



Schweitzer Snowsports

# 2024/2025 TRAINING GUIDE

Schweitzer Ski and Ride School





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## Training

The Schweitzer Ski and Ride School (SRS) leadership team will provide ongoing training throughout the season. These trainings are available to help you achieve your personal riding/skiing and teaching goals, whether that is to learn a new skill, increase your bag of tricks, take an exam, or increase your requested private lessons. This section provides numerous opportunities that will be available to you throughout the season. There will be three types of training opportunities: required/paid clinics, optional clinics, and PSIA/AASI clinics. The goal of the SRS leadership team is to provide you with options, and it will be up to you to determine what best fits your schedule and life. If you have specific requests for clinic topics or training opportunities, please reach out to a SRS supervisor and we will do what we can to help you achieve your goals.

### Mandatory/Paid Training

Mandatory training is something that allows the Schweitzer SRS to ensure we are providing a quality product to our customers. The SRS leadership team will provide pre-season training as well as opportunities throughout the season that will be mandatory and paid at the instructor's teaching wage. With a large staff, it is difficult to accommodate everyone, however, the Schweitzer SRS leadership team will attempt to provide as many mandatory training opportunities as possible to accommodate the team and schedule mandatory trainings on the staff's regular workdays.

### **Missed Mandatory Trainings**

- If, for any reason, a mandatory training is missed or unattended, the instructor will only be assigned lessons between levels 1 and 4 until the mandatory trainings have been satisfied.
- If a multi-week program instructor (i.e., Funatics/MX) misses required multi-week trainings, the instructor will forfeit the end of season bonus and the additional pay for a seasonal commitment to the program.

### **Requested Privates vs. Mandatory Trainings**

- If required training conflicts with Requests or other available work, how will coaches be paid? i.e. are they forced to miss higher paid work in order to attend lower paid training? This could also affect the guest experience if clients can't get the staff they would like.

Below is a list of required trainings with details provided in their respective sections of this document.

1. **Pre-Season Training** (see *Pre-Season Training Section*)
2. **Mandatory Clinics**
  - a. Safety/Responsibility Code
  - b. First-Time Progression (Level 1-4)
  - c. Group/Class Management (e.g., Teaching Splits)



- d. Adaptive (Without Equipment/Neurodivergent)
- e. Tour 'de Schweitzer (Appropriate Terrain for Different Ability Levels)
- f. Freestyle (Park SMART/Outside-In)
  - i. *Required ONLY for multi-week coaches and those wishing to teach freestyle elements.*
- g. Funatics/Mountain Explorers (MX)
  - i. *Required ONLY for those teaching these programs.*

**3. In-Season Required Training:**

- a. Full-time staff – once a week on weekdays after school groups (1.5 hours)
- b. Part-time staff – once a month (Dec-Feb.) on weekends from 1:00 – 3:00pm
- c. Funatics & MX coaches – 3 sessions total, 2 hours each (early Christmas break, Presidents Day weekend, and MLK weekend)

**Pre-Season Training**

Before the season begins, both returning and new staff are required to complete pre-season training. The number of days required will depend on if you are new staff or returning staff. Returning staff will be required to attend 1 day of pre-season training and new staff will be required to attend 3 days (2 days for new staff with previous experience or certifications). The training will consist of both indoor and on-snow topics. Multiple days will be provided prior to the season start with limited make-up days (*see Calendar section for dates*).

Below is a checklist for new and returning staff of items that must be completed prior to the season start, which will be required to have signoff from the SRS Director before work can begin.

**NOTE:** The checklists are ONLY for the Schweitzer SRS mandatory items. Other items directly related to Alterra will be required and tracked separately.

**NEW STAFF CHECKLIST (NON-CERTIFIED)**

**Pre-Hire (Unpaid)**

- Teambuilding and Indoor Evaluations
  - Applicants will be given an opportunity to teach a skill they are passionate about to a group of other applicants. There will be opportunities for collaboration on what makes a good coach. People skills and teaching skills will be highlighted.
- On-Snow Evaluations (Day Lift Ticket Provided)
  - Applicants will participate in a 2 hour on snow session that is run like a clinic. They will be considered “hired contingent on passing the on-snow evaluation.”
  - All candidates must be able to ski or ride at a level 5 or higher, have working/passable equipment, and be comfortable moving around the mountain environment.

