

Canadian Motorized Backcountry Guides Association Lead Guide - Assessment Rubrics

A) MOVEMENT SKILLS (A1, A2, A3, A4, A5)

- P** Excellent grasp of all the required core and secondary technical riding skill components. The candidate has highly developed skills. The candidate is able to ascend, descend, and sidehill with style and confidence. Rides in steep, treed terrain with precision. Well positioned sled cutting technique.
- P-** Good demonstration of ability to perform most riding skills. Some techniques may require practice. Performance was generally good movement with minor challenges.
- M** Basic performance of most components. Travel is slow and at times hesitant. Energy is expended at a greater rate than is necessary. Minor safety concerns. Needs coaching to be safe on difficult terrain. Can only demonstrate the movement standard when not guiding
- F** Extensive practice and further experience is required prior to continuation in the guiding program. Major safety concerns. Needs extensive coaching to move through typical terrain challenges. Does not meet industry or client expectations. A hazard to self and, or other participants. Lack of understanding of basic riding concepts.

B) RESCUE SKILLS (B1, B2, B3, B4, B5, B6, B7, B8)

- P** Excellent grasp of all techniques. No major performance problems anticipated on this component. All systems are executed quickly and efficiently. Rescue solutions are conceived quickly and transitioned smoothly to completion. Candidate is practiced, efficient, and effective at constructing and deconstructing technical systems. Demonstrates experience with use and familiarity with the application.
- P-** Good understanding and comprehension of most components. Some techniques may require practice. Performance is generally good with minor lapses. Extra time may be required for some exercises. High-end recreational skills.
- M** Basic understanding of most components. Systems are slow and/or incomplete. Minor safety concerns. Needs coaching to complete the more difficult scenarios. Relies on protocol as opposed to evaluation in terms of when to apply technical systems.
- F** Extensive practice and further experience is required. Major safety concerns. Needs extensive coaching to complete scenario. Unacceptable candidates consistently make small errors or occasional significant errors in construction or deconstruction of technical systems. Such errors may compromise safety or the objective. A hazard to self and/or other participants. Lack of understanding of basic safety concepts.

C) HAZARD MANAGEMENT (C1, C2, C3, C4, C5)

- P** Excellent ability to recognize and mitigate hazards. The candidate has highly developed skills. Has an excellent awareness of the options, possibilities and ramifications and then makes appropriate decisions. The candidate is able to anticipate the need to modify plans due to impending hazards. The candidate accepts and consistently applies all standard safety systems presented on the course. They have a high degree of situational awareness and typically “see” hazards unfolding and take the steps to mitigate them. Hazards are negotiated with forethought. Discusses and accurately forecasts/evaluates hazards during guides meetings and discussions. Observes and records field information that contributes to the hazard discussion and is to industry standards.
- P-** Most hazards are recognized quickly and appropriate measures are implemented to mitigate the issue. The candidate strives to apply standard safety systems but needs the odd reminder. They have typically good situational awareness but lack the foresight to anticipate problems in all situations and with coaching they easily recognize the hazard. The examiner occasionally needs to intervene to mitigate hazards.
- M** Major hazards are recognized, but some hazards may be missed or the candidate may be slow to react to a hazardous situation. The candidate questions and usually needs coaching on the application of the standard safety systems. They have marginal situational awareness and the examiner needs to coach them on hazards they may or may not understand. By week’s end, the examiner still typically needs to intervene to mitigate some hazards. Hazard analysis is incomplete.
- F** The candidate is not situationally aware and may miss many hazardous situations, or not know what to do if a hazard is detected. Extensive practice and further experience is required prior to continuation in the guiding program. Major safety concerns. The candidate is careless with the standard safety systems and the ability to apply them. They have poor situational awareness and are unable to recognize hazards even with extensive coaching. By week’s end the examiner consistently needs to intervene to mitigate hazards. Fails to accurately recognize, prioritize and respond to risks. A hazard to self and, or other participants. Lack of understanding of basic mountain hazards. The candidate does not possess critical thinking skills in this medium.

