



**SKI &
SNOWBOARD**

Sport Education Overview



US THE GOLD
STANDARD IN
COACH EDUCATION



Organizational Information



U.S. Ski & Snowboard oversees 7 different sporting disciplines:

1. Alpine
2. Snowboard
3. Freeski
4. Freestyle
5. XC
6. Ski Jumping
7. Nordic Combined

Organizational Information



Our Coach Certification Pathway incorporates 4 different levels of certification. This provides 28 separate curriculums!

Until recently, there was no coach developer training courses available. Induction into this group was primarily through a who-knows-who basis.

With a coach developer training curriculum in place, the number of organizational curriculums rises to 56 separate curriculums!

We currently have approximately 6000 registered member coaches and about 3000 coaches are actively involved in coach education.

Organizational Information



Approximately 90% of our coaching population resides in the alpine discipline.

In 2022, we are moving to a model whereby all coaches must obtain a L100 certification to participate in any official sanctioned event.

Currently, national team coaches do not need any level of certification to coach national team athletes.

Previous Coach Education Model



Candidates received a manual (Alpine L100 is 113 pages long) about coaching, they attended a multi-day on-snow clinic where coaches were managed by a Clinic Leader and taken through a series of on-snow exercises to identify appropriate coaching methods and to determine their ability to “coach”.

At the end of the first day, after being on-snow for about 6 hours, they sat down in the lodge to review a PowerPoint presentation that reviewed the manual and took several hours to complete.

After successfully completing the on-snow portion of the course, they then accessed an online exam and needed to pass with an 80% or better.

Dawn Of A New Era



2016 - A New Sport Education Director was hired and set out to change the framework of coach education in the organization.

September, 2016 - I interviewed for the position of Coach Education Manager and presented an idea of creating a standardized, scalable, blended learning model based upon best principles of curriculum development that can serve as the framework for course development.

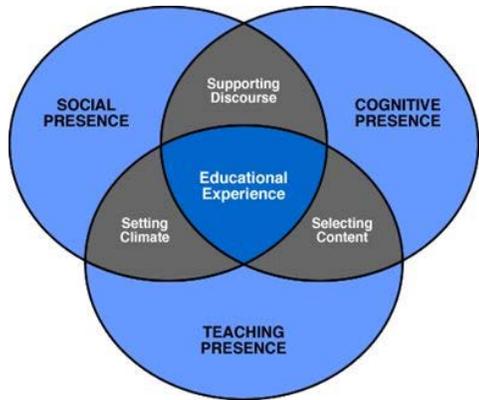
The organization endorsed this process and I was hired into this role in October of 2016.

Our Coach Development Process

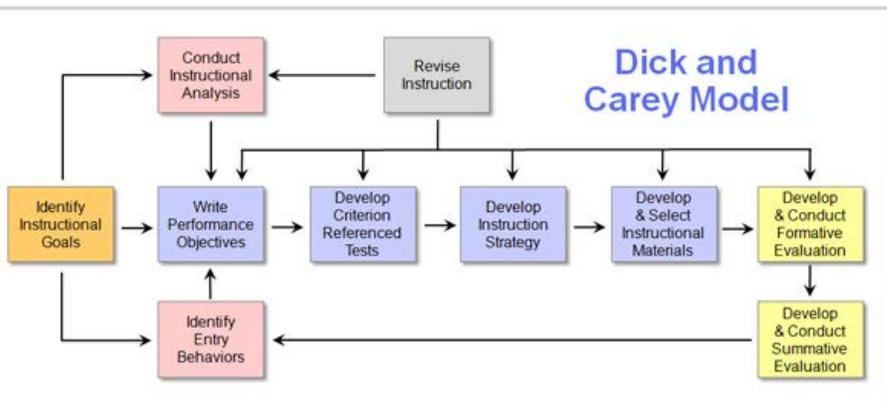


The Coach Development Process is a blend of several models and incorporates components from:

