



NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

OVERVIEW



INTRODUCTION:

As with many sports, the demonstration of sport specific skills is important when coaching athletes. Golf, like some other sports, requires coaches to demonstrate a variety of these skills to complete the certification process in the competition stream of the NCCP.

PGA of Canada members demonstrate these skills in the form of a Playing Ability Test when they enter the PGA of Canada as Candidates for Membership.

As non-members of the association; the PGA of Canada has developed a skills evaluation that you will be required to successfully complete to complete your certification for the CNC context.

Coach candidates who undertake this evaluation will be evaluated in their ability to demonstrate their technical skills as well on the outcome of a number of different shots. The following skills will be evaluated as part of this process:

- Putting
- Chipping
- Greenside bunker
- Pitching
- Full swing - iron
- Full swing - driver

Each of the two portions of the evaluation will be weighted equally; Technique (50%) and Outcome (50%)

As a number of different skills will be evaluated, the facility must, at a minimum, have the following amenities available:

- Driving range with a grass tee
- Putting/chipping green
- Greenside bunker
- Space to pitch to a course-quality green
- Quality golf balls

It is expected the evaluation will last approximately 60-90 minutes.





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PROCESS:

- The coach candidate will contact the PGA of Canada Education Department a minimum of four weeks prior to intended evaluation date.
- The PGA will confirm location site, date, and evaluator minimum 2 weeks prior to evaluation date.
- The coach will pay a \$500 evaluation fee prior to the evaluation.
- The evaluator will arrive at the evaluation site 60 minutes in advance to prepare the skill stations
- It is expected that the coach candidate will complete any needed preparation, including a warm-up prior to the booked evaluation time
- The evaluator will conduct a short pre-brief to review the skills to be evaluated, the rubric and the scoring system
- The evaluator will ensure they do not give any descriptive, evaluative or prescriptive feedback during the evaluation
- The evaluator will make any required notes/scoring as the evaluation is being completed
- The evaluator will conduct a short debrief in order to answer any questions or clarify next steps
- The evaluator will not share the final scoring results with the coach candidate at the debrief
- The evaluator will use the templated evaluation tools to record the final scores and communicate any strengths or areas of improvement
- The evaluator will use the PGA of Canada office to communicate the final results and any required next steps to the candidate





NON MEMBER SKILL EVALUATION RUBRICS AND SCORING SYSTEM

PUTTING



SKILL: PUTTING

SETUP:

- 10 putts from 10 pre-determined positions
- 15 foot putt
- Break no more than 1%
- Green speed approx. medium - fast
- Use quality golf balls

		1	2	3	4
TECHNICAL	ADDRESS	GRIP: Poor linking of hands, appears to not be functional.	GRIP: Moderate hand connectedness, forearms far from parallel to putter shaft	GRIP: Held in the palms, efficient connection of hands, forearms moderately parallel to shaft. Tension may be high.	GRIP: Held in the palms, efficient connection of hands, forearms parallel to shaft, little tension.
		BALL POSITION: Very far forward or back for club/shot selected.	BALL POSITION: Moderately too forward or back for club/shot selected.	BALL POSITION: Consistent with rare deviations.	BALL POSITION: Excellent and consistent with each shot.
		POSTURE: Very steep or very shallow angles in knees, hips, very rounded back.	POSTURE: Moderately efficient angles in knees and hips. Back may be slightly rounded.	POSTURE: Efficient angles in the knees and hips. No waist or back bending.	POSTURE: Highly efficient with excellent angles in the knees and hips and a free arm hang.
		ALIGNMENT: Very inconsistent, often aligned far right and/or left.	ALIGNMENT: Consistent, generally aims the same degree left or right, but not both.	ALIGNMENT: Most often aimed at the target (parallel to target line). May have some slight aim left or right.	ALIGNMENT: Consistently aimed at the target (parallel to target line).
		STANCE: Very wide or very narrow. Poor balance foot-to-foot and/or heel to toe.	STANCE: Appropriate width of stance, balance may be poor foot-to-foot and/or heel to toe.	STANCE: Appropriate width, balance may be slightly off either foot-to-foot or toe-to-heel.	STANCE: Appropriate width and well balanced foot-to-foot and toe-to-heel.
	STROKE	TEMPO: Choppy, awkward, high degree of wrist movement	TEMPO: Inefficient, moderate amount of wrist movement.	TEMPO: Efficient and generally consistent, little to no wrist movement but may have some inconsistencies.	TEMPO: Efficient and consistent, no wrists movement.
		SHAFT PLANE: Very inconsistent, not functional.	SHAFT PLANE: Inconsistent but functional at times.	SHAFT PLANE: Consistent, may be moderately flat or upright.	SHAFT PLANE: Consistent, considered on plane.
		CLUB FACE AT IMPACT: Very inconsistent, not functional	CLUB FACE AT IMPACT: Inconsistent, only functional at times.	CLUB FACE AT IMPACT: Consistent with a slight deviation open or closed.	CLUB FACE AT IMPACT: Consistently square.
		BALANCE: Very poor. Often loses balance.	BALANCE: Inconsistent, loses balance at times.	BALANCE: Consistent balance, may have occasional, minor deviations.	Balance: consistently balanced with each shot.
	OUTCOME	Ball doesn't start on intended target line, distance control is poor, lack of attention to green slope, poor direction. Putt is not close to being holed with two-putts being unlikely.	Ball doesn't start on intended target line, distance control is poor, direction is satisfactory, attention is given to green slope. Putt is not holed but a two putt is a reasonable expectation.	Ball starts on intended target line, distance control and direction are satisfactory, satisfactory attention is given to green slope. Putt is nearly holed.	Ball starts on intended target line, distance control and direction very good. Very good attention to given to green slope. Putt is very nearly holed or holed.

