



Lifesaving Society Trainer Candidate Self-Assessment

This self-assessment presents the learning outcomes that Trainer candidates must achieve in order to pass the Lifesaving Society Trainer Course.

Pre-course

Review the learning outcomes and assess yourself on each learning outcome on a scale from 1 to 3:

- 1 – You need more knowledge or practice to achieve this learning outcome.
- 2 – You are reasonably confident about your ability in this learning outcome.
- 3 – You have mastered this learning outcome.

Before the course, send your completed self-assessment to the National Trainer. Bring your copy to the course.

On course

You and the National Trainer will use this self-assessment to track your growth and development on learning outcomes throughout the course. It might be helpful to think of the learning outcomes as personal learning goals.

End of course

Ideally, by the end of the Trainer course, you and the National Trainer will agree that you have achieved all learning outcomes. Your self-assessment will provide guidance for your post-course development plan.

Trainer Candidate Name: _____

Trainer Certification Goals: in which stream(s) do you intend to pursue Trainer certification?

Summary of Lifesaving Society Teaching and Volunteer Activity:

Learning Outcomes

Roles and Responsibilities	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand and accept the role and job description of Lifesaving Society Trainer and the extent and limits of the Trainer's authority as certifier. 			
<ul style="list-style-type: none"> Understand the importance of ethical behaviour that is aligned with the mission, vision and values of the Lifesaving Society. 			
<ul style="list-style-type: none"> Understand the Trainer's professional responsibility in upholding the values of the Lifesaving Society. 			
<ul style="list-style-type: none"> Demonstrate behaviours consistent with the Society's mission, vision and values. 			

Policies and Procedures	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand the Trainer's responsibility to work within the Society's policies and procedures. 			
<ul style="list-style-type: none"> Understand and accept the policies governing Trainer behaviour. 			
<ul style="list-style-type: none"> Understand the role of and how to use the Society's <i>Program Guide</i>. 			
<ul style="list-style-type: none"> Understand the consequences of not following the Society's policies and procedures. 			

Diversity and Inclusion	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand what is meant by "diversity" and "inclusion." 			
<ul style="list-style-type: none"> Understand the Lifesaving Society's Inclusion Policy. 			
<ul style="list-style-type: none"> Know how to adapt planning, teaching and evaluating to accommodate candidate needs. 			

Health and Safety	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand the Trainer's responsibilities related to relevant safety regulations, legislation, and facility-specific emergency procedures and response. 			
<ul style="list-style-type: none"> Know how to maintain safe learning environments. 			

<ul style="list-style-type: none"> • Know how to encourage safe candidate behaviours. 			
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The Lifesaving Society	Pre-course	On-course	End of course
<ul style="list-style-type: none"> • Know that the Society is a charitable, volunteer organization that operates at local, provincial/territorial, national and international levels. 			
<ul style="list-style-type: none"> • Know the mission, vision and values of the Lifesaving Society. 			
<ul style="list-style-type: none"> • Understand the scope of the Society's drowning prevention activities. 			
<ul style="list-style-type: none"> • Understand the Society's training and certification program offerings and how they support the Society's drowning prevention mission. 			

The Leadership System	Pre-course	On-course	End of course
<ul style="list-style-type: none"> • Understand the progressive nature of the leadership continuum in terms of increasing performance expectations and proficiency. 			
<ul style="list-style-type: none"> • Understand the range of leadership certifications available and how to guide candidates in navigating the Lifesaving Society leadership training system 			

Curriculum, Course and Reference Materials	Pre-course	On-course	End of course
<ul style="list-style-type: none"> • Understand the role of leadership award guides and the relationship between curriculum standards and course guides. 			
<ul style="list-style-type: none"> • Understand how the components of curriculum standards (i.e., Units, Purpose Statements, Learning Outcomes, Performance Requirements) are related. 			
<ul style="list-style-type: none"> • Understand the use of the <i>Trainer Manual</i> in supporting leadership program delivery. 			

Candidate Reference Materials	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand the role of leadership candidate reference materials and how to use them on leadership courses. 			
<ul style="list-style-type: none"> Understand how to teach leadership candidates to use award guides and reference materials. 			

Decision-making and Problem-solving	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand that decisions made by Lifesaving Society leadership personnel must be ethical and aligned with the Society's values. 			
<ul style="list-style-type: none"> Understand that many decisions made by Trainers affect learners directly or indirectly. 			
<ul style="list-style-type: none"> Know how to frame a problem in terms of the learner and how learning outcomes may be affected. 			
<ul style="list-style-type: none"> Know how to make decisions and solve problems that enhance learning outcomes or minimize barriers to learning. 			
<ul style="list-style-type: none"> Understand factors that can undermine rational decision-making. 			

Teamwork, Collaboration, and Communication	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Know how to assist groups to achieve goals. 			
<ul style="list-style-type: none"> Know how and when to build consensus and how to create win/win solutions. 			
<ul style="list-style-type: none"> Understand the key roles and responsibilities of the stakeholders involved in the planning and delivery of leadership training. 			
<ul style="list-style-type: none"> Understand the importance of liaison and effective communication with both the host affiliate and the Lifesaving Society. 			
<ul style="list-style-type: none"> Understand how communication and collaboration between an apprenticing Trainer and the Trainer of record impacts course delivery and successful outcomes. 			

Planning the Course	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand how to use leadership award guides to plan a leadership training course. 			
<ul style="list-style-type: none"> Demonstrate ability to create and adapt plans and resources to meet the needs of leadership candidates. 			

Planning the Session	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand how award guide curriculum units are embedded in session plans. 			
<ul style="list-style-type: none"> Understand that session plans and learning activities need to support the desired learning outcomes and performance requirements. 			
<ul style="list-style-type: none"> Demonstrate ability to create and adapt session plans and learning activities to meet the needs of leadership candidates. 			

Learners and Learning	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand how individuals encode, store, and retrieve information. 			
<ul style="list-style-type: none"> Understand the key principles involved in teen and adult learning. 			
<ul style="list-style-type: none"> Understand factors that may affect learning including learning disabilities, physical and cognitive limitations, social and cultural barriers. 			
<ul style="list-style-type: none"> Can apply principles of learning to the teaching of leadership candidates. 			

Teaching Leadership Candidates	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand the characteristics that make a teaching methodology or strategy appropriate for leadership candidates. 			
<ul style="list-style-type: none"> Apply, demonstrate and incorporate effective teaching methods or strategies suitable for either classroom or water sessions. 			
<ul style="list-style-type: none"> Understand the advantages and limitations of various tools and technology in facilitating learning. 			

Trainer Candidate Expectations and Evaluation	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand the standards by which they will be evaluated. 			
<ul style="list-style-type: none"> Understand how, when, by whom they will be evaluated. 			
<ul style="list-style-type: none"> Know the steps needed to become certified as a Lifesaving Society Trainer. 			

Evaluating Leadership Candidates	Pre-course	On-course	End of course
<ul style="list-style-type: none"> Understand how to use teaching practice in the evaluation of leadership candidates. 			
<ul style="list-style-type: none"> Know where to find the relevant leadership candidate evaluation criteria, i.e., “performance requirements.” 			
<ul style="list-style-type: none"> Understand how and when to provide effective feedback both verbally and in writing to support leadership candidate learning and development. 			
<ul style="list-style-type: none"> Know how and when to make pass/fail decisions and to provide summative feedback supported by the relevant performance requirements. 			
<ul style="list-style-type: none"> Understand how to document leadership candidate feedback and summative decisions. 			