**Post-Hire (Mandatory/Paid)**

- Online PSIA/AASI Course(s)



- <https://lms.thesnowpros.org/courses/new-instructor-course/>
- <Must create a non-member account if not already a member to take this course>
- Pre-Season Training – 3 Days Total (See 2024/2025 Training Calendar for dates).
  - Pre-Season Training – 2 Days Total for New Hires with previous experience or certifications
- Shadows
  - Shadow a seasoned Instructor on a **learn to turn lesson/first time progression** (assigned by supervisor, may be done as a group)
  - Co-teach a **learn to turn lesson/first time progression** (assigned by supervisor)

#### **RETURNING STAFF CHECKLIST**

- Pre-Season Training
  - Full time and part time, returning staff training requires 1 full day (see 2024/2025 Training Calendar)
- Freestyle (Required for those teaching freestyle prior to teaching lessons in this capacity)
- Multi-week training (Required for those teaching MX or Funatics programs prior to teaching lessons in this capacity)

#### Clinics

Clinics are an opportunity for you to take a lesson from the best of the best. Similar to instructors giving lessons to guests, we want to continue learning and growing as well. What better way than to learn from the trainers at Schweitzer? All clinics will be run by Schweitzer SRS trainers who are Level 2+ PSIA-AASI certified. We will offer both scheduled and ad-hoc clinics.

- **Scheduled Clinic** topics and times may vary depending on trainer availability and snow conditions. If a clinic will be cancelled, we will try to provide 1 week notice but understand there may be circumstances that don't allow for this amount of notice. A calendar will be published at the beginning of the season on dates/times clinics will be provided. All scheduled clinics will have an assigned trainer and plan to run regardless of the number of participants.
- **Ad-hoc clinics** may be provided during slower operation times. All ad hoc clinics require a minimum of 3 participants.

#### **Clinic Hours**

Clinic Hours allow instructors to increase their hourly wage. For every 10 hours of non-required training, Schweitzer SRS will increase the instructors hourly wage by \$0.25, effective the next pay period. This includes any PSIA/AASI clinics attended at Schweitzer or other mountains throughout the season.

Will the trainers receive clinic points or get paid for attending trainings? Examples:



- Pre-Season Wenatchee Training
- NW Trainer Program
- Symposium

### **Clinic Topics (\*Denotes Required Clinics)**

The below list is NOT all encompassing.

- Safety/Responsibility Code\*
- Beginner Progression (Level 1-4) \*
- Group/Class Management (Teaching Splits)\*
- Adaptive (Without Equipment/Neurodivergent)\*
- Freestyle (Park SMART/Outside-In/Terrain Park-jumps, rails, side hits)\*
  - o *Required ONLY for multi-week coaches and those wishing to teach freestyle elements.*
- Tour 'de Schweitzer (Appropriate Terrain for Different Ability Levels)\*
- Funatics/MX\*
  - o *Required ONLY for those teaching these programs.*
- Playful/Creative Teaching
- Terrain Based Learning
- Skier/Rider Improvement
- Teaching Concepts
- Tech Talks
- Fun & Games
- Movement Analysis
- Video MA
- Racing
- VAK (Visual, Auditory, Kinesthetic) Clinic (e.g., No Talking Clinic)
- Cross-Training in Another Discipline
- Switch
- What to Expect in a PSIA-AASI Exam
- CAP Model
- Exam prep
- Nordic

### **Tech Talk (Teams call) Training**

Tech talks will be available in the off-season as well as opportunities throughout the season to help instructors brush up on topics like people skills, teaching skills, technical skills, and movement analysis. This training is ultimately for 'YOU' so feel free to make suggestions or express interest in topics you would like to cover.

### **The Schweitzer Summer "Tech Series"**

All Sessions will be available via Microsoft Teams. An in-person location will be identified prior to the meeting date.



Date	Time	Location	Topic
Thursday, July 25 <sup>th</sup>	6 – 8 pm PST		TBD
Thursday, August 8 <sup>th</sup>	6 – 8 pm PST		TBD
Thursday, August 22 <sup>nd</sup>	6 – 8 pm PST		TBD
Thursday, September 12 <sup>th</sup>	6 – 8 pm PST		TBD
Thursday, September 26 <sup>th</sup>	6 – 8 pm PST		TBD
Thursday, October 10 <sup>th</sup>	6 – 8 pm PST		TBD
Thursday, October 24 <sup>th</sup>	6 – 8 pm PST		TBD

## PSIA-AASI

The Professional Ski Instructors of America and the American Association of Snowboard Instructors (PSIA-AASI) is the world’s largest organization dedicated to teaching people how to ski and snowboard. For more details, visit the national or northwest region websites.