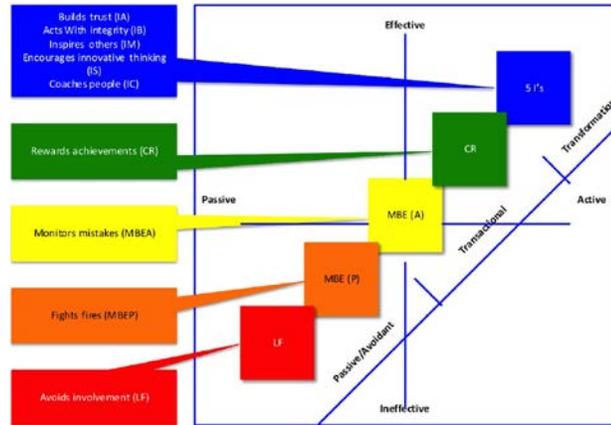
Community of Inquiry Model



The Dick & Carey Instructional Model



Full Range Leadership Model:



Fitts & Posner Skill Acquisition Model



Growth Mindset

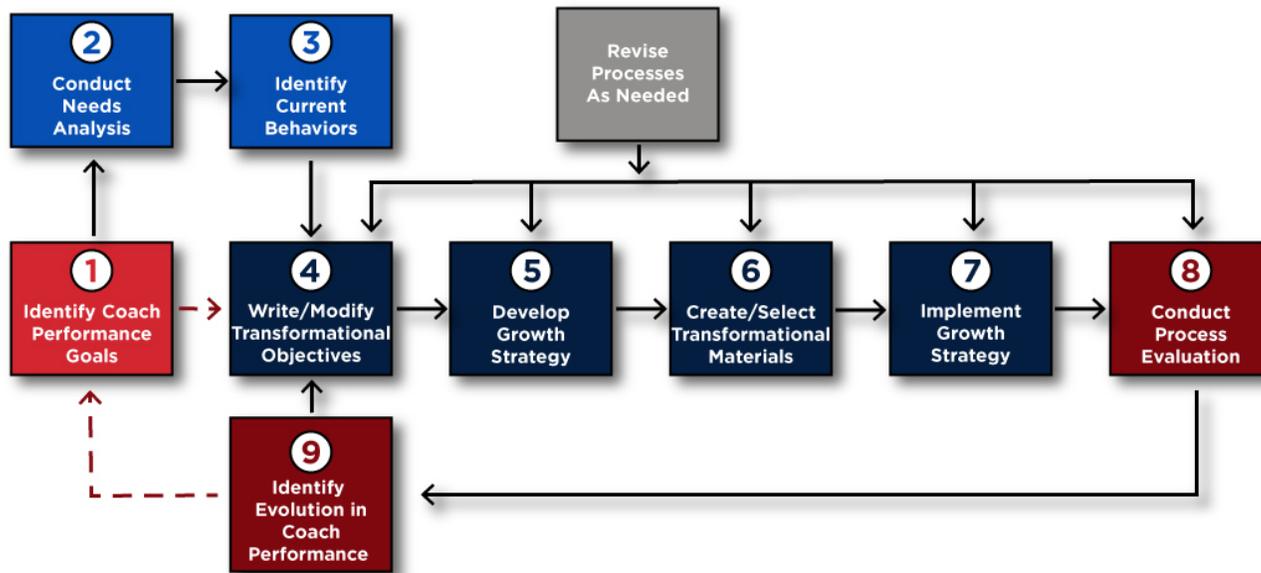


Other sound instructional design principles

Our Coach Development Process



Coach Development Process



1. Answer the question: “What does a coach at X level need to know and be able to do to provide and optimized impact in their role? This provided the Performance Goals

2. Conduct a needs analysis: The current educational model was reviewed and evaluated to identify potential areas for growth, and program directors and head coaches were surveyed to identify trends showing gaps in coaching performance.

