



# Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form



\_\_\_\_\_ Today's Date  
 \_\_\_\_\_ Name of Young Adult  
 \_\_\_\_\_ Birth date of Young Adult as of December 31<sup>st</sup> this year

## INTRODUCTION

Welcome to the Crystal Mountain Volunteer Ski Patrol (CMVSP) Ski Patrol Youth (SPY). The SPY Program is a volunteer, educational program providing an opportunity for young adults to learn skills around ski and snow safety and related injury risk management, outdoor emergency care and response, skiing and snowboarding, ski patrolling, and leadership which may lead them into becoming adult patrollers on the national Ski Patrol as well as other professions in the snow sports or medical fields. ***This is not a ski/winter camp however and should not be considered as such.*** The SPY Program incorporates the importance of developing leadership skills and empowering youth to affect change in the communities they serve. As an augmentation to our primary directives of serving the skiing public with safety and outdoor emergency care services, we offer responsible young adults from age 16 to 21 to actively learn about ski patrolling in the ski area operations environment alongside Crystal Mountain ski patrollers.

### *As a member of Crystal's Junior Ski Patrol, you will:*

- Develop knowledge of tasks and responsibilities needed to safely fulfill the on-hill ski patrol operations at a major ski area resort.
- Learn how to assist in providing outdoor emergency care for injured and/or sick ski area guests and helping to manage mountain recreation risks.
- See and be a part of team leadership in action.
- Potentially earn service hours to meet school requirements
- Be a respected part of the Snowsports industry and the community

## PROGRAM GOALS & PURPOSES

- To become familiar with and educated on the services provided to the skiing community and to the Crystal Mountain Volunteer Ski Patrol
- To increase knowledge and develop leadership skills for youth members
- To be exposed to various industry related professions as career paths
- Have fun!

## BASIC AGE REQUIREMENT

- CMVSP SPY candidates at Crystal Mountain must be 16 years old by December 31 of the year in which they begin patrolling.



# Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form

## SPY 1 & SPY 2 PROGRAM OVERVIEW

PROGRAM NAME	AGE	UNIFORM	PROGRAM DURATION	SKILLS LEARNED	PERMITTED PARTICIPATION IN PATROL ACTIVITIES
SPY 1	<b>16</b> by 12/31 of patrol season	SPY Helmet sticker/ SPY "Jersey", Black pants	16 – 17 4 weeks only	<b>Medical:</b> 1 <sup>st</sup> Aid/CPR, WFA <b>Transport:</b> N/A <b>Mtn Safety:</b> Avi Awareness, beacon & Hasty search <b>Observe:</b> Aid Rm, Safety, Hosts	<b>Medical:</b> practice scenarios only <b>Transport:</b> N/A <b>Mtn Safety:</b> practice scenarios only
SPY 2	<b>18</b> by 12/31 of patrol season	SPY Helmet sticker/Cross on pack with "Patrol in Training", black pants	18 – 21 normal full season mentor program	<b>Medical:</b> OEC <b>Transport:</b> N/A <b>Mtn Safety:</b> Avi 1, MTR, Hasty <b>Shadow:</b> Patrol, Aid Room	<b>Medical:</b> hands on only with assigned mentor during 5-week SPY 1/2 program in aid room & on hill <b>Transport:</b> N/A (mentor transports sled from scene) <b>Mtn Safety:</b> Actual Hasty Search, lift evacuation
Crystal Adult Patroller	<b>21</b> by 12/31 of patrol season	Patrol assigned coat, Black Pants	21+	<b>Medical:</b> OEC <b>Transport:</b> OET <b>Mtn Safety:</b> Avi 1, MTR, Hasty <b>Mentor:</b> Assigned per shift	<b>Medical:</b> all medical incidents <b>Transport:</b> all medical incidents <b>Mtn Safety:</b> Actual Hasty Search, lift evacuation

For context: NSP allows youth members at 15 and OET/OEC at 15. **The SPY 2 program** is a special necessary interim program at Crystal Mountain because of the extreme technical nature of the terrain & complex nature of extrication/patient care as a result