- PSIA-AASI National Website – <https://www.thesnowpros.org>
- PSIA-NW Regional Website – <https://www.psia-nw.org>

## Becoming a Member

When you become a member of PSIA-AASI, your annual dues (\$134) allow you access to training across the entire country, free digital manuals, e-learning courses and webinars, free subscription to the 32 *Degrees* magazine, access to Pro Offers for deals on snowsports gear, and to be part of a community dedicated to learning and teaching others. Sign-up at <https://members.thesnowpros.org/register> to obtain a membership that runs from July 1<sup>st</sup> through June 30<sup>th</sup> each year.

## Compensation/Reimbursements

Schweitzer SRS will provide the following monetary assistance for your professional development as an instructor (must meet the minimum requirement of 16 scheduled days and attend all required trainings to be reimbursed):

- Increase in hourly wage immediately following a successful exam for any Level 1, 2, or 3 certification.
  - Base pay will be reconfigured based on any new certification received (*see Appendix A for Pay Scale*). The new pay rate will begin at the start of the new pay period after successful completion of the exam.
- Reimbursement of ANY (Level 1, 2, 3, or specialist track) PSIA/AASI certifications passed. Reimbursement will occur after MLK day on the following season after successful completion of an exam.
- Reimbursement of annual PSIA-AASI dues after MLK day of the upcoming season (e.g., Dues paid on or before December 20th, 2024, will be reimbursed after MLK day in 2025). Schweitzer SRS will NOT pay any late fees, ONLY the amount of the NW Region dues.



- Members must be current and active (CEU's up-to-date)

## Scholarships

For those looking for or needing financial assistance to attend events, the Northwest Region and National Level provide opportunities to apply for scholarships on an annual basis. The amount and deadlines will vary based on each scholarship. Below are the links to each page to view more details on the options available.

- National Scholarships (Deadlines vary) - <https://www.thesnowpros.org/education/scholarships/>
  - PSIA-AASI & Women of Winter Scholarship – Deadline 9/30/2024
  - Adaptive Education Track Scholarship – Deadline 10/31/2024
  - Nancy Oakes Hall Women's Scholarship – Deadline 10/31/2024
  - Certification or Specialist Education Track Scholarship – 10/31/2024
  - Veteran Workforce and Education Track Scholarship – 10/31/2024
- Northwest Scholarships – <https://www.psia-nw.org/membership/scholarships/>
  - Any Northwest member in good standing for at least two continuous seasons is eligible to apply for an event registration fee or NW bookstore scholarship. Each season, applications are due on December 15<sup>th</sup>.

## Event Calendar

Each PSIA-AASI region provides a calendar, on their website, of events that are held at various mountains throughout the region. This includes all disciplines, training events, and exams for certifications. To view the Northwest Region calendar, go to <https://www.psia-nw.org/events/>. The calendar is continuously being updated throughout the season, so check back often or call the Northwest Region office (in Wenatchee) for any questions.

Phone (Text or Call): (206)-244-8541

Email: [info@psia-nw.org](mailto:info@psia-nw.org)

Below are examples of events that will be held at Schweitzer. (*See 2024/2025 Training Schedule/Calendar for dates*). Due to the new reimbursement policy - these events will be in place of "member school" clinics. Please sign up through PSIA/AASI for a clinic on a topic you are interested in and plan to attend **all day** to keep your CEU's current.

- NW Trainer Program (By Invite only) – Each month, November through April, trainers from various mountains in the PSIA-AASI NW region come together to collaborate and work on developing skills for training at their home mountain. Spots are limited and for level 2 certified instructors or higher. If you are interested in participating in this program, please see the Schweitzer SRS Director.
- Snowboard/Alpine Level 1 Exam (In-House) – A Schweitzer SRS accredited Level 1 Examiner will conduct a level 1 exam for any SRS Instructor wanting to take a level 1 exam (minimum of 3 participants).
- Getting My Feet Back – Has it been a few months since you slid on the snow? Or just looking to have a few tips and tricks to get your skiing back for the holidays? Then this



clinic is for you. During this clinic, you will work on getting your feet back underneath you, and enjoy some early season snow, simple as that. We know it's hard to find the time to just work on yourself, so we'll help with that and work on your sliding on the snow all day. Have fun and improve – win-win.

