

EBT GRADING

Keeping it simple & effective

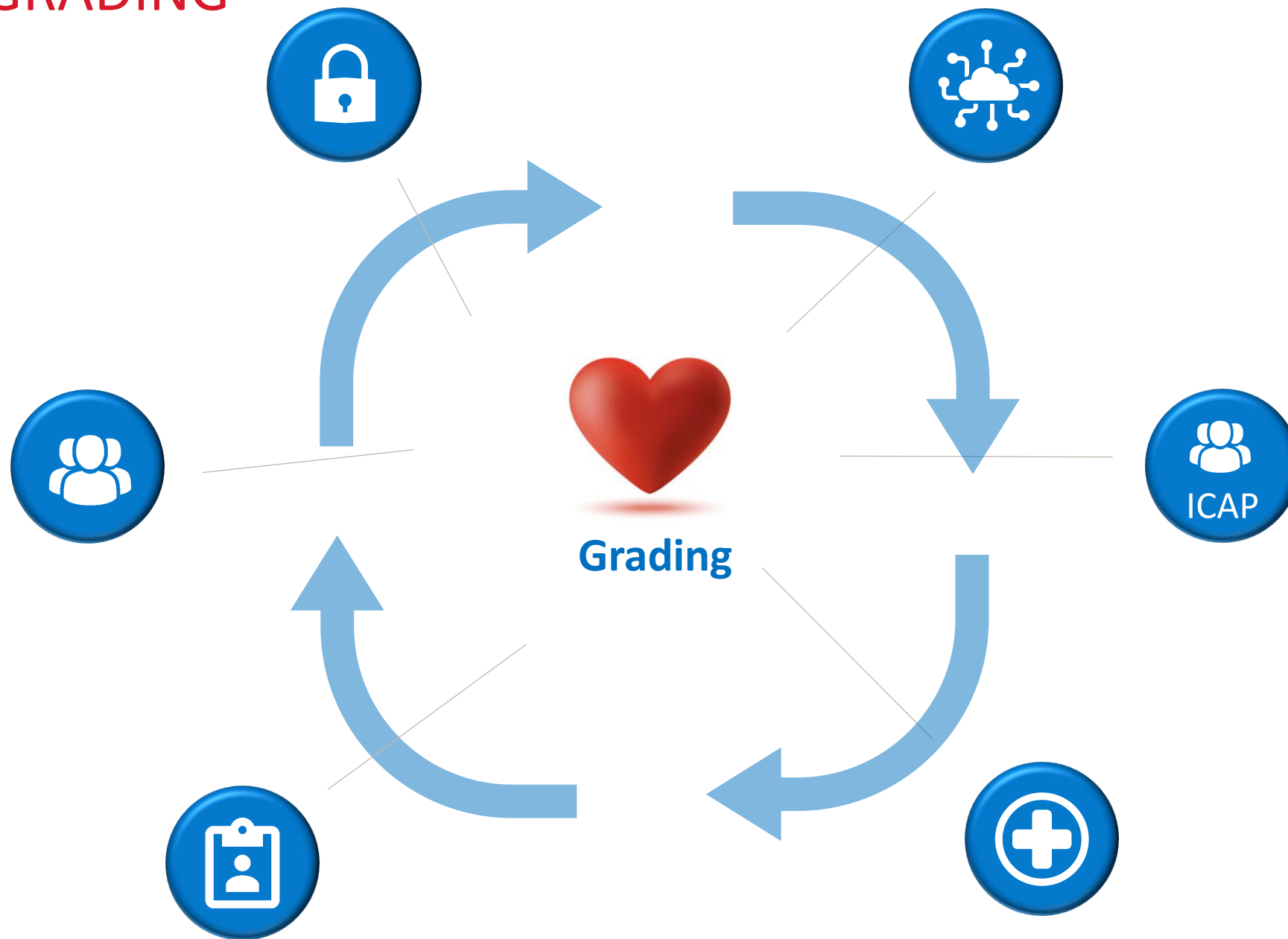


Capt. Ignacio Gallego Alemany
