

Northern Rocky Mountain Division



LETTER FROM THE PRESIDENT

As I am writing this I, along with Rich Noonan from Big Sky, am in the middle of a tour of the ski areas of NRM. Besides the obvious fun that we are having, we are both learning a lot about local ski areas and their unique problems as well as their quirky and charming customs.

There are several things that they all have in common and several things that are unique to the individual areas and their primary customers. The one thing that is common is snow or the lack of it. The mood of each area is definitively affected by the "last" snowfall. New snow brings increased energy, and lack of new snow is always somewhat of a downer. We have discovered that no matter the snow condition all the Instructors that we have encountered, are proud of their area and eager to show us around the hill and talk about the "coolness" of the Area. It is especially gratifying to hear about their feelings toward PSIA-AASI-NRM. While we are perceived as not always being perfect, we are certainly perceived as being important to them and to the results they achieve with their customers.

Each area we visit leaves us with a great feeling of how important learning to ski/board is to their customers and how important skiing/boarding are to the local patrons of each area. One of the best things that we see is how the respect for the history of the ski area, is to the owners and their customers. Almost all the areas

display old photos and equipment in the decorations in their day lodges. It is really fun to see the old equipment and even older instructors pictures.

Fall Festival was a great event once again, thanks to efforts of the Meghan Larson, Megan Zilz, Turi Hetherington, and all the volunteers who make magical things happen with minimum stress, or at least it seems that way.

The Educational staff did a fantastic job of putting together and executing a plan for new and exciting clinics and I heard nothing but good reports about the performance of the clinicians and the content of the information that was disseminated. Way to go Staff and Discipline Chairs,. Also I would like to thank the Board for being there and pitching in where it was needed.

Obviously our season is well underway and so far we have been blessed with great snow conditions, we are gaining members and once again I believe we will continue to grow and prosper. Please watch the Website for dates and deadlines for spring events and meetings. Remember that this is your Division and everyone is invited to and encouraged to participate.

Respectfully submitted,

Mike Ewing

PSIA-AASI NRM President

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Jim Anderson

Children's Chair

Joe Mavis

Freestyle Chair

Matt Larson

Nordic Chair

Stewart Chumbley

Snowboard Chair

Ben Daniel

Snowsports School Mgmt. Chair

Beaner Thacker

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The Northern Rocky News is published twice a year by PSIA-AASI NRM and the PSIA-AASI NRM Educational Foundation. Members are encouraged to submit articles and photos. Educational articles earn six credits. Letters to the editor and response to articles are also encouraged. Content can be sent to info@psia-nrm.org
EDITORIAL POLICY: All submissions will be edited for content, clarity, accuracy and to fit available spaces. Not all submissions are guaranteed inclusion. Ad rates are based on \$200/page.

2016 PSIA-AASI NRM BOARD OF DIRECTORS ELECTION CANDIDATE STATEMENTS

There are five (5) candidates running for three (3) open seats on the PSIA-AASI Northern Rocky Mountain Board of Directors. Once elected, the new board members will take office at the spring 2016 board meeting and serve a three-year term.

Electronic ballots will be emailed to all eligible voters before the end of February. Ballots must be submitted by March 31st. Results will be announced mid April.

Current Board & Term:

Anthony Brown: 6/17

Dick Fast: 6/16

Stu Hoyt: 6/18

Chris Kronebusch: 6/16

Jim Mikulich: 6/17

Matt Ruuhela: 6/18

In addition to selecting three board members, the following officer & chair appointments will take place at the spring board meeting:

Vice President
Alpine Chair
Alpine Assistant Chair
Freestyle Chair
Marketing Chair

The following 5 members are in the running for THREE open seats on the NRM Board of Directors. Please review their statements and cast your electronic vote by March 31, 2016.



DICK FAST

My name is Dick Fast and I am running for a second term to be on your NRM board. I have been teaching at Big Sky since December 2000 and am fully certified in Alpine and level two in Telemark.

Prior to moving to Montana, I served 30 plus years in the US Air Force, mostly in

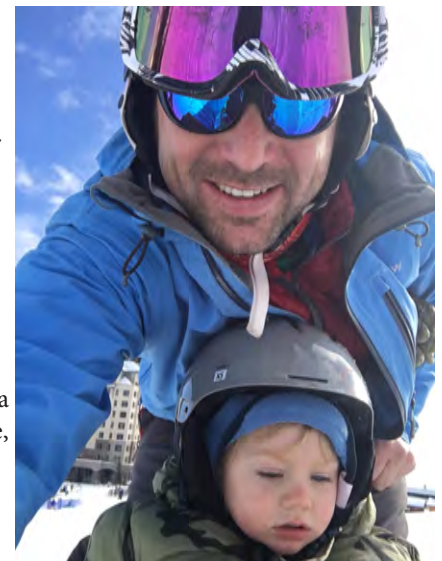
Colorado Springs, Washington DC and Europe. A good amount of that time was spent teaching, along with more time in staff positions in DC than I care to remember. I also taught skiing part-time on weekends for four years in a small area in Pennsylvania (Ski Liberty at Gettysburg).

