

As described in the [Bellingham Hike Leader Requirements](#), most members seeking to lead hikes with the Bellingham Branch must complete a mentored hike lead.

Please note that while leaders should aim for Excellent ratings across all categories, it will not always be possible to evaluate all criteria on every mentored lead hike. We also expect that new leaders will likely need to work on at least some aspect of leading hikes—they're new at this! Mentor leaders, please offer clear feedback across completed evaluation criteria, as well as making an overall recommendation as to whether the prospective leader should be qualified to lead hikes with the Bellingham Branch.

Prospective leader: \_\_\_\_\_ Mentor leader: \_\_\_\_\_

Hike activity name: \_\_\_\_\_ Date: \_\_\_\_\_

### Mentored Hike Evaluation Rubric

Ratings:

E - Excellent

N - Needs work

U - Unacceptable

N/A - did not evaluate for this criteria (explain)

Criteria	Rating	Mentor notes
<b>[Before activity] Standards and Policies</b>		
Familiar with applicable Mountaineers standards or procedures (e.g carpools; liability; waivers, postings and closings; ratings; equity and inclusion; incident reporting, group sizes, permitting, and applicable land management agency regulations)		
<b>[Before activity] Planning and organization</b>		
Leader planned the activity and shared details with the mentor leader, incorporating feedback as necessary.		
Leader posted the activity to Mountaineers.org with appropriate time for participants to sign up (typically a week)		

Criteria	Rating	Mentor notes
<b>[Before activity] Group leadership and Technical Skill</b>		
Leader monitored sign-ups, checked participant profiles to confirm that this activity is appropriate compared to recent completed activities, and reached out individually if any questions arose		
Leader sent an appropriate pre-trip email with preparatory information to all participants (e.g. trailhead info with Google link, weather forecast, GPX, leader contact info)		
Trailhead evaluation: was the leader prepared with the 10 Essentials, with appropriate considerations for group size, conditions, and activity?		
<b>[During activity] Group leadership and Clear and Effective Communication</b>		
Ensured that all party members are accounted for at trip start, periodically throughout, and at the trip conclusion		
Trailhead talk: introductions, route, intersections, pace, etc.		
Sound judgment and decision-making skills (e.g. did the group split at any point, and was that a good idea? Did the hike leader instruct the group on what to do at trail junctions?)		
Respectful, caring, considerate of all participants. Managed group dynamics so that participants got along and had a good time		
Trip was successful, either in safely completing the hike or in turning around/modifying the route where it was important for safety.		
<b>[During activity] Technical Skill and Navigation</b>		
Has experience and physical abilities commensurate with the trip being led.		
Practiced Minimum Impact Procedures, Leave No Trace 7 Principles, good trail etiquette		

Criteria	Rating	Mentor notes
Effectively navigated trail routes with appropriate tools to “stay found” (e.g. GPS, watch, map and compass)		
<b>[After activity] Group leadership</b>		
Finished activity effectively		
Incident reporting, if necessary		

**Overall recommendation (please check one): Please explain your recommendation in the Comments section.**

<input type="checkbox"/>	<b>Recommend leader</b>
<input type="checkbox"/>	<b>Recommend a second mentored hike lead</b>
<input type="checkbox"/>	<b>Recommend more training</b>
<input type="checkbox"/>	<b>Do not recommend leader at this time</b>

**Comments:**

**Please email a completed copy of this evaluation to the prospective leader and to the Hiking Committee Chair.**