D) NAVIGATION (D1, D2, D3, D4)

- P** Excellent grasp of all techniques. Able to locate position using map, compass and altimeter, both above and below tree-line, in all weather conditions. Can identify map features to terrain and terrain features to map consistently. Consistent accuracy in doing resections. Develops a quality route plan for each day, including whiteout contingencies. Able to interpret features from the map for both micro and macro route-finding. Has a detailed time plan and is able to follow it.

- P-** Good understanding and comprehension of most components. Some techniques may require practice. Performance is generally good with minor lapses. Occasional minor error. Above average performance. Aware of where they are and where they are going. May not have a keen sense of surrounding terrain but is aware of N, S, E and W aspects. Good understanding and comprehension of most navigation skills and is able to use appropriate tools to fix their position when needed. Some errors in interpreting map features.
- M** Basic understanding of most components. More practice is required prior to further endeavors in complex, mountain terrain. Navigation is slow and/or inaccurate. Map interpretation is slow and/or inappropriate. Has some errors. Needs coaching to complete the more difficult scenarios. Below average performance. Has a general sense of where they are and where they are going. Takes some time to sort out and some errors present. Basic understanding of most components. Considerable practice is required prior to further endeavors in challenging/complex mountain terrain. Navigation is slow and/or inaccurate. Needs some coaching to find location or to stay found. Is challenged fixing their position and generally loses track of slope aspect.
- F** Extensive practice and further experience is required prior to further endeavors in complex, mountain terrain. Major errors in interpreting map features for route finding. Needs extensive coaching to complete scenario. Unable to navigate or read a map in mountain terrain. A potential hazard to self and/or other participants. Has the ability to get lost and likely not know it.

E) TERRAIN TRAVEL (E3, E4, E5, E6)

- P** Demonstrates ability to research and create appropriate route options. Conducts an efficient guide's meetings that results in a daily zone list. Conduct a client pre-trip safety meeting that clearly explains the objective, time plan and expectations to client. Excellent grasp of all track setting techniques. Outstanding ability to set a track based on avalanche conditions and client skills. Demonstrates excellent techniques for group control and setting boundaries. Creates hill climbing areas that optimize the balance between safety and client skills. Can recognize and make macro and micro adjustments to terrain choices to increase enjoyment, decrease fatigue and reduce stress. This includes anticipating how conditions change based on the terrain configuration. Clearly delineates fall hazards such as cliffs and creeks.
- P-** Good demonstration of ability to set a track and work with contours and micro features. Has some inconsistencies and may require some coaching. Pacing is generally good but may occasionally be inappropriate (too fast or slow) for the group. The track is set with some inefficiencies and some errors in route finding that need correction for efficiency (no safety hazard)
- M** Basic performance of most components but needs practice. Track-setting may be slow, inefficient, and at times hesitant. More focused on getting from A to B and misses terrain features that will make it more efficient and comfortable. Does not always see the subtle

terrain features and misses some of the obvious ones. Needs examiner coaching to track-set and find efficient lines and terrain in many cases. The track is set making errors in route finding that may need correction to maintain safety and or efficiency. Consistently sets awkward or inappropriate “tracks” through the terrain that compromise client energy, pace or enjoyment.

- F** Knows where A and B are but unsure of how to link the terrain to create an efficient and comfortable route. Poor initial terrain or route choice given current conditions and client expectations. Needs extensive coaching to track-set in simple to challenging terrain (not yet ready for complex terrain). Unknowingly, the route may expose the group to hazards which are not managed – examiner intervention may be required. Pacing and route-finding is flawed or inappropriate. Little idea of where to go with regards to route selection and is happy to wander aimlessly. Not yet ready to lead a group in mountain terrain. Unable to set a useful track.

