

# Teacher Course Certification

Course Candidates will be certified based on the **Competency Evaluation process**. The Evaluation process is both observed and evaluated by either a *certified SEARS I Can Swim Teacher* or your *local pool supervisor*.

“A swim teacher candidate will be certified when the following competency standard has been achieved using the High Five Principles of Healthy Child Development and design guidelines. The candidate must demonstrate the ability to plan and conduct a swimming lesson program in accordance with the standards of NCCP, and SEARS I Can Swim.”

Upon completion of the teacher course, candidates must set up practical teaching experience with a SEARS I Can Swim host facility or certified SEARS I Can Swim Teacher or Pool Supervisor. Candidates must perform a minimum of **3 hours of assisted teaching** and **4 classes of unassisted teaching** under the direct supervision of a certified SEARS I Can Swim Teacher or Pool Supervisor. Candidates may choose to practice teach for **more than the minimum** requirements. All teacher candidates must be signed off by a certified SEARS I Can Swim Teacher or Pool Supervisor **before** undergoing the ‘Competency Evaluation’.

Translation: *Each competency to be signed off by the evaluator.*

Competency	Evaluation Tool
1. Practical Experience	Candidate will perform a minimum of three hours of assisted teaching with a Certified SEARS I Can Swim Teacher or Pool Supervisor. Candidate will also teach a minimum of four SEARS I Can Swim classes unassisted under the direct supervision of a certified SEARS I Can Swim Teacher or Pool Supervisor.
2. Planning - Lesson Plans	Candidate must hand in a long-term plan including overall objectives and skills for the session(s) of unassisted teaching. Candidate must have short-term plans for all assisted and unassisted lessons. <i>Please attach these lesson plans to the competency evaluation forms.</i> The candidate will also prepare a short-term plan for the evaluation process.
3. Swimmer Assessment	Candidate must demonstrate the ability to assess a swimmer’s skills and place them accordingly into the appropriate Stage. Candidate must demonstrate the ability to use BLABT to prescribe corrections or refinements.

4. Curriculum knowledge	Candidate must show an understanding of skill progressions throughout the 4 stages. Candidate must understand the importance of the skills grid and delivering both awarded and non-awarded skills.
5. Teaching Style	Candidate must demonstrate professionalism and the ability to deliver a lesson with proper flow, safety, age appropriate activities and must clearly communicate to both swimmers and co-workers when necessary.
6. Alternate Evaluation of Competency	Candidates may submit supporting documentation and video observation of candidate performance (min. 10 minutes). Supporting documentation to include; short and long term plans, swim candidate skill screening assessment tool, BLABT assessment of swim candidate.

The ‘Competency Evaluation’ can be performed by any certified SEARS I Can Swim Teacher or Pool Supervisor. The ‘Competency Evaluation’ forms are self explanatory. The certified teacher or pool supervisor should watch the teacher candidate teach and follow along the check mark system of the evaluation. If the certified teacher or pool supervisor sees the required ‘must see’ it is simply checked off. If the ‘must see’ is not present during the evaluation process it is simply left blank. Please comment on any ‘must sees’ missing or on overall impressions of candidate for each section.

Under each section a rating of “commendable” means that **all** ‘must sees’ under that specific section have been checked off. A rating of ‘qualified’ means that the candidate failed to meet **one** of the ‘must sees’ in that particular section. A rating of ‘needs improvement’ means the teacher candidate failed to perform **more than one** of the ‘must sees’ in that section. The candidate’s overall rating is a reflection of their performance.

Candidates that rate ‘commendable’ under each section will receive an overall rating of ‘commendable’. Candidates that receive ‘commendable’ and/ or any ‘qualified’ under each section will receive an overall rating of ‘qualified’. Candidates that receive any ‘needs improvement’ rating under any section will receive an overall rating of ‘needs improvement’. All candidates receiving an overall rating of ‘commendable’ or ‘qualified’ will have completed their competency evaluation and deemed certified SEARS I Can Swim Teachers. Candidates that receive an overall rating of ‘needs improvement’ will not be certified and will be given recommendations on steps to take from the evaluator. In most cases these candidates will be recommended to continue practice teaching with a certified SEARS I Can Swim Teacher and challenge their competency evaluation once again at a later date.





