

# Comité de la formation et du perfectionnement

## Organigramme

Mai 2021

# Objectifs

- Efficience et efficacité accrues
- Définition claire des fonctions du comité de la formation et du perfectionnement
- Définition claire des rôles, responsabilités, des modes de communication et des relations (dépendances) au sein du comité
- Adoption d'une structure organisationnelle et de descriptions de tâches pour tous les membres du comité de la formation et du perfectionnement et répartition raisonnable des charges de travail au sein de l'équipe

# La forme suit la fonction

## Évaluation fonctionnelle: Comité de la formation et du perfectionnement

### Fonction

**NORMES DE LA PCS  
FONDÉES SUR  
L'OBSERVATION**

### Fonction

**ÉLABORATION  
D'UN CONTENU  
SUR L'ÉVALUATION  
PÉDAGOGIQUE**

### Fonction

**PRODUCTION /  
DOCUMENTATION**  
*Manuel / Instruction /  
Évaluation /  
Traduction  
Texte imprimé / en  
ligne*

### Fonction

**CONSULTATION /  
PARTAGE DE  
L'INFORMATION  
AU SEIN DE  
L'ORGANISATION**  
(services de  
formation destinés  
aux patrouilleurs)

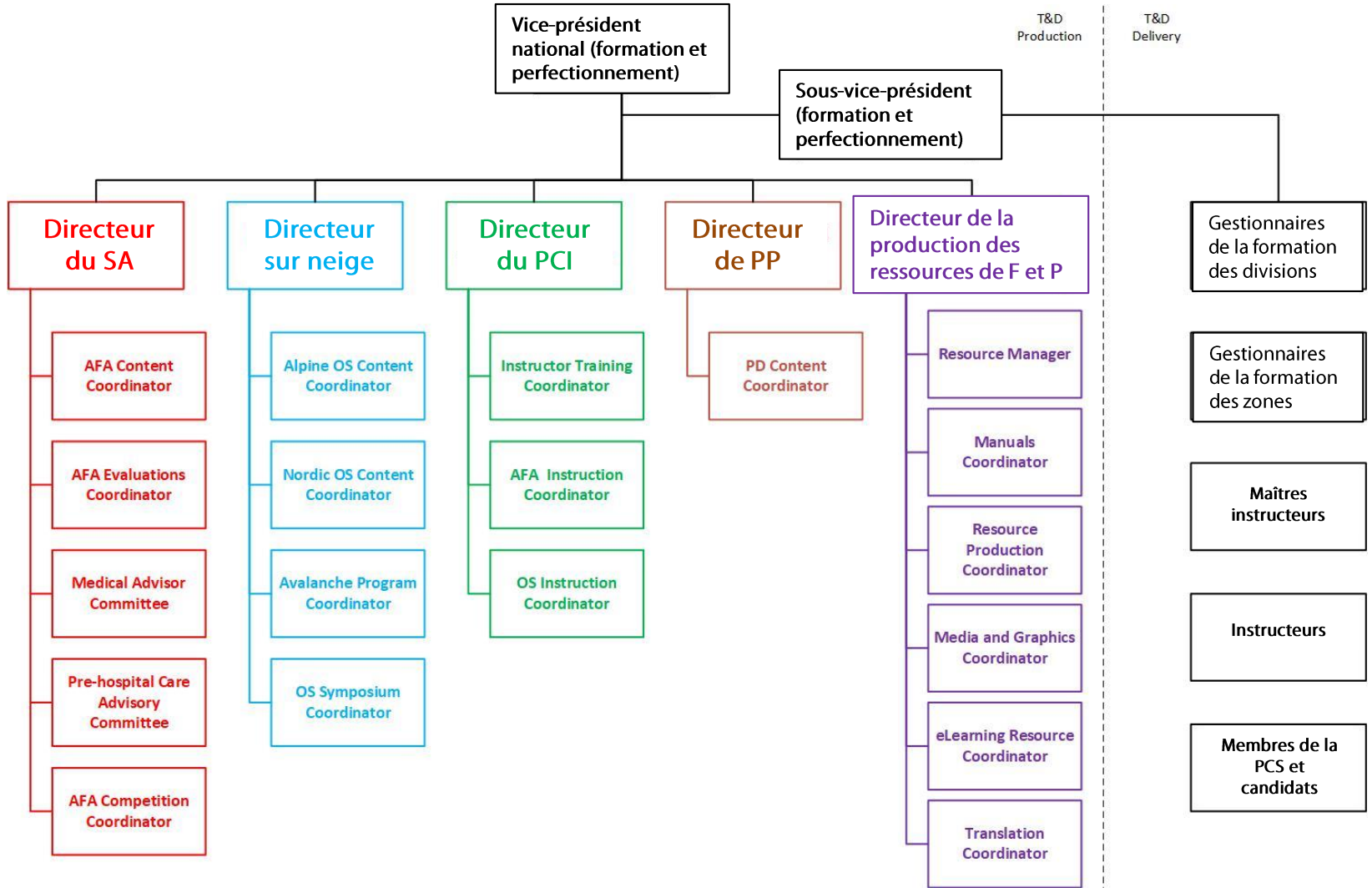


# CSP Training and Development System

## CSP T&D Production System

## CSP T&D Delivery System

	<b>Architects</b> - Identify the relevant standards - Define the requirements (What is to be taught and evaluated)	<b>Designers</b> - Design the instructional content (How it is taught) - Design and produce the evaluation content (How it is evaluated)	<b>Producers</b> - Produce the instructional content	<b>Distributors</b> - Distribute the instructional & evaluation content - Information sharing within organization	<b>Trainers</b> - Provide the instructional & evaluation content - Evaluate the consumer performance	<b>Consumers</b> - Consume the instructional & evaluation content - Provide feedback