F) WINTER LIVING SKILLS (F1, F2, F3, F4)

- P** Highly developed living and camping skills. Displays a high level of comfort with cooking, eating and sleeping. Excellent demonstration of snow shelter construction techniques. High quality designs and appropriate methods of construction. Efficient in terms of time to construct and minimal energy expended. Overall, a highly comfortable and solid shelter that takes a minimum of time to complete. Moves in while still dry and comfortable.
- P-** Good demonstration of ability to perform most components. Some techniques may require practice. Performance was generally good with minor lapses. Good demonstration and ability to construct a snow shelter. Some techniques may require practice. Some errors in design. Construction may take additional time. Generally, comfortable and solid.
- M** Basic performance of most components. candidate is slow or at times hesitant to take care of themselves. Energy is expended at a greater rate than is necessary. Minor safety concerns. Needs a high degree of coaching to maintain a basic level of comfort. Basic ability to construct a shelter. Generally slow and, or suffers a collapse that needs repairing. Cramped and, or poor design in terms of thermal efficiency. Needs some coaching to complete. May require subsequent attempts to complete to an adequate standard.
- F** Extensive practice and further experience in general mountain living skills is required. Major safety concerns. Needs extensive coaching to do more than just survive at a very base level. Extensive practice and further experience is required prior to preparing snow shelters in a real setting. Inability to envision the project. Needs extensive coaching or instructor intervention to get the ball rolling. Construction is suspect. Inefficient in terms of time to construct.

A hazard to self and, or other participants. Lack of understanding of basic safety concepts. Would perish if not for the assistance of other group members. Shelter collapses and is unusable. The shelter is a hazard to self and, or other participants. Lack of understanding of basic construction principles. Cannot construct a safe shelter. Needs to be rescued by the instructor.

G) LEADERSHIP (G1, G2, G3, G4, G5)

- P** Excellent grasp of leadership strategies. Clear communication with participants to determine their risk propensity. Excellent instructional skills when teaching guests rescue skills and riding skills. Demonstrates a high level of competence with group leadership. Is able to facilitate group dynamics and ease interpersonal conflict. Helps the group achieve objectives through selfless contributions. Manages the group well using a variety of levels of control based on the difficulty and level of the challenge encountered. Assesses and manages the group's needs well.
- P-** Good understanding and ability to apply leadership strategies. Some techniques may require practice. Performance was generally good with minor lapses.
- M** Basic performance of most components. Decisions may be slow and or flawed. Minor safety concerns. Needs a high degree of coaching to complete the difficult scenarios.
- F** Extensive practice and much deeper experience base are required prior to continuation in a guiding role. Major safety concerns. Needs extensive coaching to complete scenarios. Inadequate client briefing. Does not communicate how client should respond to guide applications and actions. Doesn't involve the client at critical decisions points. Minimal or no coaching. Has difficulty managing others from a leadership perspective.

H) PROFESSIONALISM (H1, H2, H3, H4, H5)

- P** Demonstrates strict adherence to the CMBGA scope of practice. Travels according to local rules, regulations, access and wildlife issues. Maintains a high level of personal wellness and fitness with regards to adapting to varying levels of physical exertion and changing weather conditions. Uses high quality guiding equipment. Maintains a high level of responsibility for themselves and others and takes initiative. They have a high degree of awareness and typically "see" what needs to be done and make it happen. They are ready and waiting for others after having assisted in the organization of the day. They help others remember their gear.
- P-** The candidate accepts responsibility for themselves and occasionally takes initiative to help the group. They have a moderate degree of awareness and typically will jump in to lend a hand. They are ready and waiting for others but have not assisted others in the organization of the day. They remember their own gear. Occasionally assists in the program. Good demonstration of ability to take care of self.
- M** The candidate scrambles to prepare themselves and rarely takes initiative. They have a low degree of awareness and need coaching to "see" what needs to be done but then help.

They are barely ready on time after having been assisted in the organization for the day. They occasionally need reminding. Participates in the program. Equipment is non-standard or in poor repair. Reluctant to accept feedback from peers or instructor during debriefing or coaching sessions. Poorly prepared, lacks punctuality. Level of care and performance is considered average. Sometimes inefficient, and at times hesitant.

- F** The candidate does not accept any responsibility for their self and never takes initiative. They have no awareness of what needs to be done and do not pitch in. They are late and others are waiting for them after having been assisted in the organization of the day. They forget the occasional item. Barely participates in the program. The candidate does not accept any responsibility for themselves and never takes initiative. They have no awareness of what needs to be done and do not pitch in. They are late or do not show up. They consistently forget things. Disruptive to the program. Demonstrates a lack of understanding of basic safety concepts with regards to care of self. Needs a personal care attendant to ensure they do not harm themselves by neglect.