

APIOL Assessment Against Criteria Record

Candidate Name

IOL Coach Name

Interview Date

Interview Location

ASSESSORS - Please tick to confirm you have seen / heard evidence that the candidate has met each of the 47 APIOL criteria in at least one of the following sections:

- Part 1 – Outdoor Learning Experience, Achievements, Qualifications, Awards
- Part 2 – Professional Practice, Range of Experience, Development Activities
- Part 3 – Key Experiences and Evidence against the APIOL Criteria
- Part 4 – Endorsements from Witness and IOL Coach
- Part 5 – Assessment Interview

APIOL Criteria	Part 1	Part 2	Part 3	Part 4	Interview
1. Understanding the nature and potential of outdoor learning					
1.1. Have a reasonable breadth of knowledge about the way in which the field of outdoor learning has developed and an understanding of its current scope					
1.2. Be familiar with a range of beliefs, values and philosophies underpinning outdoor learning					
1.3. Understand how outdoor learning can be used to help individuals to develop					
1.4. Be aware of how outdoor learning can be of value to society					
1.5. Describe a clear personal philosophy of outdoor learning					
2. Promotion of responsible and sensitive use of the outdoor situation					
2.1. Describe the special contribution that the outdoors can make to individual learning and development					
2.2. Be able to share your enthusiasm for the outdoors with others					
2.3. Encourage participants to appreciate the wonder of the outdoor environment and their place within it					
2.4. Promote the importance of sustainable use of the environment					
2.5. Encourage participants to accept personal responsibility to act in an environmentally responsible manner					
3. Reflective practice and continuous professional development					
3.1. Evaluate and reflect on your own practice					
3.2. Actively seek feedback and use it to develop your performance					
3.3. Participate regularly in activities to maintain and develop professional competence					
3.4. Actively apply the learning from your professional development in your work					

APIOL Criteria	Part 1	Part 2	Part 3	Part 4	Interview
4. Values and professional integrity					
4.1. Be aware of your own value system and the impact your actions have on others and be prepared to challenge prejudices and assumptions					
4.2. Work with others in a way that respects their values and help them to develop those values					
4.3. Evaluate your working practices in order to engender a sense of inclusiveness for people from a wide range of background and abilities					
4.4. Know and apply best practice in protection of participants from abuse					
4.5. Consistently uphold the Institute's Code of Professional Conduct, Statement of Purpose, Managing Diversity Policy and Environmental Sustainability Policy					
5. Design and management of learning experiences					
5.1. Use a broad range of activities, in different environments, to achieve learning outcomes for a range of client groups with different needs					
5.2. Identify learning outcomes for experiences/programmes with a variety of types of aim, and tailor activities to achieve these					
5.3. Identify the needs of individual participants and know how to involve them in planning experiences if appropriate					
5.4. Plan, organise and manage the delivery of activities and learning experiences, taking into account legal, safety, access and environmental factors					
5.5. Resource and staff activities and learning experiences appropriately					
5.6. Plan and deliver a learning progression during a programme/experience					
5.7. Evaluate the appropriateness of learning experiences and adapt activities / experiences / programmes accordingly					
6. Learning process, facilitation skills and transfer of learning					
6.1. Choose appropriate facilitation approaches to suit the age, ability and background of the group and to achieve different learning objectives					
6.2. Create an atmosphere which promotes learning and establishes effective relationships with and between participants					
6.3. Manage participants with a range of ability and/or motivation and deal with difficult or negative behaviour					
6.4. Estimate comfort zones and adventure thresholds and pitch level of intellectual and physical challenge appropriately					
6.5. Recognise and support individual as well as group needs and objectives					
6.6. Encourage participants to take responsibility for individual and group learning objectives and experiences					
6.7. Enable individuals and groups to reflect on their experiences and to review and apply what they have learned					
6.8. Help individuals and groups to transfer what they have learned to a context beyond the learning experience or programme					

APIOL Criteria	Part 1	Part 2	Part 3	Part 4	Interview
7. Competent outdoor practice and risk management					
7.1. Provide evidence of competence and experience at an appropriate level in the activities and environments to be used					
7.2. Plan and equip for foreseeable problems or variations in weather and conditions					
7.3. Do competent 'on the hoof' risk/benefit assessment and management in challenging situation (as well as generic and site specific risk assessment)					
7.4. Lead/manage a group to control their exposure to risk					
7.5. Continuously monitor and lead groups to challenge, but not exceed participants' adventure thresholds, levels of competence, fitness and motivation					
7.6. Share information with participants and encourage them to become competent in helping to manage their own safety					
7.7. Know how to take appropriate action in an emergency situation					
7.8. Promote, in actions and attitudes, a culture of: valuing individuals, risk/benefit management, and care of the environment					
8. Professional responsibilities – leadership, teamwork, client relations and involvement in sector					
8.1. Establish and maintain good working relationships with all team colleagues and managers					
8.2. Organise and motivate other staff to deliver the learning outcomes of a programme					
8.3. Work as a member of a team with professionals from outside your workplace (e.g. clients, group leaders)					
8.4. Fulfil professional responsibilities required by others at work (i.e. pull your weight!)					
8.5. Be involved in developing the outdoor field outside your workplace					

Assessor Name

Assessor Name

IOL Region

IOL Region

Signed

Dated

Electronic signatures are accepted.

APIOL Assessment Interview Record

Candidate Name	IOL Coach Name
Interview Date	Interview Location

We certify that:	YES/NO
1. The candidate can describe their influences, style, personal qualities and ethics when delivering outdoor learning	<input type="checkbox"/>
2. The candidate has a safe, effective and professional approach to delivering learning, decision making and leadership in the outdoors	<input type="checkbox"/>
3. The candidate can describe how their outdoor instruction / teaching has changed through reflective practice and professional development	<input type="checkbox"/>
4. The candidate has demonstrated meeting the APIOL criteria	<input type="checkbox"/>
5. The candidate demonstrates the professional attitude of an APIOL	<input type="checkbox"/>

Recommend PASS		Recommend DEFER	
Comments about the candidate's approach, style, special value		Reason for deferral and evidence required in order to meet the APIOL criteria	
Overall Comments from Assessors (include additional feedback for the coach overleaf)			
How well did the application evidence meeting the criteria?			
How able was the candidate to provide concise and relevant examples?			

Assessor Name	Assessor Name
IOL Region	IOL Region
Signed	Dated

Electronic signatures are accepted.