ENTER SCORES ON THE FOLLOWING PAGE. ➔





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

PUTTING



		RAW RUBRIC SCORE	WEIGHTED SCORE
TECHNICAL		x .5 =	
	SHOT		
OUTCOME	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
OUTCOME AVERAGE		x .5 =	
		TOTAL WEIGHTED SCORE	



SCORING INSTRUCTIONS

TECHNICAL:

1. Using the criteria in the associated rubric, a single score out of four (4) will be assigned for the "Technical" row
2. This single score should reflect the evaluators observations as a summary of the 10 shots executed

OUTCOME:

1. Using the criteria in the above rubric, a single score out of four (4) will be assigned to each shot
2. There should be 10 individual scores assigned for this section

CALCULATIONS:

1. Each section is weighted at 50% of the total score
2. The single entry "Technical" score will be multiplied by .5 to derive a weighted score for that section out of a possible 2
3. To determine the weighted score for the "Outcome" section, first the average score is calculated using all 10 shots
4. This "Outcome" average is then multiplied by .5 to determine the weighted score out of a possible 2
5. The two weighted scores will be added together to determine the candidate's final score for that skill out of a possible 4





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

CHIPPING



SKILL: CHIPPING

SETUP:

- 10 chips from 10 pre-determined positions
- Chips range from 5 to 10 ft. off the green
- Hole location ranges from 10 ft. to 40 ft. on the green
- Moderate difficulty chip shot
- Green speed approx. medium - fast
- Use quality golf balls