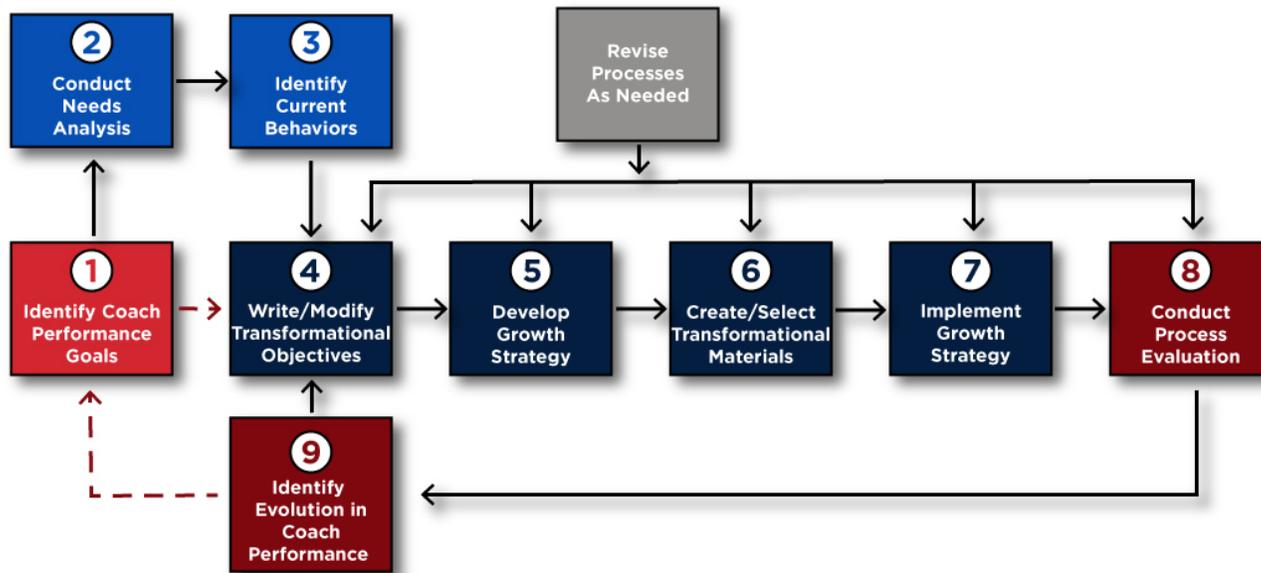
Opportunities for Growth from old model Includes:

1. A more effective way to deliver engaging content.
2. Reduce the amount of content candidates receive in a short time.
3. A better way to enhance retention and transfer of KSBs.
4. A mechanism to develop a community of practice.
5. Higher expectations of candidate performance.
6. Better alignment of competencies, learning outcomes, course content, and evaluation measures.

Our Coach Development Process



Coach Development Process



3. Identify current behaviors.

4. A series of competencies and learning outcomes were developed to align with the answer to #1.

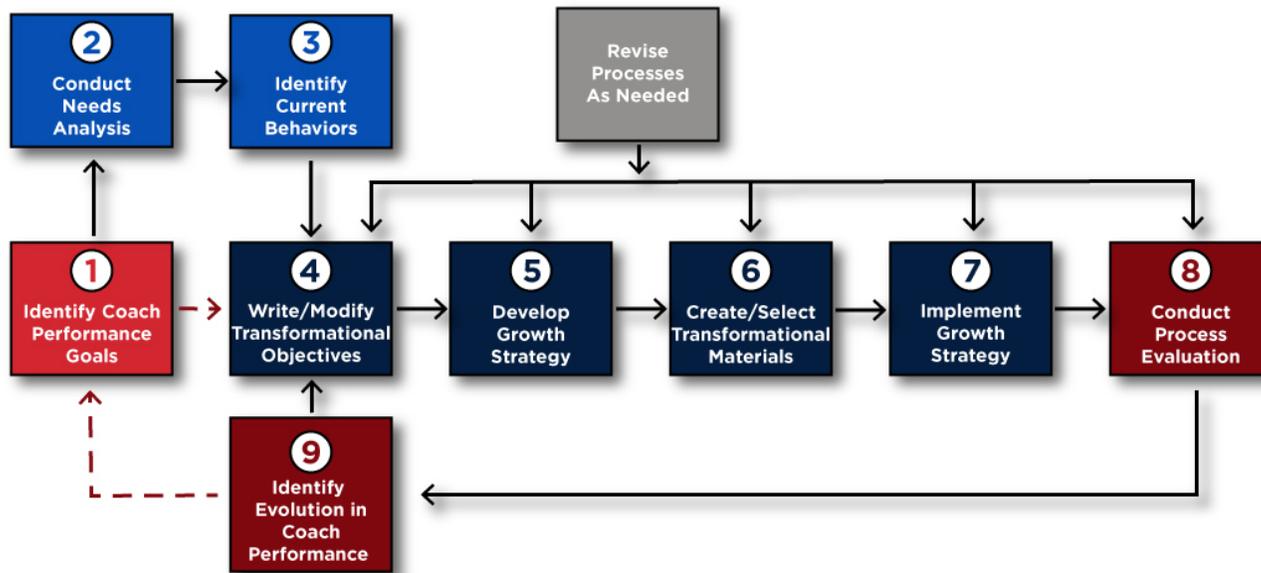
5. Put a growth strategy in place: A standardized, scalable blended learning model was created that provided the content within eLearning modules to develop the knowledge, coupled with the creation of a portfolio where candidates apply the content they review to produce skills, and an onsite practicum focusing on peer group collaboration, high expectations, and behavior building.