- *Children's Specialist 1 (CS1)* – This two-day certification is for those looking to enhance their skills and become certified in teaching children. Maybe you are new to teaching children and want some more resources or perhaps you are curiously wondering what the certificate program is all about and how it can be helpful when teaching kids? With those questions, and more we didn't think of, this certificate program is for you. Through this course you will learn more about how children think, feel, and move. You will gain knowledge on how to keep them engaged, and explore the different ways of teaching the small learner. During this program, you will be assessed on your teaching, technical, and sliding demonstrations, specific to the age, and state, of the client.
- *Freestyle Specialist 1 (FS1)* – A two-day course available to any Level I or higher PSIA-AASI member. Principles of the ATML model, teaching cycle, theories and professional knowledge will be covered. Identification of critical skills and skill blending including freestyle specific movement pattern techniques that allow for efficient outcomes. A FS1 certificate is awarded based upon the degree of participation and understanding including the knowledge and comprehension and application and analysis of course material and completion eLearning course.
- *Seeing Through the Trees - Alpine*: An immersive educational clinic designed to enhance your tree skiing skills and teaching techniques. You'll explore essential techniques for navigating tight spaces, managing varying snow conditions, and ensuring safety while skiing among the trees. In addition to practical skills, the clinic will emphasize teaching methods tailored to different learning styles, enabling instructors to effectively communicate and demonstrate these skills to their students. By the end of this clinic, participants will leave not only as more skilled tree skiers but also as more confident and capable educators, ready to inspire their students to explore the thrill of skiing in the trees.
- *Shooting the Gap (Through the Trees) - Snowboard*: An immersive educational clinic designed to enhance your riding skills in the trees and teaching techniques. You'll explore essential techniques for navigating tight spaces, managing varying snow conditions, and ensuring safety while riding through the trees. In addition to practical skills, the clinic will emphasize teaching methods tailored to different learning styles, enabling instructors to effectively communicate and demonstrate these skills to their students. By the end of this clinic, participants will leave not only as more skilled tree riders but also as more confident and capable educators, ready to inspire their students to explore the thrill of riding in the trees.
- *Improve My Skiing/Riding*: This clinic will work on improving your skiing/riding, simple as that. We know it's hard to find the time to just work on yourself, so we'll help with that and work on your sliding on the snow all day. Have fun and improve – win-win.
- **PENDING** *CS2*
- **PENDING** *Senior Specialist*



## 2024/2025 Shared Training Calendar

<https://outlook.office365.com/owa/calendar/dd5b1827e8d046e299aede93b2de2045@schweitzer.com/32e9acf9d76c460991f8b65d759f989416779757339425733732/calendar.ics>



## Trainers

Get to know your Trainers!

Each Trainer at Schweitzer has a unique background and set of skills to offer. Depending on your goals for the season may depend on which trainers can help you the most. Consider reading through each Trainers bio to learn more about their background and what they have to offer. And don't be shy to say hello in the locker room or reach out to them.

Contact information for each trainer will be available at each trainers discretion. If there is no contact information and you wish to speak to the trainer, please reach out to the Schweitzer SRS leadership team.

### Snowboarders

#### Marty Andrews

<Picture>	<p><b><u>NAME</u></b>  <i>Years Experience:</i>  <i>Mountains:</i>  <i>Certifications:</i></p> <p><i>Bio:</i>  <i>Teaching Philosophy:</i></p>
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#### Ryan Hernandez

<Picture>	<p><b><u>NAME</u></b>  <i>Years Experience:</i>  <i>Mountains:</i>  <i>Certifications:</i></p> <p><i>Bio:</i>  <i>Teaching Philosophy:</i></p>
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#### Josh Nishimoto

<Picture>	<p><b><u>NAME</u></b>  <i>Years Experience:</i>  <i>Mountains:</i>  <i>Certifications:</i></p> <p><i>Bio:</i>  <i>Teaching Philosophy:</i></p>
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#### Amanda Raup



**AMANDA RAUP**

*Years Experience:* 13+

*Mountains:* Roundtop, Edelweiss, Mt. Southington, Loup Loup Ski Bowl, Schweitzer

Certifications: Snowboard Level 3; Alpine Level 1; Children’s Specialist 1; Freestyle Specialist 1

Bio: Amanda began snowboarding in middle school wanting to be just like her older brother. She taught herself how to ride but didn’t truly learn the craft until becoming an instructor after college. She comes from the east coast where she grew up in Pennsylvania. Her skills began to expand when she taught a season abroad in Germany at Edelweiss Resort and since then, has explored many areas across the United States and Canada.

