

# STONE CREEK COFFEE

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## Master Barista Certification - How Do I Get Certified?

In Paycor, there are tools you will need to become certified as a Master Barista listed under Retail: 300 Barista. They include the [Master Barista Guided Reading & Video Resources](#) and the [Observation and Correction \(Barista Certification\) Rubric](#). Along with studying by using these tools, you will also need to practice your speed in cafe pouring various sized drinks.

Test Resources:

[Latte Art Science](#)

[Science of Steaming Milk](#)

[Understanding Espresso Pt. 1](#)

[Understanding Espresso Pt. 2](#)

[Understanding Espresso Pt. 3](#)

[Understanding Espresso Pt. 4](#)

[Coffee Processing Methods](#)

[Master Barista Guided Reading](#)

Coffee Information Sheets - found in your cafe

Certified Master Baristas are Coffee Geeks with a passion for their craft and supporting the learning of others in their space as it relates to their craft. The first step to becoming a Certified Master Barista is for an individual to meet the following requirements:

1. Achievement of Scholar Certification
2. Overall Craft Rubric Score of at least 3.0 (must score at least “3 - Crushing It” on Coffee Geekery) in most recent Pay & Performance Review
3. Overall Core Commitment Score of at least 3.0 in most recent Pay & Performance Review
4. In good standing (not on an active performance plan)

Once the above requirements have been satisfied, a team member and their Cafe Coach(es) will discuss their interest. Upon confirming interest, the team member’s Cafe Coach will reach out to [education@stonecreekcoffee.com](mailto:education@stonecreekcoffee.com) with a notice of your interest and a recommendation for this path.

A member of the Education Team will then confirm you have satisfied the above requirements. Given they have been satisfied, a series of 200 level courses will be scheduled.

- 201: Latte Art Perfection
- 202: Espresso Extraction
- 203: Palate Development

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Once you have completed the 200 level courses, studied the [Guided Reading & Video Resources](#), learned how to meticulously Observe and Correct, and make drinks very fast, you will be ready to take your test! The Education Team will schedule your Master Barista test to take place at the Factory Learning Lab.

If you would like additional coaching, support, or pro tips on delivering feedback to your coworkers, reach out to your Cafe Coach to schedule time to work together on how best to offer in-the-moment feedback. A few quick tips when observing and correcting include:

- “Hey, can I show you something real quick...”
- “Pro tip! If you do it like this...”
- “Something helpful I’ve learned when doing [x] is...”
- “Have you tried...?”

Here is what your test will look like.

## 1. Learning Lab Testing:

- a. Quiz (20 min): Since you will have completed reviewing the online learning materials and 200 level classes beforehand, you will be expected to take a Master Barista Quiz in the form of a Google Form. All questions will come directly from the Guided Reading & Video Resources, 200 level classes, and your abundance of knowledge of the in cafe Coffee Information Sheets. No surprises. Please also expect to answer at least one scenario based question.
- b. Warm-up and dial in (10 min): This is the unobserved portion of your test. You will be given ten minutes to get comfortable in the space. The bar and grinder should be dialed-in to the instructor’s tamp. You will have the opportunity to practice pulling shots, steaming, and pouring in order to get comfortable. Feel free to adjust grind and make adjustments to the time of the dose on the grinder. You do not need to use all ten minutes and are allowed to ask questions freely.
- c. Timed Portion (10 min): When you feel comfortable/set, let the instructor know. They will begin the timer when you are ready to begin the timed portion of the test. You must be able to make seven lattes in ten minutes. At least six must be unquestionably green. One cortado, two cappuccinos, and two eight-ounce lattes and a 12 oz latte. Keep in mind that shots in drinks that are smaller than 8oz are expected to be weighed, both the in and the out.
- d. Observation and Correction-Practical (10 min): Please use the Observation and Correction Rubric to prepare for this section of the test. During this portion of the

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test, the instructor will pretend to be an Apprentice Barista, dialing in and preparing for their Scholar Certification, and you will be prompted to guide the dial in process as well as offer feedback/help them get ready for their test.

What if I don't pass? If you do not pass each portion of the test, you will have the opportunity to try again, only taking the portion you did not pass.

What happens when I do pass? Upon passing the tests, Education will inform your Cafe Coach and our Retail Accounting Assistant who will update your pay rate, effective the start of the upcoming pay period, and they will immediately begin scheduling you with priority on bar.

What can I expect following my certification? Upon achievement of Master Level Certification in your Barista Craft, you can expect to participate in collaboration with your team leader for the training and craft development of Apprentice and Scholar Barista coworkers. As part of your Pay & Performance Reviews, occurring in March, July, and November annually, you can expect to calibrate on the following rubric with your team leader in addition to your Craft and Core Commitment Rubrics.

## MASTER CRAFT RUBRIC

### 1. Master Level Certification:

- a. Doesn't Meet
  - i. Regular gaps in meeting Core Commitment and/or Craft expectations in their role. Seems reluctant to partner with their Team Leader in supporting craft training for new coworkers. Does not actively engage with their Apprentice and Scholar coworkers to facilitate craft improvement. They may seem uninterested in pursuing craft/company learning opportunities. Does not communicate correction or guidance to coworkers with a high level of care.
- b. Meets
  - i. Meets Core Commitment and Craft expectations in their role and embodies a disposition of learning by communicating with their team leader for feedback when in danger of not meeting expectations. Enthusiastic about working with their Team Leader to facilitate craft improvement with their Apprentice and Scholar coworkers through on-floor training during their shifts. Actively works to improve their own craft performance and participates in craft/company learning opportunities. Seeks feedback and is willing and able to offer feedback to others with care.
- c. Crushing It
  - i. Regularly achieves scores of 3 or above in their Core Commitment and Craft role aspects. Actively and enthusiastically drives on-floor craft improvement by engaging coworkers around their shared craft. Encourages coworkers to engage with craft/company learning opportunities. Provides

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both positive and critical craft and core commitment feedback to their coworkers in the moment; is ready, willing and able to step in to correct a craft “miss” before the gap impacts customers or other coworkers.

d. Remarkable

- i. Regularly and consistently achieves Remarkable performance in their Core Commitment and Craft role aspects and is a positive example to their coworkers on and off the floor. Proactively identifies opportunities to help their team improve craft performance through training, tools, workflow adjustments etc. Shares team member performance observations with their team leader in support of the overall health of their team. Regularly speaks up to their Team Leader with recommendations and ideas for how to help coworkers grow, and is eager to drive the implementation of those recommendations. Actively seeks to learn new skills, and uses their learning to guide and grow craft performance for themselves and others.