Iberia Baseline EBT Manager

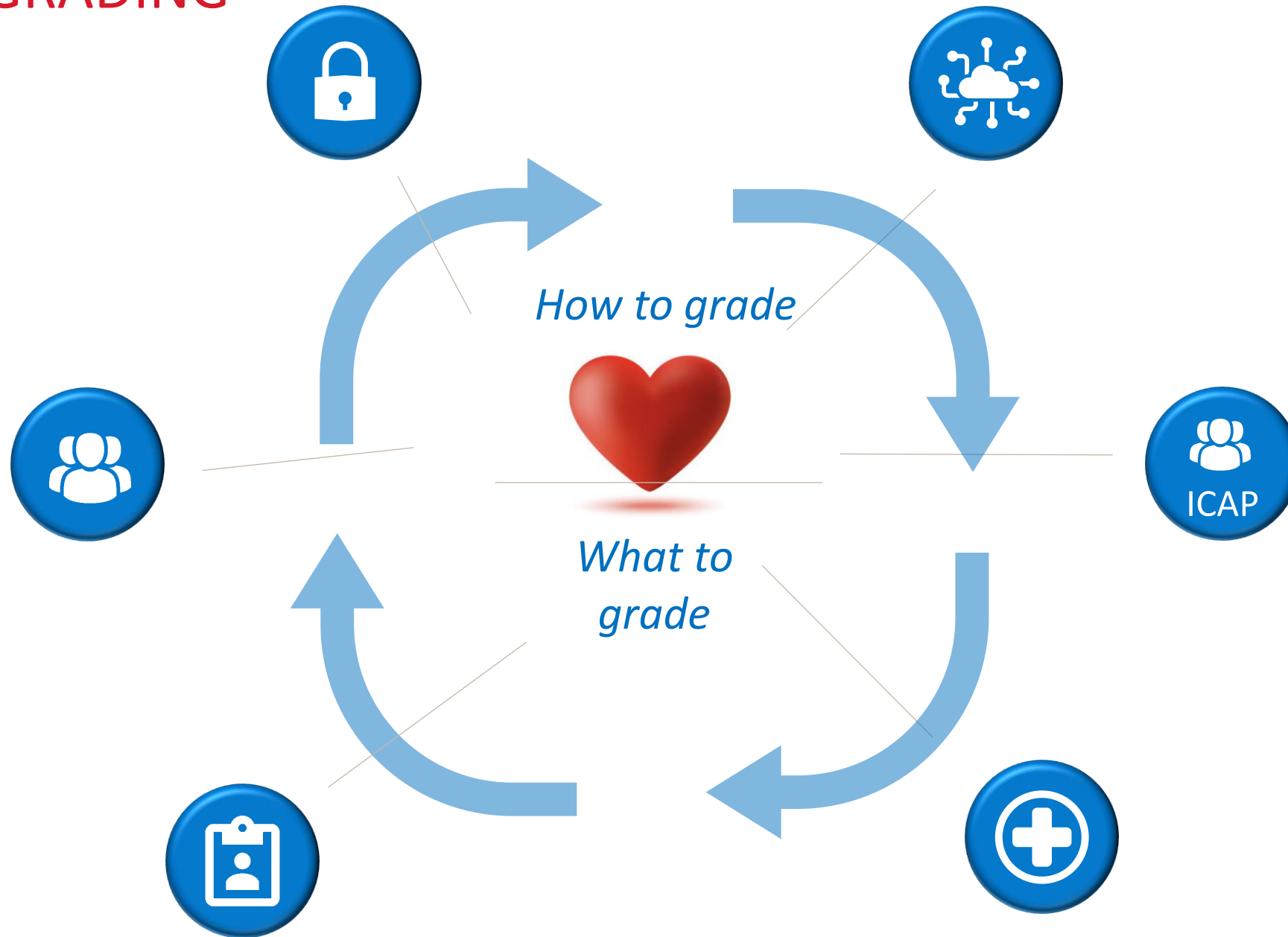
29th September 2021.