		1	2	3	4
TECHNICAL	ADDRESS	GRIP: In the palms, poor linking of hands, may be no v's, appears to not be functional.	GRIP: Slightly towards the palm, moderate hand connectedness, v's are adequate.	GRIP: In the fingers, efficient connection of hands, tension may be high.	GRIP: In the fingers, efficient connection of hands, tension is appropriate for person
		BALL POSITION: Very far forward or back for club/shot selected.	BALL POSITION: Moderately too forward or back for club/shot selected.	BALL POSITION: Consistent with rare deviations.	BALL POSITION: Excellent and consistent with each shot
		POSTURE: Very steep or very shallow angles in knees, hips, very rounded back.	POSTURE: Moderately efficient angles in knees and hips. Back may be slightly rounded.	POSTURE: Efficient angles in the knees and hips. No waist or back bending.	POSTURE: Highly efficient with excellent angles in the knees and hips and a free arm hang
		ALIGNMENT: Very inconsistent, often aligned far right and/or left	ALIGNMENT: Consistent, generally aims the same degree left or right, but not both	ALIGNMENT: Most often aimed at the target. May have some slight aim left or right.	ALIGNMENT: Consistently aimed at the target.
		STANCE: Very wide or very narrow. Poor balance foot-to-foot and/or heel to toe.	STANCE: Appropriate width of stance, balance may be poor foot-to-foot and/or heel to toe	STANCE: Appropriate width, balance may be slightly off either foot-to-foot or toe-to-heel.	STANCE: Appropriate width and well balanced foot-to-foot and toe-to-heel
SWING	TEMPO: Choppy, awkward.	TEMPO: Inefficient.	TEMPO: Efficient and consistent.	TEMPO: Efficient and consistent.	
	SHAFT PLANE: Very inconsistent, not functional.	SHAFT PLANE: Inconsistent but functional at times.	SHAFT PLANE: Consistent, may be moderately flat or upright.	SHAFT PLANE: Consistent, considered on plane with each club selected.	
	CLUB FACE AT IMPACT: Very inconsistent, not functional.	CLUB FACE AT IMPACT: Inconsistent, only functional at times.	CLUB FACE AT IMPACT: Consistent with a slight deviation open or closed.	CLUB FACE AT IMPACT: Consistently square.	
	BALANCE: Very poor. Often loses balance.	BALANCE: Inconsistent, loses balance at times.	BALANCE: Consistent balance, may have occasional, minor deviations.	BALANCE: Consistently balanced with each shot.	
OUTCOME	Contact is very poor (miss, fat, thin), shot has little or no trajectory, very inconsistent launch direction.	Contact is inconsistent but less frequency of poor contacts, trajectory is inconsistent, poor distance control on solid contact shots.	Contact is consistent with miss-hits only slightly fat or thin, reasonably consistent trajectory, moderate distance control.	High degree of solid contact, consistent trajectory, good distance control.	

ENTER SCORES ON THE FOLLOWING PAGE. ➔





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

CHIPPING



		RAW RUBRIC SCORE	WEIGHTED SCORE
TECHNICAL		x .5 =	
	SHOT		
OUTCOME	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
OUTCOME AVERAGE		x .5 =	
		TOTAL WEIGHTED SCORE	



SCORING INSTRUCTIONS

TECHNICAL:

1. Using the criteria in the associated rubric, a single score out of four (4) will be assigned for the "Technical" row
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OUTCOME:

1. Using the criteria in the above rubric, a single score out of four (4) will be assigned to each shot
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CALCULATIONS:

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4. This "Outcome" average is then multiplied by .5 to determine the weighted score out of a possible 2
5. The two weighted scores will be added together to determine the candidate's final score for that skill out of a possible 4





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

PITCHING



SKILL: PITCHING

SETUP:

- 10 pitches from 10 pre-determined positions
- Pitches range from 15 to 40 yards off the green
- Hole location are generally in the middle of the green
- Played from fairway length grass
- 2 pitches must be played with a lower trajectory
- 2 pitches must be played with a higher trajectory

		1	2	3	4
TECHNICAL	ADDRESS	GRIP: In the palms, poor linking of hands, may be no v's, appears to not be functional.	GRIP: Slightly towards the palm, moderate hand connectedness, v's are adequate.	GRIP: In the fingers, efficient connection of hands, tension may be high.	GRIP: In the fingers, efficient connection of hands, tension is appropriate for person
		BALL POSITION: Very far forward or back for club/shot selected.	BALL POSITION: Moderately too forward or back for club/shot selected.	BALL POSITION: Consistent with rare deviations.	BALL POSITION: Excellent and consistent with each shot.
		POSTURE: Very steep or very shallow angles in knees, hips, very rounded back.	POSTURE: Moderately efficient angles in knees and hips. Back may be slightly rounded.	POSTURE: Efficient angles in the knees and hips. No waist or back bending.	POSTURE: Highly efficient with excellent angles in the knees and hips and a free arm hang.
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OUTCOME	Contact is very poor (miss, fat, thin), shot has little or no trajectory, very inconsistent launch direction.	Contact is still inconsistent but less frequency of poor contacts, trajectory is inconsistent, poor distance control on solid contact shots.	Contact is consistent with miss-hits only slightly fat or thin, reasonably consistent trajectory, moderate distance control.	High degree of solid contact, consistent trajectory, good distance control.	