## GENERAL REQUIREMENTS

- **Parent/Guardian Involvement** – Parents will provide written parental consent, assure transportation to SPY activities to meet scheduled training and patrolling commitments, and provide personal proof of family medical insurance. Parents are expected to support and encourage their youth to participate. Waivers (Release of Liability) for parental permission will be signed prior to the youth's involvement in the program.
- **Membership in National Ski Patrol** - All Junior Patrol members, upon passing the initial ski exam, must register as members of the National Ski Patrol SPY program. Membership fees cover annual dues to the National Ski Patrol, the Pacific Northwest Division and the Northwest Region. Your membership also allows you to take part in NSP activities, earn awards and gain valuable education through training and active participation. Eligibility for full NSP Adult patrol status occurs as long as junior patroller is 18 by December 31 of that year and fulfills all the related training requirements necessary for the National Ski Patrol and for the specific applicable ski area. **However**, at Crystal Mountain, junior patrollers will become eligible to apply to be a Crystal Mountain adult patroller when they reach the age of 21. Please contact the CMVSP SPY Program Manager should the payment of dues constitute a financial hardship.
- **Commitment** – It is a privilege to join the Crystal Mountain Ski Patrol team as a Junior Ski Patroller. As you will be trained to assist with the health, safety and wellness of the skiing community, other Crystal Mountain ski patrollers will rely on you being a part of the team. Attendance is part of the criteria for continuing participation in the program and it is taken seriously. Therefore, it is expected that you and your parents fully understand the time commitment associated with being a Crystal Mountain Junior Ski Patroller.
- **Heart of a Patroller** – Having the Heart of a Patroller is required for continued participation and includes but is not limited to: reliability and commitment (doing what you say you will to meet communicated ski patrol expectations), ability to take direction, ability to learn, curiosity, tenacity, desire to improve, humbleness, team player, punctuality, understanding of responsibility, customer service, ability to be creative and function calmly under pressure, situational awareness, and passion for helping people while performing junior ski patrolling.



# Crystal Mountain Volunteer Ski Patrol

## SPY Overview & Candidate Commitment Form

- **Diversity, Equity & Inclusion (DEI)** – The CMVSP SPY Manager and Patrol directors actively support equal opportunity for application to the SPY program and does not discriminate against any applicant because of race, color, sex, national origin, religion, sexual orientation, gender identity and/or expression or any other protected class under federal, state or local law.
- **Identification** – SPY members will wear black ski pants (candidates must own/purchase), and wear special SPY identification provided by the Patrol (see chart above).
- **Equipment** – SPY members will need: alpine skis and ski poles or snowboard, extra layers for inclement weather, gloves, a helmet, goggles or glasses, lunch/snacks, any prescription medication, backpack, avalanche gear (beacon, shovel, avalanche probe), hand/toe warmers, cell phone.
- **Guest/Public Relations** – In your role as a CMVSP SPY, safety and courtesy are the primary goals. Candidates are held to a high and exemplary standard of conduct.
- **Medical Training** – SPY1 will become certified in 1<sup>st</sup> aid/CPR, WFA and SPY2 in OEC; and must maintain certification with yearly refresher training. SPY Members will not complete the program successfully if the above courses and necessary refreshers are not completed and could become ineligible to participate on the hill.
- **Mountain Safety** – SPY1 will complete: Avalanche training including using a Beacon, Hasty Search, and Avalanche Awareness, SPY2 will complete: NSP Avalanche 1, NSP Basic Mountain Travel & Rescue (not MTR 1), Beacon and hasty search training.
- **Skiing ability** – SPY members working with the Crystal Mountain Volunteer Ski Patrol Alpine Patrollers will have their own skiing/snowboarding equipment (**no rentals**) and be able to pass a standard Crystal Mountain Volunteer Ski Patrol ski evaluation by demonstrating **advanced skiing or snowboarding** skills.
- **Discipline** - We expect Crystal Mountain SPY patrollers to conduct themselves maturely and responsibly, and use good judgment. While we hope to never get into a situation where significant behavior and/or skills correction is needed, however, there may be times that such behavior and/or skills correction guidance may need to be conducted to help the SPY patroller achieve success in their role. The volunteer patrol leadership will become involved in all such behavior and/or skills guidance and will, in conjunction with the SPY advisor, make recommendations to ensure the smooth ski patrol operation of the resort and to benefit the SPY with such guidance. Generally, discipline may include
  - Verbal Warning
  - Written Warning
  - Probation
  - Suspension
  - Discharge from the CMVSP SPY Program

The patrol directors will weigh the offense and determine the proper discipline. After weighing the offense, the CMVSP SPY advisor will alert the SPY member, with a parent present, to the decision of the patrol directors. Hill management and the patrol director reserve the right to immediately terminate any member for egregious infractions. If the SPY patroller, or their parent, feels that the decision of the patrol director is unusually strict, they may appeal the decision to the CMVSP Patrol Director. These individuals will review information regarding the offense and will alert the SPY patroller and parents/guardians of their decision.