Advanced FA	<b>AFA Standards &amp; Requirements</b>  Standards (ILCOR/CSA/Wilderness/Extended/FIPS/PCAC/MAC), Quality Management, Prov./Terr. regulations, Change management (ECRs)	<b>AFA Content &amp; Evaluation Development</b>  AFA Course designs (AFA, AFA-M, CPR, Requalification), AFA module instruction outlines, AFA evaluations (quizzes, written, skills, diagnostics, CPR)	<b>AFA Products</b>  AFA Manual (layout, graphics, epub, pdf), AFA Course Modules (presentation, narration), AFA eLearning Course construction	AFA Product Distribution  T&D Sharepoint, National Database System  Nat. AFA Symposium ("Annual conference")  FA Competition	AFA Product Delivery (AFA Instructors)	AFA Product Consumption (new candidates, return patrollers)
On Snow Operations Alpine/Nordic/Avalanche	<b>OS Standards &amp; Requirements</b>  Standards (CSIA/CASI/CNSI/CAA/FIPS), Quality Management, Change management	<b>OS Content &amp; Evaluation Development</b>  OS Course designs (Alpine, Nordic), OS module instruction outlines, Avalanche (3 <sup>rd</sup> party)	<b>OS Products</b>  OS Manual, OS Course Modules, OS eLearning Course construct, 3 <sup>rd</sup> party (AST1 &2, CRS)	OS Product Distribution  Nat. OS Symposium	OS Product Delivery (OS Instructors)	OS Product Consumption (new candidates, return patrollers)
Instructor Certification Program	<b>ICP Standards &amp; Requirements</b>  Standards (Adult learning, CSA), Quality Management, Change management	<b>ICP Content &amp; Evaluation Development</b>  ICP Course designs (AFA & OS Instructor, IT), ICP module instruction outlines, ICP evaluations	<b>ICP Products</b>  Instructor Manual, ICP Courses Modules, ICP eLearning Courses construct, Instructor Yearly Updates	ICP Product Distribution  Nat. ICP Symposium	ICP Product Delivery (Instructor Trainers)	ICP Product Consumption (new inst./IT candidates, return instructor)
Professional Development	<b>PD Standards &amp; Requirements</b>	<b>PD Content Development</b>	<b>PD Products</b>  Training Manager Guide, 3 <sup>rd</sup> party PD courses	PD Product Distribution	PD Product Delivery	PD Product Consumption (DTM/ZTM, patrol leaders, ...)



# CSP Training and Development System

## CSP T&D Production System

## CSP T&D Delivery System