As a board member, I see two priorities. First, serving the members of the organization – ensuring that the training and support products the division provides you are of the highest quality and reasonably priced. Second, maximizing cooperation among the nine divisions of PSIA-AASI. I would appreciate your support in this election and, if re-elected, look forward to serving you.

MIKE GIMMESON

Thanks for the opportunity to be involved with the snow sports community. I increasingly realize the importance of continuing the work of small ski areas and non-profit organizations. With over 30 years playing and working in the ski industry, I feel I can offer my experience and skills to help further PSIA's mission.

My parents both volunteer ski patrolled at Sleeping Giant for over 20 years. I got to ski every weekend and holiday of my childhood. In my young teens, and helped patrol while I received training in Avalanche Safety, Ski Mountaineering and OEC through the NSP. I started ski instructing in 1999 at Jackson Hole. I earned my Alpine level 2 during my years there. Around 2001, I got involved with filming and photography on the skiing side of the lens. This provided me with some amazing experiences while traveling all over from Alaska to Patagonia and many places in-between. In 2003 a partner and I started Empire Freeride, a summer ski and snowboard camp on Beartooth Pass. Focusing on freestyle and backcountry safety for kids, we operated the camps on the Beartooth Pass, Jackson Hole, Grand Targhee, and Mammoth, California.



After all the years visiting Alaska, I moved there in 2008 where I became a backcountry ski guide in the Chugach and Talkeetna mountain ranges. This is where I met my amazing wife and we started our family. We moved back to Wyoming in 2013 and I've been the Mountain Sports Director at Sleeping Giant for the last two seasons. I've enjoyed the challenges and rewards that come with this job. I truly believe in the positive effects from a skiing lifestyle and love to share it with others.

Thanks for your time and consideration.

CHRIS KRONEBUSCH

Hello, my name is Chris Kronebusch and I am running for a seat on the NRM Board of Directors. I have been teaching full time in this division for 17 years. I'm a DCE for Snowboard, Children's Ed, and Freestyle with additional certification in Alpine and Nordic. My current position is the Snowboard Program Manager in the Mountain Sports School at Big Sky Resort but I haven't forgotten my roots working my first two years at Showdown, MT. I understand the challenges and advantages of working at a small snowsports school, as well as what it takes to operate one of the largest schools in this division. I have the ability to be calm and objective when handling issues that I might have to face. I feel that I'm a team player who enjoys working towards a common goal with like-minded individuals. I believe in the direction that National is headed and I want to help to build a stronger relationship with other divisions while keeping our own unique identity. I truly believe this organization is member driven and I want to help provide the members with what they need by having a voice on the board. Thank you for your consideration.



KARL SVENSSON

Hello...My name is Karl Svensson and I would like to be a representative on the NRM Board of Directors. I am an instructor at Terry Peak in South Dakota. In my younger years I taught in California at Heavenly. I currently hold my Alpine Level II and CS1 and Level III in my sights.

My background is in construction and boat building. I currently own my own business and have worked for larger companies in management. I hold a few board and volunteer organization positions in my home town of Custer. Having experience with both for profit and non-profit boards and both working at large and small ski resorts I feel I'm well suited to understand and help move the NRM Board forward in a positive direction.

With all that said I would like to explain my personal motivation for wanting to be involved. Over the past few Sunday's I have been organizing a short multi discipline clinic at our area for instructors to get out there together to work on being better both in their own skiing and riding and to be better instructors, Nothing terribly out of the ordinary. The part that motivates me is that the clinic is held at 3pm on Sunday afternoon after we have all worked the weekend or the week and yet we get a group of 12 or more. Others come in on their day off just for this hour to clinic. All that lets me know that we have a great staff and that good instructors are hungry to learn and improve.

I feel that being a member of the NRM Board of Directors will give me the opportunity to represent these great people and their hard work...

I would appreciate your vote.