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RUBRICS AND SCORING SYSTEM

PITCHING



		RAW RUBRIC SCORE	WEIGHTED SCORE
TECHNICAL		x .5 =	
	SHOT		
OUTCOME	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
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OUTCOME AVERAGE		x .5 =	
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NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

GREENSIDE BUNKER

SKILL: GREENSIDE BUNKER

SETUP:

- 10 shots to 10 pre-determined targets
- Target to change with each shot
- 2 shots must be played with moderately poor lie
- Bunker should have a low to low/moderate face height
- Target to be 15 - 40 feet on the green
- Green should be only slightly sloping
- Use quality golf balls

		1	2	3	4
TECHNICAL ADDRESS		GRIP: In the palms, poor linking of hands, may be no v's, appears to not be functional.	GRIP: Slightly towards the palm, moderate hand connectedness, v's are adequate.	GRIP: In the fingers, efficient connection of hands, tension may be high.	GRIP: In the fingers, efficient connection of hands, tension is appropriate for person.
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SWING		TEMPO: Choppy, awkward.	TEMPO: Inefficient.	TEMPO: Efficient and consistent.	TEMPO: Efficient and consistent.
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NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

GREENSIDE BUNKER

		RAW RUBRIC SCORE	WEIGHTED SCORE
TECHNICAL		x .5 =	
	SHOT		
OUTCOME	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
OUTCOME AVERAGE		x .5 =	
		TOTAL WEIGHTED SCORE	



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5. The two weighted scores will be added together to determine the candidate's final score for that skill out of a possible 4





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

FULL SWING - IRON

SKILL: FULL SWING - IRON

SETUP:

- 5 shots with 9-iron and 5 shots with 5-iron
- Target to change with each shot
- Ball played from fairway length grass
- Coach candidate to pick targets for both distance and direction
- 2 shots must be played with an intentional draw
- 2 shots must be played with an intentional fade
- 2 shots must be played attempting to hit it straight
- Remainder of shots are coaches choice but must inform evaluator of intention

		1	2	3	4
TECHNICAL	ADDRESS	GRIP: In the palms, poor linking of hands, may be no v's, appears to not be functional.	GRIP: Slightly towards the palm, moderate hand connectedness, v's are adequate.	GRIP: In the fingers, efficient connection of hands, tension may be high.	GRIP: In the fingers, efficient connection of hands, tension is appropriate for person.
		BALL POSITION: Very far forward or back for club/shot selected.	BALL POSITION: Moderately too forward or back for club/shot selected.	BALL POSITION: Consistent with rare deviations.	BALL POSITION: Excellent and consistent with each shot.
		POSTURE: Very steep or very shallow angles in knees, hips, very rounded back.	POSTURE: Moderately efficient angles in knees and hips. Back may be slightly rounded.	POSTURE: Efficient angles in the knees and hips. No waist or back bending.	POSTURE: Highly efficient with excellent angles in the knees and hips and a free arm hang.
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	SWING	TEMPO: Choppy, awkward.	TEMPO: Inefficient.	TEMPO: Efficient and consistent.	TEMPO: Efficient and consistent.
		CLUB/BALL SPEED: Poor relative to potential.	CLUB/BALL SPEED: Moderate relative to potential.	CLUB/BALL SPEED: Good relative to potential.	CLUB/BALL SPEED: Excellent relative to potential.
		SHAFT PLANE: Very inconsistent, not functional.	SHAFT PLANE: Inconsistent but functional at times.	SHAFT PLANE: Consistent, may be moderately flat or upright.	SHAFT PLANE: Consistent, considered on plane with each club selected.
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		BALANCE: Very poor. Often loses balance.	BALANCE: Inconsistent, loses balance at times.	BALANCE: Consistent balance, may have occasional, minor deviations.	BALANCE: Consistently balanced with each shot.
OUTCOME	Contact is very poor (miss, fat, thin), shot has little or no trajectory, very inconsistent launch direction and includes inconsistent curving of the ball.	Contact is still inconsistent but less frequency of poor contacts, trajectory is inconsistent, inconsistent launch angle and at times non-functional curving shots.	Contact is consistent with miss-hits only slightly fat or thin, reasonably consistent trajectory, consistent launch direction, curving of the ball is functional but not optimal.	High degree of solid contact, consistent trajectory, consistent launch direction and ball flight pattern is consistent with only slight draws/fades.	

