



Instructor Potential (IP)

Candidates who show exceptional ability and aptitude may be identified as having Instructor Potential (IP) and considered for Instructor training. This identification process is to ensure the continuity of standards for the ALS course education and assessment.

Candidates are eligible for consideration for Instructor training after being nominated and seconded by Instructors at the final faculty meeting. The whole faculty should then discuss any nominated candidates' performance using the IP appraisal form and guidance, (see below). ALS Course candidates can request to be considered for IP status. They must still undergo the same process and be recommended, seconded and appraised by the faculty. If unsuccessful the mentors and/or Course Director should provide the appropriate feedback.

Recommendations for IP should ideally be unanimous, but if one faculty member is opposed, the Course Director may make the final decision. Those recommended as having IP should be informed immediately after the course and issued with the ARC Instructor course opt-in form and letter (ALS). All recommendations for IP are marked clearly on the result sheet and individually named in the Course Director's report.

Those recommended as having IP and who have successfully completed an approved Generic Instructor Course, (ALSG) or APLS, EMST Instructor Course, may proceed directly to Instructor Candidate status. Please note that such candidates must still complete and submit the Instructor Course Opt-In form.

Where the candidate has completed a Generic Instructor Course, (ALSG) but has not gone on to become an Instructor for that course, their Generic Instructor Course must have been completed within 2 years of the last day of their ALS course.

The ACLS Instructor certificate is not valid for entry at Instructor candidate level.

It is strongly recommended that IPs gain experience by observing one ALS course before undertaking the ARC Instructor Course.

IPs are eligible to undertake the ARC Instructor Course as long as they have a valid provider certificate, i.e. within 4 years of the date of the course where they gained IP recommendation.

Instructor Candidates (IC)

After successful completion of the ARC Instructor Course, (or following approved exemption from the course), all Instructor Candidates will be required to satisfactorily teach on 2 ALS courses before full Instructor status is granted and a certificate issued. If the Instructor Candidate has not reached the required standard after the second course they should be offered the opportunity to undertake a third assessment. Subsequent placements must be approved by the Australian Resuscitation Council by request to the ARC Executive Officer and/or ARC Course Coordinator for consideration.

Achievement of Instructor status requires completion of 3 elements:

1. Attend an ALS course and be selected for Instructor Potential
2. Attend a Instructor Course (or recognised equivalent)
3. Successfully complete teaching practices (Instructor Candidacies).

It is recommended that candidates do not undertake their ALS Course, ARC Instructor Course and teaching practices at the same centre.

The Instructor Candidate must attend the entire ALS course and must lead a Skill Station and CASTeach Station and be involved in an Assessment Station. **They must not lead any session unsupervised.** They may give a lecture but this is optional and should not be formally assessed. If the Instructor Candidate gives a lecture, feedback should be given using the lecture evaluation form and matrix. It is strongly recommended that Instructor Candidates observe all lectures.



The Instructor Candidate assessment forms must be completed by ALS Instructors nominated as IC Mentors/Facilitators by the Course Director. Assessments must be discussed with the Instructor Candidates and a copy of the form forwarded to the ARC with the Course Director's report.

An Instructor Candidate should complete their teaching practices within the date of their expiry of the Provider Certification, unless exceptional circumstances prevent this. If a candidate is already an EMST / APLS (ALSG) /NLS (RC(UK)) Instructor, and is exempt from completing a ARC Instructor Course, they should ideally complete their first teaching practice, (IC placement) within 1 year of their ALS provider course.

Full Instructors

Instructors must teach on at least 3 courses every 2 years.

The ALS Instructor certificate is valid for 4 years.

Re-certification involves attending an entire ALS course and being critiqued as an Instructor Candidate during delivery of a Workshop, Skill Station, CASTeach and Testing Station.

The Skill Station and CASTeach should be formally assessed using the appropriate forms.

Instructors who have not re-certified within 1 year of the expiry date of their Instructor certificate must attend 2 ALS courses at different centres to be assessed as an Instructor Candidate. Once this has been successfully completed, their ALS Instructor status will be re-instated and is valid for 4 years from the date of completion of their second assessment.

Instructors should re-certify on a Australian Resuscitation Council ALS course. However, Instructors may re-certify on RC(UK) or ERC ALS courses provided the local Course Director gives approval. Instructors wishing to re-certify on courses outside Australia must notify the Australian Resuscitation Council prior to their re-certification.

Instructors who are Course Directors may not re-certify whilst acting in this capacity, unless a Regional Representative, or ARC nominated person assesses them.



Appraisal Form for Identifying ALS Instructor Potential

With the aid of the ALS Provider Course Results Sheet, an Instructor on the faculty may nominate any candidate for Instructor Potential selection at the final faculty meeting. Another Instructor must second this nomination before the candidate can be considered and before this form is required and subsequently completed.

Course Centre	
Course Date	
Course Director	
Candidate Name	
Nominated by	
Seconded by	

In order to be successfully put forward for Instructor Potential (IP), the candidate must score a minimum total of 19. Any score of unacceptable excludes the candidate from being selected. A copy of each completed form should be included with the Course Director's report to the ALS Co-ordinators at the Australian Resuscitation Council.

Please read the notes overleaf for further details, then circle the appropriate number for each characteristic in the table below.

	Unacceptable	Average	Outstanding
MCQ	1	2	3
Score	< 75%	75 –	85% +
Communication	1	2	3
Comments			
Enthusiasm	1	2	3
Comments			
Ability to critique	1	2	3
Comments			
Interactive / Supportive	1	2	3
Comments			
Team Member	1	2	3
Comments			
Credibility	1	2	3
Comments			
TOTAL SCORE			

Overall Recommendation (tick one)

IP

Not Suitable



Identifying ALS Instructor Potential

Explanation of Terms

Communication

Includes desire to learn to teach and ability to communicate.

Enthusiasm

Should be appropriate and not overpowering.

Ability to Critique

Includes positive reinforcement to other participants.

Interactive and Supportive

Includes being approachable and a good listener, with a positive attitude towards other participants.

Team Member

Shows awareness of the level of understanding of weaker candidates and is able to provide a supportive role towards other participants.

Credibility

Includes good core knowledge and skills, with perhaps some specialist knowledge.

Suggestions of where to look for characteristics

Communication Skills

Questions asked and answered during lectures, participation during discussions, skill stations, workshops and CASTeach.

Enthusiasm

Particularly during discussions, skill stations, workshops and CASTeach.

Ability to Critique

Opportunity needs to be given during skill station, workshops and CASTeach. This could involve asking another candidate what went well and what could be improved.

Interactive and Supportive

Questions asked and answered by the candidate in relation to other participants.

Team Member

Particularly during CASTeach, but also during skill stations, workshops and discussions.

Credibility

Questions asked and answered during lectures, participation during all discussions including skill stations, workshops and CASTeach.

Pathway to ALS Instructor Status ARC/RC(UK) Co-Badged ALS Course