6. Create curriculum materials: We've developed a process to work with subject matter experts to develop a course manuscript, then utilize Adobe Creative Cloud to build multimedia assets that assist in creating mental models of course content. We utilize a content authoring tool called Evolve to build the eLearning content, and use Moodle as our LMS for delivering courses to our coaches.

Our Coach Development Process



Coach Development Process



7. Offer courses to coaches: Coaches complete the eLearning modules, complete the portfolio, engage in the onsite practicum, complete a course survey, and complete the online exam.

8. Conduct a process evaluation: Evaluate the results from candidate surveys, meet with program directors to discuss changes observed in coaching practices.

9. Identify strengths of curriculum and areas for improvement.

10. Make modifications as needed.

Where Are We Now?



- We have a highly functioning team consisting of a Sport Education Director, Coordinator, Club Development Manager, Coach Development Manager, Instructional Designer, Videographer, and Graphic Designer.
- In three years we have completed 6 Level 100 curriculums, 3 L100 Coach Developer curriculums, 1 continuing education course, modified three L300 curriculums, are currently working on the final L100 curriculum, the L200 Alpine curriculum, two additional L100 Coach Developer curriculums, etc.
- We have partnered with the United States of America Snowboard and Freeski Association (USASA) to create and deliver curriculum. USASA is the organization that traditionally delivered the L100 and 200 certification courses for snowboarding and freeskiing up until this year.

Content Authoring Tool - Evolve



US SKI & SNOWBOARD SPORT EDUCATION

Coaching Fundamentals

Coaching Fundamentals

FUNDAMENTALS

US SKI & SNOWBOARD SPORT EDUCATION

Coaching Fundamentals

Coaching Roles & Responsibilities

Duration 55 Minutes

0/4 [Explore Module](#)

Ethics & Philosophy

Duration 85 Minutes

0/4 [Explore Module](#)

Long-Term Athletic Development

Duration 85 Minutes

0/4 [Explore Module](#)

Teaching and Learning

Duration 85 Minutes

0/4 [Explore Module](#)

Training Environment

Duration 85 Minutes

0/4 [Explore Module](#)

U.S. SKI & SNOWBOARD

Our LMS - Moodle



education.usa.org/course/view.php?id=27

US Education

Chris Packert

Alpine Level 100 Certification

Dashboard / My courses / Alpine-Level-100

- Alpine-Level-100
- Participants
- Grades
 - General
 - Community Forum
 - Step 1: Complete These Certification Requirements
 - Step 2: Register For Your Clinic
 - Step 3: Review This Course Content
 - Step 4: Submit Your Portfolio Here
 - Step 5: Practice These Skills
 - Step 6: Provide Course Feedback
 - Step 7: Complete The Course Exam
 - Step 8: Obtain Your Certification Certificate

General

Your progress ?

Welcome to the Alpine Level 100 Coach Certification Course

Welcome to the U.S. Ski and Snowboard Alpine Level 100 Coach Certification Course. The purpose of this course is to prepare you, the coach, to effectively lead and plan training for developing ski racers in your program. To start the process you need to upload verification of your pre-requisites and select the location and date for your on-snow clinic. Then, you will be taken through a series of Coaching Core Competency Modules followed by a set of Sport Specific Modules. Once complete, you will attend an On-Snow clinic in a location of your choosing where you will review the fundamental technical and tactical aspects of ski coaching. During the on-snow clinic, you will also be assessed on your ability to teach, demonstrate and analyze several fundamental skiing skills. Upon successful completion of the on-snow assessment, you will finish your certification by returning to this platform to take an online Final Exam. When you satisfactorily complete all sections of the course, you will attain your Level 100 Certification.

We are excited to have you join us in furthering your knowledge, skills and abilities as a coach to better serve the athlete you work with. You are taking an active role in helping US Ski & Snowboard achieve our vision to be Best in the World in Skiing and Snowboarding!