# Teacher Course Competency Evaluation

Teacher Candidate: \_\_\_\_\_

Date: \_\_\_\_\_

Evaluator: \_\_\_\_\_

All Teacher Candidates must perform a **minimum of 3 hours of assisted** teaching with a Certified SEARS I Can Swim Teacher and **teach a minimum of 4 SEARS I Can Swim classes unassisted** under the direct supervision of a certified SEARS I Can Swim Teacher.

## 1. Practical Experience

### 3 hours **assisted** **teaching** experience

SEARS I Can Swim Class / length

Date:

Teacher Signature: *(Please print name beside signature).*

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### 4 classes **practical** **teaching** experience

SEARS I Can Swim Class / length

Date:

Teacher Signature: *(Please print name beside signature).*

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*Before Teacher Candidates can complete their competency evaluations they must have been signed off by a certified SEARS I Can Swim Teacher in the areas of assisted and unassisted teaching experience.*

# Evaluation Criteria:

All certified teachers evaluating candidate competency should familiarize themselves with the evaluation criteria and three levels of competency. Within the evaluation there are checkpoints that each teacher candidate should perform. If any of these areas is not seen, please leave it blank and rate the teacher candidate accordingly. **Commendable Teachers** rate “Commendable” in all areas, **Qualified Teachers** rate a minimum “Qualified” in all areas. **Needs Improvement** candidates rate “Needs Improvement” in at least one area. All missed areas will require mentorship to improve overall teaching ability. Please refer to Mentorship Guide for suggestions on areas that need improvement.

**Commendable**      Excels. Continually provides the “extras.” Achieves high quality results through superior understanding and implementation of SEARS I Can Swim goals and objectives. Willingly accepts challenges and welcomes responsibility. Takes initiative in trouble shooting and problem solving. Is able to achieve **all** SEARS I Can Swim competencies. A “commendable” teacher has all competencies checked off.

**Qualified**              Fully qualified, consistent job performance. Is doing a full and complete job. Does not neglect problems. Requires little supervision or direction. Is able to achieve most SEARS I Can Swim competencies. A “qualified” teacher may require improvement in no more than **one** competency section.

**Needs Improvement**      Is not performing / progressing to job expectations. Requires regular follow up and supervision. Further development required to meet total job responsibilities and standards. Requires improvement in **more than one** areas of competency. Requires further practical teaching experience and mentorship from a certified swimming teacher.



## 2. Planning - Lesson Plans

Please attach short-term and long-term lesson plans signed by Teacher Course Conductor.

- Commendable
- Qualified
- Needs Improvement

Comments:

## Planning & Organization

The candidate:

- Utilized a lesson plan
- Prepared  
*(equipment ready, started and ended class on time)*
- Organized the lesson to smoothly flow  
*(transition from skills, transition from pools, proper timing of lesson)*
- Incorporated skill-based play and/or structured play
- Demonstrated unique and innovative teaching ideas
- Presented ideas & plans clearly  
*(easy-to-understand instructions)*
- Used class time efficiently
- Utilized creativity while teaching

- Commendable
- Qualified
- Needs Improvement

Comments:

## 3. Swimmer Assessment

The candidate:

- Is able to assess current skill set and prescribe a program.  
*(Candidate must be able to run one swimmer through as many of the 7 skill progressions and determine the appropriate stage of the SEARS I Can Swim program for that swimmer).*
- Used BLABT assessment tool  
*(Candidate must be able to follow the BLABT progression in teaching skills)*
- Is able to use BLABT to prescribe corrections or refinements  
*(Candidate must be able to break the stroke down into BLABT and go through the "must sees" to determine if the stroke is proficient. Must provide proper guidance based upon the science of swimming principles).*

- Commendable
- Qualified
- Needs Improvement

Comments:



## Assessor General Comments:

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### Evaluator Signature:

*Please print name after signature*

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### Candidate Signature:

*Please print name after signature*

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Date: \_\_\_\_\_

*Please allow two weeks for delivery of certification card. All forms should be photocopied for reference and originals mailed to National Headquarters.*

**SEARS I Can Swim National Headquarters  
Lindsay Park Sports Centre  
2225 Macleod Trail South  
Calgary, Alberta  
T2G 5B6**