Disciplinary offenses include, but are not limited to

1. Drinking of alcoholic beverages, the use or participating in CMVSP SPY Program activities while under the influence of illegal drugs (including marijuana).
2. Conviction of a felony.
3. Failure to pay annual dues.
4. Failure to ski the required number of days.
5. Failure to keep current on annual medical refreshers.



# Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form

6. Missing sweep without requesting permission.
7. Rude or unprofessional conduct with fellow patrollers, the resort’s employees or guests.
8. Violation of the rules or policies of the National Ski Patrol, the Crystal Mountain Ski Patrol, the Crystal Mountain Volunteer Ski Patrol or Crystal Mountain.

Any behavior deemed to be detrimental to the welfare of Crystal Mountain Ski Patrol, Crystal Mountain Volunteer Ski Patrol or resort.

*\*All patrollers understand that we patrol at the will of the ski area management. Each incident will be considered on a case-by-case basis by the Crystal Mountain Volunteer Ski Patrol leadership team.*

- **Supervision** – While functioning as a junior patrol, members will be supervised at all times during regular programming by an NSP registered adult mentor. The ratio is generally 3 SPY:1 mentor. There will be a 2-hour lunch break, where the junior patrollers will be permitted to move **freely around the resort of their own accord (unsupervised)**.

## BENEFITS

- **Lift Tickets/Season pass** – Over the course of the 4-week program, SPY patrollers will be provided an adult lift ticket (if they do not currently hold a qualified season pass).
- **Leadership/Mentoring/Career Development** - A key component of the SPY program involves leadership training and career development. The “SPY annual syllabus” provides an overview of various modules included in the 4-week program designed to help SPY candidates succeed in their professional lives.
- **NSP classes**- All SPY members are eligible to participate in NSP classes for which they qualify. All classes will be carried on when any standard SPY 4-week program requirements have been met.

## TIME COMMITMENT

Being in High School/College for a SPY patroller means your life is already full of important school and activity obligations. You will need to manage your SPY schedule around your other responsibilities and commitments and be responsible about timely notifications in the event of absences for unforeseen reasons that are substantial. Timely is defined as no less than 24 hours before the weekend session. SPY leaders have the option of suspending privileges at any time should basic SPY obligations and responsibilities outlined in this document not be met.

The SPY program is a **four-week, eight-day on hill** commitment (every Sat/Sun) from **late February through the end of March**. Additional on hill weeks may be added at the SPY leadership team’s discretion based on road/resort closures or other events that prevent the entire team from being on the hill. Such unavoidable schedule changes will be communicated as early as possible to give you the best opportunity to re-schedule your time accordingly. A resort bus may also be available from Enumclaw for transportation; however it may not run early enough for patrol obligations.

*A typical schedule: (subject to change by CMVSP, the Crystal Mountain Ski Patrol or mountain management):*

Thursdays	All patrol online weekly check in meeting
Sat/Sun	
07:15	All patrol on hill meeting
08:00	Sign runs – opening the mountain
08:30- 16:00	Classroom sessions, scavenger hunts, wayfinding training, emergency scenario training, sled preparation, shadow patrol/mountain hosts/safety patrol/aid room, tour mountain operations



# Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form

(lifts, marketing, retail, grooming), avalanche safety training, radio protocol, weather awareness, mountain travel safety life skills & leadership training modules, future career guest speakers (Pro patrol, EMT, Paramedic, Medivac, Resort operations, firefighter...). Checklists are provided for Junior patrollers to monitor success and progression to next phases (listed below)

16:00-17:00

Sweeps – close mountain for evening (it may be dark and can be snowy on the roads)

In addition, there are **various annual certifications and exams** listed in the grid above (and the same ones below again) that are necessary before the mid-January on-hill days.

**School mandated health/community service time-** Hours spent training and patrolling may count toward required community service for school or youth organizations. Since each school and school district may have different requirements, please consult with your school guidance counselor. Crystal Mountain Volunteer Ski Patrol will provide a certification document that may be used to document your time. If your counselor has questions regarding the program, please have them contact our SPY Advisor.

## PROGRAM CERTIFICATIONS & EXAMS TO BECOME A FULLY CERTIFIED ADULT PATROLLER (21 years old)

1. Pass ski patrol *ski evaluation* to become SPY candidate
2. Complete *medical training* before mid-January first on hill day (SPY1: 1st Aid/CPR, WFA) (SPY2: OEC). OEC minimum age 18. Annual refreshers required or certification is lost.
3. Complete *on hill orientation & tasks* checklist by end of each 4-week season (4 progressively terrain inclusive checklists over 3 seasons in this order: Forest Queen, Mtn Top, Chair 6, Northway)
4. Complete *emergency transportation training* (OET minimum age 21). Annual refreshers required or certification is lost.
5. At 21 apply to become a National Ski Patrol Crystal Adult Patroller after OEC/OET certification!