CHRIS KRUCKEBERG

As a snowsports supervisor and staff trainer at Red Lodge Mountain, I understand the value that Northern Rocky Mountain Division brings to all of us. No matter if you are a first-year instructor, a veteran weekend warrior, or one of our legion of adaptive volunteers, this organization allows all of us on the mountain to thrive. We all strive each year to be better skiers, riders, and teachers. It's always a thrill to see a peer break through a plateau and succeed. That's what NRM is about, and I want to see it continue to serve its membership the best way it can. I love it, I'm passionate about it, and I love giving back to it. That's why I'm running for NRM Board of Directors.

This is my fourth year in NRM after transferring from Central Division. In the summer I run a small lawn and landscape company that allows me to pursue my winter passions. My experience prior to my leap of faith to make snowsports instruction my full-time job was as general manager of a daily newspaper, managing editor for an educational publishing company, and consultant to a major publisher during the mid-2000s blitz to shape national Common Core State Standards in K-12 education. It would be an honor to put my experience in leadership, education, and communication to use for this organization. Thank you for considering voting for me for NRM Board of Directors.





JOIN THE ALL-STAR CLASS AT NATIONAL ACADEMY.



PSIA-AASI NATIONAL ACADEMY

Don't miss the ultimate on-mountain, end-of-year event, where you can attend skiing and riding clinics with PSIA-AASI Teams, equipment demos with ski and snowboard Official Suppliers, a great après scene, and one more chance to hit the slopes with your on-snow classmates.

Register today for National Academy 2016 in Breckenridge, CO April 11-16.



TheSnowPros.org

#snowpros





PSIA-AASI NRM 2015-2016 Event Calendar

Dates and locations are subject to change. View NRM website www.psia-nrm.org for event details, prices and online registration. Please direct any questions or requests for clinic topics and/or locations to the NRM office at info@psia-nrm.org. We look forward to skiing and riding with you!

ALPINE

Feb 23-24	Hiking & Skiing Lone Peak	Moonlight
Mar 1-4	Level 2/3 Exams	Garmisch
Mar 5-6	Refresh Ed Clinic	Terry Peak
Mar 5-6	Level 2 Exam	Terry Peak
Mar 7-9	Level 2/3 Preps	Bridger
Mar 8	Ski Like a Girl	Red Lodge
Mar 10-11	Level 2/3 Exams	Bridger
Apr 6-7	Staff Selections	Big Sky
Apr 8-9	Level 2/3 Exams	Big Sky

SNOWBOARD

Feb 22	Snowboard Team Training	Big Sky
Feb 29-Mar 1	Mid Season Training	Jackson
Feb 29-Mar 1	Mid Season IT Training	Jackson
Mar 10-15	Level 2/3 Preps & Exams	Garmisch
Mar 31-Apr 1	Level 2/3 Exams	Red Lodge
Apr 11-12	Staff Selections	Big Sky

NORDIC

Mar 26-27	Telemark Level 1 Exam	Bridger
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CHILDRENS

Feb 24-25	Children's Specialist 2	Bridger
Feb 27-28	Children's Specialist 1	Terry Peak

FREESTYLE

Feb 21	Iron Team IT Training	Big Sky
Feb 23	MSAA Annual ProPark**	Great Divide
Feb 24-25	Freestyle Specialist 1	Great Divide
Feb 29-Mar 1	Freestyle Specialist 2/3	Jackson

ADAPTIVE

Mar 26-27	Cognitive Alpine 1	Big Sky
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SENIOR SPECIALIST

Mar 18-19	Senior Specialist 1	Lost Trail
Mar 21-22	Senior Specialist 1	Bridger

Additional clinics may be held "in-house" at area snowsport schools. These clinics are held at member schools specifically for that school's staff. Check with your school's director for schedule and availability. Additional exams and clinics will be considered upon request.

Event Registration Policy

Minimum and Maximum Participant Numbers and Policy: The minimum number of participants for an event is six.

The maximum number of participants is ten for educational clinics and eight for credentialing events. If registration numbers exceed these maximum numbers an additional clinic/exam groups may be created provided the new group numbers meet minimum number requirements.

Cancellation & Refund Policy

Should cancellation become necessary seven days or more before the event, your registration fees will be refunded less a \$10 cancellation fee. Within seven days of the event half of the registration fee will be refunded. No refunds will be given if requested on the day of the event or later. All requests must be made directly to the NRM office.



Adaptive S1 Exam - Red Lodge



CS1 - Fall Fest 2015

**The annual ProPark at Great Divide: This winter PSIA-AASNRM's freestyle coaches - the Iron Team - will be teaming up with Great Divide Ski Area to put on the annual ProPark event. This one-day event is offered to ski area employees and/or snowsports shop employees in the state of Montana. The event combines NRM's professionally trained coaches and the Smart Style-Park Smart education program to promote freestyle/terrain park safety and personal rider improvement. The Smart Style-Park Smart www.terrainparksafety.org is a national freestyle safety program developed by Burton Snowboard and the National Ski Areas Association (NSAA) to foster safe use of freestyle terrain by staff and the public alike.