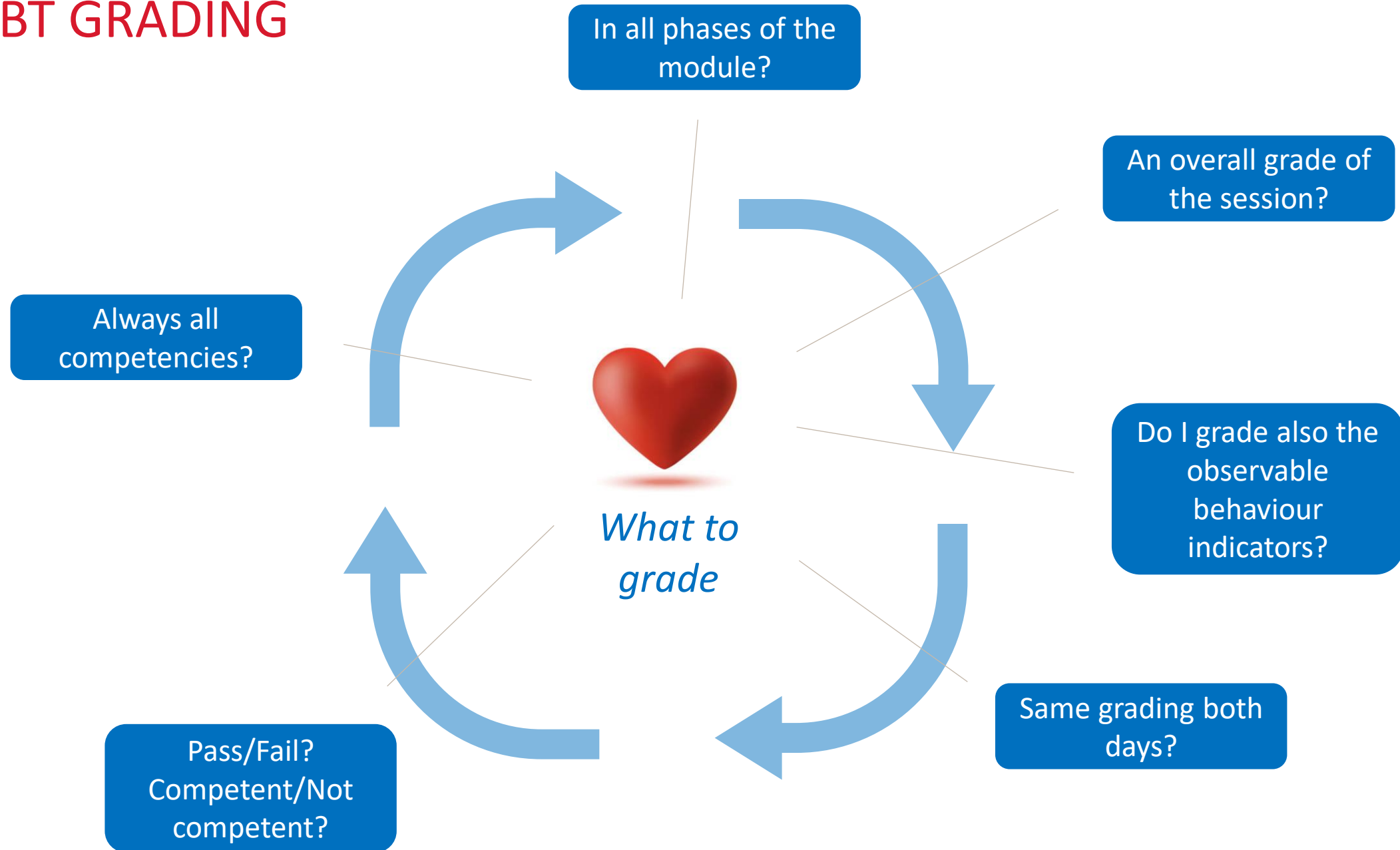
EBT GRADING




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EBT GRADING



EBT GRADING – What to grade


Grading System	5	6	7	8	1	2	3	4
Competent/Not yet competent statement	Module	Module	Module	Module	Module	Module	Module	Module
Outcome grading					Each task	Each task		
 Competency grading	Each competency is graded in each scenario/maneuvers training	Each competency is graded on the session	Each competency is graded on the session and on the scenario/maneuvers training with the deviation below the norm (relevant competency)	Each competency is graded on the session and on the tasks with deviation below the norm	Each competency is graded in each scenario/maneuvers training	Only the critical competencies graded against the tasks with deviation below the norm	All competencies are graded against each task	Only the critical competencies graded against each task
Free Text	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes



- Competent / Non competent at the end of the sim session.
- Based on this analysis the decision was made to use 1 grade for unsatisfactory performance, and 4 grades detailing levels of successful performance.
- Grading is conducted during the Evaluation Phase, and also at the conclusion of each session, grades being allocated to each of the competencies.
- Narrative remarks are required to detail unacceptable performance, attributing observed behaviors and circumstances.
- Exemplary performance should also be annotated in this way.