## LEADERSHIP

- Crystal Mountain Volunteer Ski Patrol - Junior Patrol Program (SPY) Advisors – Tanja “TC” Carter – can be reached at [tc@tmlbe.com](mailto:tc@tmlbe.com) or 703.547.7647. Or danny Wolfe at [wolfedanny6@gmail.com](mailto:wolfedanny6@gmail.com).
- Crystal Mountain Volunteer Patrol Director – Pete Schwartz – can be reached at [peteskis@aol.com](mailto:peteskis@aol.com) or 206.310.6529

## Agreement

The Crystal Mountain Volunteer Ski Patrol Junior Patrol Program / Young Adult Program is a volunteer, educational program providing an opportunity for young adults to learn skills around ski safety and injury prevention, emergency care and response, skiing and snowboarding, ski patrolling, and leadership. **This is not a ski camp however and should not be considered as such.**

As a member of the Young Adult Program (SPY), you represent Crystal Mountain and the National Ski Patrol to the public both on and off duty. As such, any behaviors or activities that reflect poorly on yourself or our organization may be grounds for dismissal from the program. Unacceptable behaviors include skiing/boarding under the influence of alcohol or drugs, reckless or dangerous activities, reckless skiing, skiing in closed areas or otherwise violating the “Responsibility Code.”

Training with the Crystal Mountain Ski Patrol is in an outdoor setting and subjects the Young Adult to all the risks inherent in skiing/snowboarding/Snowsports. The Skier Safety Act applies to you as a program participant, just as it does to all skiers and boarders.



## Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form

Meeting your responsibilities at school supersede any commitment to the Crystal Mountain Volunteer Ski Patrol. Parents, together with the Young Adult Advisor reserve the right to adjust and/or cancel your participation in the program to allow you to maintain these responsibilities.

In addition to any other conduct that is not allowed specified in this document, the SPY Patroller also agrees to not engage in any of the following:

1. Endangering or threatening physical harm	a. This could be to any participant b. When hands on approaches are taken, they should be for purposes of the program and training; otherwise, other physical contacts are not routinely encouraged
2. Violation of Ski Area or National Ski Patrol rules or regulations	a. As stated in other sections, all rules and regulations should be reviewed with participants, and strong encouragement should be given to adherence to these policies
3. Failure to comply with safety directives given by the Student Advisor, Patrol administration or Ski Area management	a. Safety has to be of utmost importance and intertwined in every training session that is conducted b. Failure to follow directions that are for safety purposes should not be encouraged and explanations should be given with remedial training opportunities
4. Unauthorized use of Patrol equipment	a. Equipment is for official training purposes only and should only be used as the equipment was intended to be used
5. Misrepresenting one's self or the program and producing a negative outward projection on one's self or the program	a. Encouraging participants to represent themselves and the program in a positive fashion whether during the program or outside of the program b. Discuss how the student's actions can project an image about themselves and the program overall because they are affiliated with it.
6. Violation of laws regarding the use of drugs or alcoholic beverages	a. Illegal drug and alcohol use will not be tolerated by the program
7. Conduct that a reasonable person would believe may present a risk to the community or to the safety and security of one's self or the program.	a. Engaging in behavior during events or training sessions that is considered dangerous should not be encouraged or tolerated. Safety during training programs and general operations should be of high importance and stressed in each activity
8. Engaging in, supporting, or otherwise promoting any activities that could be classified as "hazing"	
9. Engaging in harassment or repeated contact that a reasonable person would understand to be unwanted	a. Fostering appropriate and positive relations between students and other students, as well as between students and advisors

Parent Initials \_\_\_\_\_

Candidate initials \_\_\_\_\_





# Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form



Recognizing the issues enumerated in this Crystal Mountain Volunteer Ski Patrol SPY Overview & Candidate Commitment Form and others that can occur from skiing or during ski patrolling activities, I hereby consent to enrolling my above-named young adult in the Ski Patrol Youth (SPY) with the Crystal Mountain Volunteer Ski Patrol.

Parent/Guardian Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_

Junior Patrol Candidate \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Email \_\_\_\_\_ Phone \_\_\_\_\_