discussion about teaching with a Supervisor or Trainer. Schedule a debriefing session with a Supervisor or Traininer to review your completed shadow sheet.

! Be thorough in your completion of the Shadow Sheet. Based on the review session your Supervisor may ask you to shadow additional instructors to fulfill requirements for Phase 3.

! The debriefing trainer will turn the reviewed Shadow Sheets into the Training Manager.

Mentor Session

This is an opportunity for the Phase 3 candidate to help coach less experienced instructors. The shadowing instructor should:

- have a supervisor assign an instructor to mentor and complete a Mentor Sheet for that session
- provide feedback after the lesson (and during the lesson when appropriate) to the instructor regarding what was observed
- schedule a debriefing session with a Supervisor or Trainer to review the mentored lesson and completed Mentor Sheet.

Based on the review session, your Supervisor may ask you to mentor additional instructors to fulfill requirements for Phase 3. The completed and verified Mentor Sheet should be turned into the Training Manager.

Phase 3 Ski/Ride Training/Pass Off

This three-hour on hill session will explore variable terrain, tactics, conditions and situational skiing/riding. This session will also allow the trainer to see if the instructor meets Phase 3 Skiing/Riding standards.

Phase 3 Performance Targets

Phase 3 Performance Targets must be met to qualify for Phase 3. These standards include private lesson request hour expectations and a positive performance review from the previous season.

Phase 3 Update Training

There are six hours of Phase 3 Update Training required per season to maintain your Phase 3 credentials.