ENTER SCORES ON THE FOLLOWING PAGE. ➔





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

FULL SWING - IRON

		RAW RUBRIC SCORE	WEIGHTED SCORE
TECHNICAL		x .5 =	
	SHOT		
OUTCOME	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
OUTCOME AVERAGE		x .5 =	
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NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

FULL SWING - DRIVER



SKILL: FULL SWING - DRIVER

SETUP:

- 10 shots to 10 different targets
- Target to change with each shot
- Coach candidate to pick targets for both direction
- 2 shots must be played with an intentional draw
- 2 shots must be played with an intentional fade
- 2 shots must be played attempting to hit it straight
- Remainder of shots are coaches choice but must inform evaluator of intention

		1	2	3	4
TECHNICAL	ADDRESS	GRIP: In the palms, poor linking of hands, may be no v's, appears to not be functional.	GRIP: Slightly towards the palm, moderate hand connectedness, v's are adequate.	GRIP: In the fingers, efficient connection of hands, tension may be high.	GRIP: In the fingers, efficient connection of hands, tension is appropriate for person.
		BALL POSITION: Very far forward or back for shot selected.	BALL POSITION: Moderately too forward or back for shot selected.	BALL POSITION: Consistent with rare deviations.	BALL POSITION: Excellent and consistent with each shot.
		POSTURE: Very steep or very shallow angles in knees, hips, very rounded back.	POSTURE: Moderately efficient angles in knees and hips. Back may be slightly rounded.	POSTURE: Efficient angles in the knees and hips. No waist or back bending.	POSTURE: Highly efficient with excellent angles in the knees and hips and a free arm hang.
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SWING		TEMPO: Choppy, awkward.	TEMPO: Inefficient.	TEMPO: Efficient and consistent.	TEMPO: Efficient and consistent.
		CLUB/BALL SPEED: Poor relative to potential.	CLUB/BALL SPEED Moderate relative to potential.	CLUB/BALL SPEED: Good relative to potential.	CLUB/BALL SPEED: Excellent relative to potential.
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NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

FULL SWING - DRIVER



		RAW RUBRIC SCORE	WEIGHTED SCORE
TECHNICAL		x .5 =	
OUTCOME	SHOT		
	1		
	2		
	3		
	4		
	5		
	6		
	7		
	8		
	9		
	10		
OUTCOME AVERAGE		x .5 =	
		TOTAL WEIGHTED SCORE	



SCORING INSTRUCTIONS

TECHNICAL:

1. Using the criteria in the associated rubric, a single score out of four (4) will be assigned for the "Technical" row
2. This single score should reflect the evaluators observations as a summary of the 10 shots executed

OUTCOME:

1. Using the criteria in the above rubric, a single score out of four (4) will be assigned to each shot
2. There should be 10 individual scores assigned for this section

CALCULATIONS:

1. Each section is weighted at 50% of the total score
2. The single entry "Technical" score will be multiplied by .5 to derive a weighted score for that section out of a possible 2
3. To determine the weighted score for the "Outcome" section, first the average score is calculated using all 10 shots
4. This "Outcome" average is then multiplied by .5 to determine the weighted score out of a possible 2
5. The two weighted scores will be added together to determine the candidate's final score for that skill out of a possible 4





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

EVALUATION SUMMARY

EVALUATION DATE: _____ LOCATION: _____

EVALUATOR NAME: _____

COACH CANDIDATE NAME: _____

CONTEXT: ☐ CNC ☐ CDC

	MIN SCORE REQ'D*	COACH'S WEIGHTED SCORE	CHECK ONE:	
			NEEDS IMPROVEMENT	MEETS EXPECTATION
PUTTING:	2			
CHIPPING:	2			
PITCHING:	2			
GREENSIDE BUNKER	2			
FULL SWING - IRON	2			
FULL SWING - DRIVER	2			
OVERALL SKILL EVALUATION	3			

COACH RECOMMENDED FOR SUCCESSFUL SKILL EVALUATION: ☐ YES ☐ NO

* MUST HAVE AN OVERALL WEIGHTED AVERAGE OF 3 TO MEET EXPECTATIONS, WITH NO SKILL SCORING LESS THAN 2





NON MEMBER SKILL EVALUATION

RUBRICS AND SCORING SYSTEM

EVALUATION SUMMARY

AREAS OF STRENGTH:

COMMENTS FOR IMPROVEMENT:

EVALUATOR SIGNATURE: _____

COACH CANDIDATE SIGNATURE: _____

DATE: _____

