

# Thoughts on Conducting a Senior On-Hill Evaluation

- Evaluation team
  - Typically 3 to 4 evaluators per group
  - Position evaluators in order to view candidates from different vantages (approach, passing, and moving away)
  - A shadow evaluator may be assigned – allow them the opportunity to comment and provide input
  - Do not allow other individuals to tag along with the team and do not accept the input from others outside the evaluation team
- Candidate considerations
  - Have a plan: Communicate places to meet at the beginning of the day, at the end of each run, and in case you get separated
  - Stay together as a group, except for deliberations
  - Try to keep the candidates in order when performing tasks.
  - Keep the candidates perspective in mind. Keep the evaluation positive and loose.
  - Always give clear and explicit instructions as a lead examiner
  - Candidate feedback is not generally provided during the evaluation. If needed it should be provided by the lead evaluator. Avoid conveying pass/fail judgments.
  - When deliberating with the evaluators be sure it is out of ear-shot of the candidates and with minimal body language.
  - All questions should be deferred to the lead examiner.
- Demos
  - All tasks being evaluated (tobogganing, skiing, snowboarding) need to start with good demos.
  - Redo the demo if needed.
  - Be sure that the candidates understand that the demo is the baseline. Performance at or above the demo is acceptable, below is not.
- Terrain selection
  - Terrain must be appropriate to the task.
  - Candidates should be comfortable with the terrain.
  - This is a senior level evaluation and the terrain should not be too easy nor should it be too hard for the given task.
  - Test day snow conditions and weather may influence terrain selection.
  - Metrics are established and published for senior level tobogganing terrain.
- Scorecards
  - Allow sufficient time to fill out cards
  - Lead evaluator makes the final call
    - Be considerate of the entire evaluation team and deliberate any issues.
    - Tough calls sometimes have to be made.
    - As a lead, listen to any and all concerns from the examining team
    - As an evaluator, questions and concerns should be brought to the lead examiner
    - Agreement should be reached among the evaluators.
  - Allow re-runs if necessary but within reason.
  - Above all, integrity of the entire team must be maintained
    - It is not appropriate to sell out your lead or fellow evaluators once the cards are turned in. Work out any differences before cards are turned in.
- General comments
  - Be considerate of the other exam teams (terrain, toboggans, etc.).
  - Be flexible and be able to adapt.