



Anglesea SLSC Policy

Reference: 027

Reviewed: 08/2017

TITLE: Assessor Policy

PURPOSE

- To ensure we continue to assess to a high quality at Anglesea SLSC through the development of professional, knowledgeable assessors
- To provide a selection process for new assessors at Anglesea SLSC
- To develop new assessors through a mentor-mentee structure
- To encourage long-term commitment to training and development in our assessors
- To ensure we have sufficient assessors for all assessments over the season
- To increase assessor skills by increasing opportunities for professional development
- To establish effective means of communication with the assessor base and one specific point of contact for all Club assessment

INTRODUCTION

At Anglesea SLSC, we aim to provide high quality training through our development courses to develop the knowledge base within active patrollers and the broader membership. In order to ensure we run high quality courses, we need to ensure our assessment remains at an exceptional standard. This requires our assessors to be experts in their specific field, have refined assessment skills and be high quality trainers so that they can understand how the candidate has learnt the material.

We know that it takes a number of years to develop a skilled assessor; from becoming a trainer, to mentoring other trainers, to developing their own assessment skills and continuing with professional development. Thus, it is crucial to develop strategies that encourage long-term commitment and development in our assessors to ensure we continue to increase the assessor skills base within the Club.

To achieve the above goals, this policy;

- Establishes the position of Chief Assessor to manage all assessment-related matters within the Club
- Establishes the Anglesea SLSC Assessor Group – a group of highly trained, professional assessors within the Anglesea SLSC community
- Creates professional development opportunities for assessors within the Club
- Creates means of recognition for the hard work and commitment our assessors give to the Club



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POLICY

1. Chief Assessor (CA) appointed to;
 - Coordinate and organise Anglesea SLSC Assessor Group including establishing and maintaining list of current assessors,
 - Identify and assist in the training of new assessors, including the allocation of a mentor, monitoring progress and signing off on new assessors,
 - Communicate with the Anglesea SLSC Assessor Group about LSV updates, upcoming assessments and upcoming professional development sessions,
 - Ensure all ASLSC, LSV and SLSA policies and procedures are adhered to,
 - Train all assessors in the protocols with regards to assessment, including the paperwork that must be completed for each assessment,
 - Ensure that appropriate assessment paperwork is provided for each assessment and that appropriate paperwork is completed for processing,
 - Liaise with the Club Office with regards to assessment paperwork,
 - Organise the Assessor Requal, professional development and social events for Club assessors,
 - Ensure assessment standards are consistent across all assessors and the Club,
 - Ensure suitable assessors are at each assessment,
 - Ensure that at all assessments involving more than two assessors, assessor rest stations are provided,



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- Engage with other clubs with regards to assessment opportunities for Anglesea SLSC assessors, and
 - Communicate with the Director of Member Development.
2. To be able to become an assessor at Anglesea SLSC, you must be invited by the CA if they have shown dedication to Anglesea SLSC training and development over at least 2 seasons, and;
- Hold a current base award,
 - Hold a current Training Officer's Certificate for that base award,
 - Have completed at least 16 hours patrol at Anglesea beach, of which 50% must be on-patrol hours (as opposed to Nipper Water Safety) each season during this period, and
 - Have trained at least one course outside Development Week during this period.
3. All active Anglesea SLSC assessors will be invited to form part of the Anglesea SLSC Assessor Group.
4. New assessors will be;
- Invited to participate in an assessor course run either internally or externally,
 - Provided a mentor from the Anglesea SLSC Assessor Group for their probation period and initial 3 assessments as an assessor, or 3 months of assessment, whichever is longer,
 - Invited to join the Anglesea SLSC Assessor Group.
5. In discussion with the CA, members of the Anglesea SLSC Assessor Group are asked to;



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- Perform at least 2 assessments per season,
 - Attend the Assessors Requal at the start of the season, and
 - Attend at least one professional development session per season, which can be either an internal event run at Anglesea or an event run externally that is relevant to assessment.
6. Assessors may apply to the CA to be subsidised by the Club to complete external professional development sessions, which will be granted on a merit basis at the discretion of the CA. Examples include;
- Certificate IV in Training and Assessment,
 - Other awards that ensure the continued development of the assessor.
7. This policy establishes the Anglesea SLSC Assessor of the Year award, which is nominated by the CA and decided by a group comprising;
- CA
 - Director of Member Development
 - Vice President of Lifesaving
8. The Anglesea SLSC Assessor of the Year awardee shall be chosen based off the following criteria;
- Proven commitment to assessment at Anglesea SLSC over the season through regular attendance at assessment,
 - Continued performance of high knowledge level and assessment skills, and
 - Demonstrated passion for increasing own skills base.
9. The Anglesea SLSC Assessor of the Year will represent the club at the LSV Awards of Excellence for that year.