EBT GRADING – What to grade



Grading System	7		
Competent/Not yet competent statement	Module	Level 0 grading	Level 0 grading
 Competency grading	Each competency is graded on the session and on the scenario/ manoeuvres training with the deviation below the norm (relevant competency)	<ul style="list-style-type: none"> • Preference grading 1-5 scale • EVAL Level 1 grading • SBT Level 0 grading (level 1 recomm.) • MT Level 0 grading (level 1 recomm.) • <u>Level 2</u> grading (OBs) <ul style="list-style-type: none"> • Optional • Compulsory below the standard • <u>Level 3</u> grading (Training system performance) Specific tasks, actions, questions etc). 	<ul style="list-style-type: none"> • Grading 1-5 scale + N/O • EVAL Level 1 grading • SBT Level 1 grading • MT Level 1 grading • <u>Level 2</u> grading (OBs) <ul style="list-style-type: none"> • Optional • Compulsory at minimum acceptable level or below and exemplary. • <u>Level 3</u> grading in all phases <ul style="list-style-type: none"> • De-identified • Specific tasks & threats for the training system performance analysis and module design effectiveness
Free Text	Yes		At trainer discretion & available to the pilot

EBT GRADING – How to grade

+/- 85%

	N/O	1	2	3	4
PRO	0.0	0.8	1.2	82.0	16.0
COM	0.7	0.1	0.9	88.3	10.0
FPA	0.3	0.0	0.6	94.8	4.3
FPM	0.0	0.0	1.6	83.4	15.0
KNO	0.0	0.0	1.5	79.5	19.0
LTW	0.0	0.0	0.3	74.7	25.0
PSD	0.0	0.0	0.4	70.6	29.0
SAW	0.0	0.1	0.7	86.2	13.0
WLM	0.0	0.0	1.0	80.5	18.5



