

STAR 6 – Gold

Evaluator/Coach Assessor Mentored Assessments

Information Resource

This resource has been created to provide information regarding the Mentored Assessment process in the evaluator/coach assessor pathway.

Rationale and Philosophy

To align the training process of evaluators and coach assessors, STAR 6 – Gold mentored assessments will be required for:

- All coaches seeking coach assessor designation in the discipline of skills
- Evaluators (depending on level of qualification)

The mentored assessment is designed to assess a candidate's soft skills. The candidate's technical knowledge of standards and element identification within the discipline is assessed in the online training modules which must be successfully completed prior to the mentored assessment. To fully assess the candidate's abilities in a real-time setting, mentored assessments must take place during an actual assessment (i.e. on session or during an assessment day) at the STAR 6-Gold level.

Sections may add additional "mentored assessments" as deemed necessary to support quality development.

Requirements and Procedure

Sections are given full discretion on how they organize mentored assessments and how they identify mentors. All mentors must have the following requirements:

- Qualified Evaluator (previously designated as Gold) in any discipline or Qualified Coach Assessor in Skills
- Minimum 12 months experience as an evaluator or coach assessor (STAR 1-5)

When possible, it is recommended that evaluator/coach assessor candidates be paired with a mentor in the same discipline. The mentor will need to be qualified in this discipline as their assessment will be the one of record. Qualified and identified mentors may be assigned to mentor either evaluators or coach assessors.

Example: A qualified coach assessor identified as a mentor may be assigned to either a coach or an evaluator for a mentored assessment in Skills.

The mentored assessment will include a pre-brief and debrief discussion between the candidate and the mentor. An action-plan will be established as part of the debrief. A minimum of one STAR 6 – Gold assessment must be assessed by the candidate during the mentored assessment. Additional assessments, if needed, may be arranged with the section or between the candidate and the mentor.

It is preferred that mentored assessments take place in the Freeskate (elements and program) or Skills disciplines wherever possible to provide the mentor with the opportunity to assess the candidate's written feedback and verbal interaction with the skater. To create the same experience for Dance and Artistic assessments, mentors are encouraged to work with the assessment coordinator or coach for the opportunity to debrief with the skater in person after the assessment.

When scheduling mentored assessments, the name of the mentor will be assigned to the assessment to ensure validity. The mentor will be ultimately responsible for the results of the assessment. A complete Mentored Assessment Guideline will be provided to outline a detailed process for mentors.

During the assessment, the mentor will record all comments onto a Mentored Assessment Feedback and Results form that will be provided. The candidate will receive a copy of this form and submit it as part of the application for promotion.

Timelines

Mentored assessments begin on September 1st, 2019; or once the STAR 6-Gold assessment structure is launched.

The timelines will vary based on the section and size of the pool of mentors and candidates.

Qualifying event requirements:

Due to the time restrictions on qualifying events for Freeskate and Dance, Sections may want to prioritize identifying mentors in these disciplines to ensure skaters have access to these assessments if needed.

Suggested Action Plan

- Identify the number of current Senior Silver and Gold Evaluators (no mentored assessment required)
- Review the above list and identify potential mentor evaluators
- Identify any potential mentors, not currently qualified, that will assist the section
- Schedule mentors to attend early assessment days. Use these opportunities to train other mentors.
- Consider geographical locations of mentors, evaluators and coach assessors and support pathway development in all areas/disciplines to provide section coverage.

Things to consider

- As assessment days begin, the number of mentors will increase.
- Many evaluators/coach assessors may be mentored at one assessment day
- It will take time to reach full optimization of resources. As the resources grow, so will the opportunities for assessment. Be mindful, quality development is a focus. This takes time.
- This new process is a change. STAR 6-Gold is a change. With change, comes anxiety and uncertainty. Be patient. Be supportive. Allow for perspectives on when traditional "test days" occurred to be altered.
 - o Example: Perhaps this year, clubs/skating schools can schedule their assessment days a bit later in their calendar to allow for resources to be available.

- When considering the costs involved for training, remember that coaches generally attend assessment days with their skaters at their own expense. Communicate your policy well in advance for clarity.
- Consider offering evaluators the opportunity to be mentored at their own expense, especially if there is a local assessment day.
- Send a communication to the clubs/skating schools regarding any timelines or plans for fall assessment days.
- Consider surveying the evaluator and coach community to estimate number of candidates looking to complete their pathway.

NOTE: A report of all qualified evaluators (approximate numbers) per section can be obtained through the CRM data base. Sections may reach out to Amy Thiffault (athiffault@skatecanada.ca) for assistance in acquiring this data.

Examples of Mentor Assessment Opportunities:

Assessment Days and On-Session Assessments

- Sign-up opportunities for assessment days where mentor(s) are present.
 - o Provide a list of assessment days across the section. Establish an “acceptance” policy (first come – first served or invitation only). Inform candidates that the number of accepted mentored assessments will be limited once number of assessments has been established. Ensure all candidates have completed their online training
- Collect a waiting list of candidates who are ready to complete their mentored assessments
 - o As assessment days are scheduled, the section will assign evaluators/coach assessors to attend for their mentored assessments. Coordinating by geographical location may reduce expenses.
- Schedule “mentored assessment days” throughout the Province (e.g., by region, by club or school).
 - o Section would establish either a “sign up” or “assigned” philosophy for attendance. Remember, many assessments can take place on regular training sessions. This reduces extra expenses and allows for multiple assessments to take place at the same time.

Collaboration with other Sections

Neighbouring sections may work together to facilitate options for evaluators and coach assessors to complete their mentored assessment. Applications for promotion would still need to be submitted to the candidate’s home section along with the Mentored Assessment Feedback and Results form. This is a great strategy for areas close to provincial borders.

Action Plan

The Skating Development team will be connecting with each section to support implementation and assist with strategies if needed. Amy Thiffault (athiffault@skatecanada.ca) will be in touch shortly to arrange a call.