Teaching Philosophy: Find something your student can relate to that will help them understand the new movements they are learning on skis or a snowboard. Cross-training in another snowsport helps expand your skills in your primary discipline.

Matt Smart



**MATT SMART**

Years Experience: 16

Mountains: Schweitzer

Certifications: Snowboard Level 3; Alpine Level 2; Senior Specialist 1; PNW Accredited Level 1 Evaluator

Bio: With one of the most unique training backgrounds, Matt has been a professional animal trainer his entire adult life. Starting with horses and transitioning to working as an elephant trainer at various zoos around the country for 15 years. He currently owns a horse ranch and trains horses as a side job.

Teaching Philosophy: “Whatever doesn’t kill you makes you not dead!”

Dan Stefano

<Picture>	<p><b><u>NAME</u></b>  <u>Years Experience:</u>  <u>Mountains:</u>  <u>Certifications:</u></p> <p><u>Bio:</u>  <u>Teaching Philosophy:</u></p>
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Skiers


Jay Barranger

<Picture>	<p><b><u>NAME</u></b>  <u>Years Experience:</u>  <u>Mountains:</u>  <u>Certifications:</u></p> <p><u>Bio:</u>  <u>Teaching Philosophy:</u></p>
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Mary Jo Knowles

<Picture>	<p><b><u>NAME</u></b>  <i>Years Experience:</i>  <i>Mountains:</i>  <i>Certifications:</i></p> <p><i>Bio:</i>  <i>Teaching Philosophy:</i></p>
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Shawna Kennaly

	<p><b><u>NAME</u></b>  <i>Years Experience:</i> 20+  <i>Mountains:</i> Summit Central (Powderpigs), Whitefish Mountain Resort (Big Mountain Ski Club), Schweitzer (Snowsports School)  <i>Certifications:</i> Alpine Level 3, Children’s Specialist 1</p> <p><i>Bio:</i> Shawna grew up skiing in the Pacific Northwest. As an Outdoor Educator, she is active in every season. As a certified yoga instructor, practices of mind, body, and spirit translate into all aspects of her life. She enjoys travel and time with her family.</p> <p><i>Teaching Philosophy:</i> Shawna is a positive, patient, and encouraging coach, who offers dynamic lessons customized for skiers of all ages, abilities, and backgrounds. Shawna’s professional skills help people stay on the cutting edge of tips and techniques to build confidence and take this amazing sport to the next level.</p>
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Terry McLeod

	<p><b><u>NAME</u></b>  <i>Years Experience:</i> 20+  <i>Mountains:</i> Schweitzer, Timberline Lodge, OR  <i>Certifications:</i> Alpine Level 3, Snowboard Level 1, Cross Country Level 2, Freestyle Specialist 1, Children’s Specialist 1, Examiner, NW Tech Team Coach</p> <p><i>Bio:</i> A career Snowsports instructor who enjoys the wide variety that he does. He also has 20+ seasons of working summer race camps at Mt. Hood. His other sport is cycling where he competed at an elite level for many years.</p> <p><i>Teaching Philosophy:</i> Don’t focus on what/how you’re teaching, focus on how/what your students are learning.</p>
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Debra Rawuka

	<p><b><u>NAME</u></b>  <i>Years Experience:</i> 42 seasons as a ski instructor and 13 years as an elementary school teacher  <i>Mountains:</i> Heavenly, Mount Ashland, Snow Summit, Bear Mountain, 15 years at Schweitzer  <i>Certifications:</i> Alpine Level 3, Nordic Level 2, Telemark Level 1, Senior Specialist 2, Accredited Alpine Level 1 Evaluator</p> <p><i>Bio:</i> Debra was born and raised in South Lake Tahoe, started teaching skiing when she was 20 and raced in college. She has both a BA and MA in Education. She loves to teach</p>
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	<p>women to ski since she also had to overcome fear to get down the hill. Moguls are her favorite terrain and some of her favorite lessons to teach.</p> <p><u>Teaching Philosophy:</u> Debra's teaching philosophy is that she wants to teach what you want to learn. It's about you, not her.</p>
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Charity  
Chris Thompson