EBT GRADING – How to grade

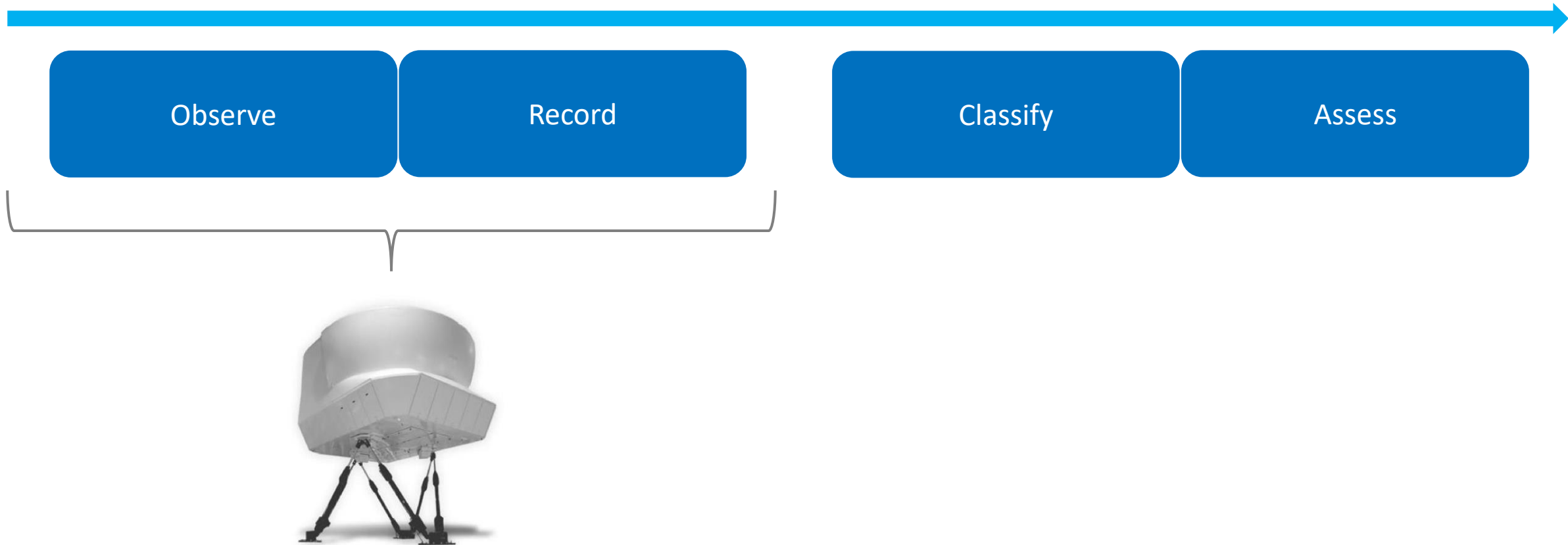
+/- 85%

	N/O	1	2	3	4	5
PRO	0.0	0.0	1.2	82.0	16.0	0.8
COM	0.7	0.1	0.3	88.0	10.0	0.9
FPA	0.3	0.0	0.6	94.8	3.9	0.4
FPM	0.0	0.0	0.6	83.2	15.0	0.2
KNO	0.0	0.0	1.0	79.5	19.0	0.5
LTW	0.0	0.0	0.3	74.0	25.0	0.7
PSD	0.0	0.0	0.4	70.5	29.0	0.1
SAW	0.0	0.1	0.4	86.2	13.0	0.3
WLM	0.0	0.0	0.5	80.5	18.5	0.5

- More data
- Fairness
- Better awareness
- Accuracy on analysis
- Increase on tailored training

+ Granularity = + Data

EBT GRADING – How to grade



“... during the simulator session, the operator may consider the level of grading metrics that the instructor needs to collect, taking into consideration the workload of the instructor ”.

EBT GRADING – How to grade



A320 Module 2 Day 1 (EVAL)
21-September-2021

Bessie Coleman

- OB 4.01 (FPM) Controls the aircraft manually with accuracy and smoothness as appropriate to the situation

Bob Hoover

- OB 7.02 (SAW) Monitors and assesses the aeroplane's energy state, and its anticipated flight path
- OB 2.07 (COM) Uses appropriate escalation in communication to resolve identified deviations

(2A) Wind shear encounter

PF over pitch, PM slow to see it, th

Threat Error UAS Incident

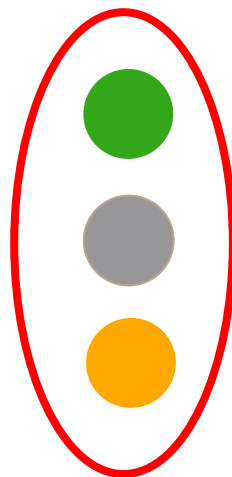
EBT GRADING – How to grade



VENN SYSTEM.