NOTE: This event is by invite only. Advanced registration is required. If you are a PSIA-AASImember and would like to receive 6 ed credits for attending the Freestyle Jam, choose the \$30 registration.



NRM Committee Chair

Reports of 2016



EDUCATION

By Jill Imsand-Chumbley, NRM Professional Dev. Coordinator

Hello Northern Rocky Mountain members!

My name is Jill Chumbley and I am your new Professional Development Coordinator for the division. Let's shorten that to PDC for the remainder of this letter as it's a long one to type. What exactly is the PDC position you ask? Great question. The PDC position was created to do all the time consuming projects that chairs are currently volunteering large amounts of their time to do, such as scheduling, setting up events, taking post event data and creating and maintaining materials. I know how much time chairs put in to make this division as great as it is, and I also know as a past chair how much more time could be spent to make our division even better. One of the hardest things with a volunteer position is that you never get to spend the amount of time on projects you'd really like to and so when things like tests or workbooks or other education materials need to be created or even updated sometimes it doesn't happen as quickly as we'd like it to. Well the PDC is here to fix

that problem. Over this and next season I hope to create materials such as an Alpine level 1 workbook (something all those who gave level 1s know we clearly need) and update all of our online tests across disciplines (updates will be made in May so look for that next season) along with the other duties listed above. Since this is a new position for our division it's evolving as I work, so things I listed above are only the beginning. I'm excited for the opportunities this position will create for increasing the professional development of both our members and staff. I'll be meeting with chairs this spring to discuss future projects and tasks to be taken on by the PDC as well.

If you have any suggestions for projects this position could be addressing or working to improve please feel free to send me an email at education@psia-nrm.org it's important for me to hear from as many people as possible to do this job well.

I look forward to working with everyone and am proud to work for NRM.

ADAPTIVE

By Rebecca Starr, NRM Adaptive Chair

The 2015-2016 season has gotten off to a speedy start in the Adaptive Skiing world. An impressive number of Adaptive instructors made their appearance at Fall Fest and walked (skied?) away with CS1 and SS1 certifications as well as handfuls of new tricks and terminology to pass onto their programs. NRM was incredibly lucky to host Tera Adams from Canyons Resort as the examiner for the first ever Adaptive Snowboard Level One exam. It was a blast to watch as candidates tethered, hooped, role played, and rode around Red Lodge Mountain. AND, it was a full pass, with certifications going out to all five candidates. Congratulations to Jason Biggins (Eagle Mount Billings), Matt Creamer (RLM), Aaron Waller (Eagle Mount), Justin Joy (Sleeping Giant), and Robert Wilson (Eagle Mount Billings). You all did a great job!

We are also looking to host an Adaptive Alpine Level One Exam at some point you are interested in either having this exam at your resort, or taking the certification, please feel free to contact me!

Interested in an Adaptive lesson, or know someone who may qualify to participate?

Eagle Mount Bozeman
at Big Sky: Chad Biggerstaff
at Bridger Bowl: Vasu Sojitra
406-586-1781

Eagle Mount Billings at Red Lodge Mountain
Terry Cronin
406-446-1328

Eagle Mount Great Falls at Showdown
Stephanie Richardson
406-454-1449



FREESTYLE

By Matt Larson, NRM Freestyle Chair

As we cruise through the rest of the snow season, make sure to get in on the many freestyle events. Coming up in at the end of February is the first training event for those interested in positions with the NRM Iron Team. Training is 2 days. One of the days will be with Tony Macri with National Teams! Hope to see you there.

Immediately after is ProPark on the 23rd of February. ProPark 9 in fact!! Once again. MSAA has sponsored this epic event to be hosted at Great Divide. Tony Macri will also be at this event. 6 ED credits are available for those who participate in the 30 Freestyle Specialist Prep session for a couple hours in the morning. Don't forget to get your crew together and have a team theme. **Prizes for best team theme!!**

On the 24th and 25th of February will be an FS1 at Great Divide. Its FREE!! This event is also sponsored by MSAA!! Thanks MSAA!!! (Montana Ski Areas Association).

The FS2 and 3 will be held in Jackson Hole on February 29-March 1.