CALENDAR

December 2019

Mon	Tue	Wed	Thu	Fri	Sat	Sun
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Events key

- Hide global events
- Hide course events
- Hide group events
- Hide user events

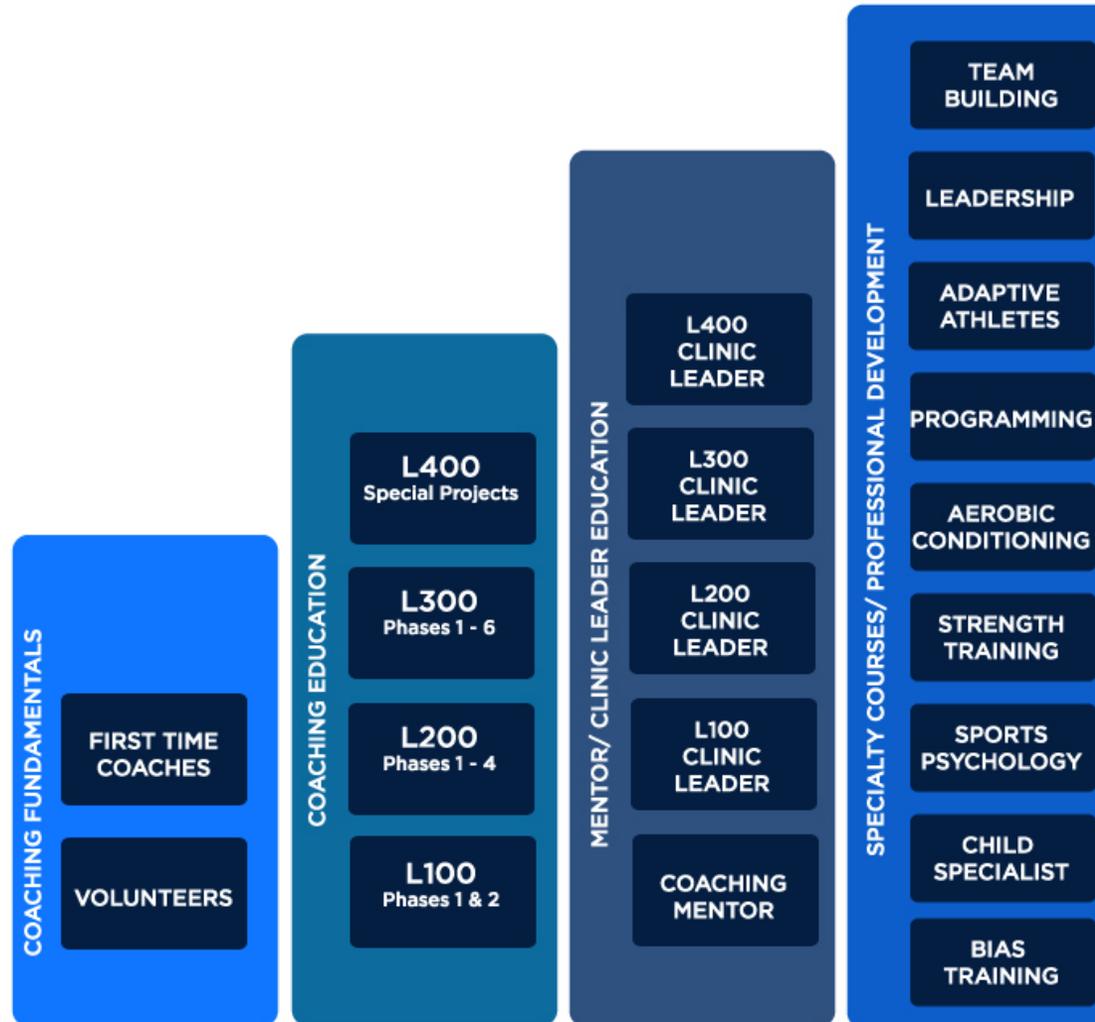
COURSE COMPLETION STATUS

Status: *Not yet started*

All criteria below are required:

Required criteria	Status
-------------------	--------

Where Are We Now?



What Lies Ahead?



1. Develop a better systematic way to work with subject matter experts to generate content.
2. Begin the evaluation/ revision phase of our Coach Development Process
3. Continue to build/revise/unite our curriculum materials
4. Create a robust professional development curriculum
5. Develop a Community of Practice of coaches around the country
6. Continue to streamline our processes