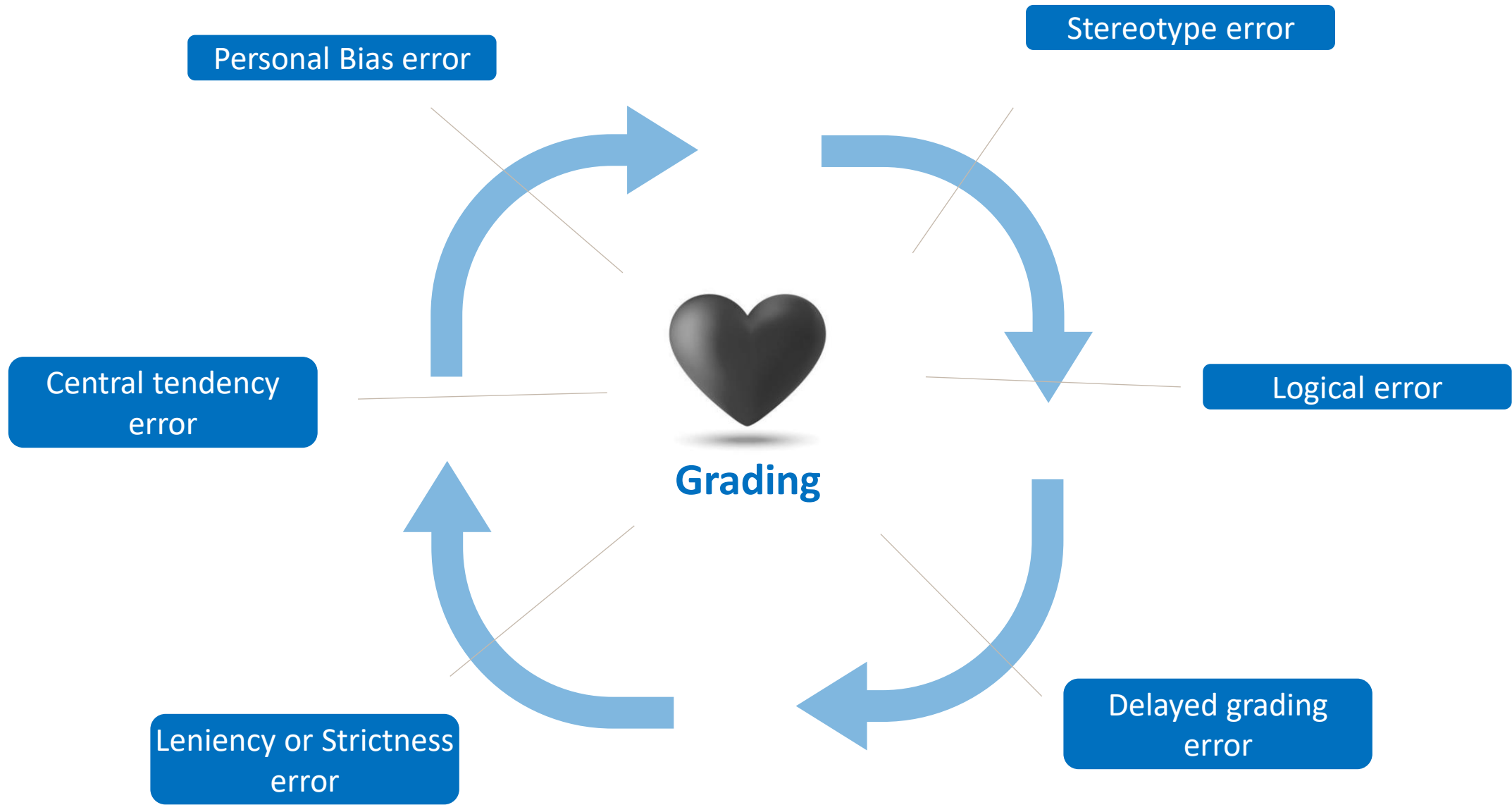
How Many }
How Well } Up to 75 OB's

How Often }
Up to 150 OB's



“... during the simulator session, the operator may consider the level of grading metrics that the instructor needs to collect, taking into consideration the workload of the instructor ”.

EBT GRADING



GRADING.



Database:

- A lot of data for Trainee's Days 1 performance.
- The more trainer's info the better.
- Longer timescale = more accurate training needs detection.
- Totally automated.



Trainer:

- No Access to trainee data.
- No pressure grading -no decisions on training needs.
- No bias.
- No workload on tailored training.
- Mutual confidentiality (Trainer / Trainee)

If criteria satisfied:

- Tailored training assigned
- Base on multiple trainers opinions
- Module specifically designed for tailored training sim session

GRADING.

Database:

- Info of a lot of Trainee Days one.
- The more trainers info the better.
- The longer the range, the more accurate training needs detection.
- Totally automated.

DAY ONE



DAY TWO



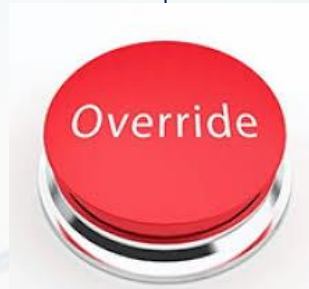
For grades 3,4 and 5:

- Specific training in one or two competencies.
- Review of all competencies with specifics module designs every three years.
- Possibility through data of tailored training this califications to even upgrade them.

Trainer:

- No Access to trainee database.
- No pressure grading (no decisions on training needs).
- No bias.
- No workload on tailored training.
- Both ways confidential (Trainer / Trainee)

Override



If criteria satisfied:

- Tailored training assigned
- Base on multiple trainers opinions
- Module specifically designed for tailored training sim session

GRADING.

- Level playing field (revalidation of type rating)
- Standardised approach (NAA oversight)
- Data Exchange (de-identified)
 - ✓ Concerns
 - ✓ Info
 - ✓ Ideas
 - ✓ Concordance assurance
 - ✓ Module design
 - ✓ We all speak the same language!!

KEEP IT SIMPLE !!
It's the best way to
be effective.

For the trainers
For the trainees
For the programme

Thank you very much for your attention



Capt. Ignacio Gallego Alemany
Iberia Baseline EBT Manager

29th September 2021.