For those who have attended the Iron Team IT event and meet the qualifications to be an Iron Team coach can try out at the selections event in April. We are rooting especially hard for those on skis who may tryout as this will make the team that much stronger and

PROPARK 9 February 23rd Great Divide



This FREE one-day event sponsored by MSAA and Great Divide Ski Area is offered to ski area employees and/or snowsports shop employees in the state of Montana. The event combines NRM's Iron Team Freestyle coaches and the Smart Style education program to promote freestyle/terrain park safety and personal rider improvement. PSIA-AASI education credits are available for \$30. Also featuring a 2 hour Freestyle Specialist Preparation Session with NRM Iron Team trainers. Register at psia-nrm.org



Tony Macri is coming to NRM!

Take advantage of the opportunity to learn from one of the country's top snowsports educators. Tony Macri has been in the snowsports business for a long time and now operates and owns an instructor training school with branches in the USA, New Zealand, and Japan. Tony has been essential in creating the Freestyle National Standards and is currently working on the new Freestyle Technical Manual. Tony also serves on the Rocky Mountain Examiner's Team and Snowboard Committee.

Tony Macri will be here this weekend, February 21st, to help host our first IT event for prospective Iron Team Coaches. Tony will also be helping to train Snowboard DCE staff and will appear at the 9th annual ProPark at Great Divide.

ProPark is Free for participants thanks to sponsorship by Montana Ski Areas Association (MSAA) and hosting by Great Divide Ski and Snowboard Area. Ed credits are available with participation in the AM Freestyle Specialist Prep Session. This portion of ProPark comes with a cost of \$30 and in which you will receive 6 ED credits.

SNOWBOARD

By Ben Daniel, NRM Snowboard Chair

Happy 2016! I hope you've all made progress on your goals for this season and are enjoying bringing your new year's resolution(s) to fruition. Time for a quick review and preview of NRM snowboard education.

In November, Matt Larson, Audra Bintz and I were NRM representatives at Rocky Mountain's Staff Training and Fall Forum in CoolRADbro. A big thank you to the Rocky Mountain Division for inviting so many of us to these fun filled learning events and for being incredibly generous hosts. Our main goals were to discuss and explore ways to implement the new national standards and our new technical manuals. We decided that every season a fresh focus will be chosen collectively at these national events to be implemented in each division's staff training and to you via preps, exams and shreducation sessions. The SCARF Model was the preferred focus this season (if you're unfamiliar with the term peep the new Snowboard Technical Manual).

We continued the discussions and explorations at the divisional level during our Fall Staff and IT Training in Big Sky on Dec 9-10. All this useful information on how to be the best at serving our members needs was disseminated to those who attended the Snowboard Train the Trainers and other shreducation sessions at Fall Fest.

The benefits of these early season trainings will be shared with those who attend some fun and



Of course there will also be L2/3 preps and exams held in Garmisch this March. A mid-season DCE and IT training is offered in Jackson Feb 29-Mar 1. To wrap up the season staff selections and the NRM Snowboard Education spring meeting will be held in April at Big Sky.

I've also heard talk of bringing back a Rider Rally in the late season, when many resorts have closed and people are free to travel, have a little money saved up from teaching all winter, skills are sharp, edges are dull and stoke is high to charge the mountain with a posse of rippers!! Let's make this happen! If we don't do it this year, we'll all be another year older when we do.

Please remember we are only as good as our contributors. Be active, write articles, go to meetings, participate in events...create events, email me any Shreducation Event topics you'd like to see offered at a venue of your choosing, like your home mtn, and you name the date(s).



NORDIC

By Steward Chumbley, NRM Nordic Chair

NES telemark team recently traveled to Discovery for our annual training. Unfortunately due to low enrollment we were not able to host our Telemark Education Clinic on Saturday. Despite this setback the team worked hard on Level 1 tasks and demos in preparation for having some new staff lead these events this spring. The true highlight of the weekend was skiing a Triple black diamond run, a first for much of our staff.

We are still a few weeks out from our first Telemark 2-3 exam at Grand Targhee. This is a joint event with Intermountain. It is my

hope that there is enough combined interest between Intermountain and Northern Rocky Mountain to have this even run. See the website for registration information.

Intermountain is hosting a Level 2-3 XC exam at Grand Targhee in a few weeks. This would be the southern offering of this event as the other option is up North in Whitefish.

CHILDREN'S

By Zoe Mavis, NRM Childrens Chair

Hello Everyone! I hope you have been enjoying this awesome season so far. What a change from last year's conditions. I would like to officially introduce myself as the new Children's Chair for NRM. I am very excited to continue to grow what a great program Jill Chumbley has put so much hard work and dedication into.

Thank you to those of you who attended children's clinics at Fall Fest. It was great to see so much of the membership getting excited to kick off the season.

If you missed out on Fall Fest, not to worry, we have some more children's events planned for you!

February 24-25: CS2- Bridger Bowl

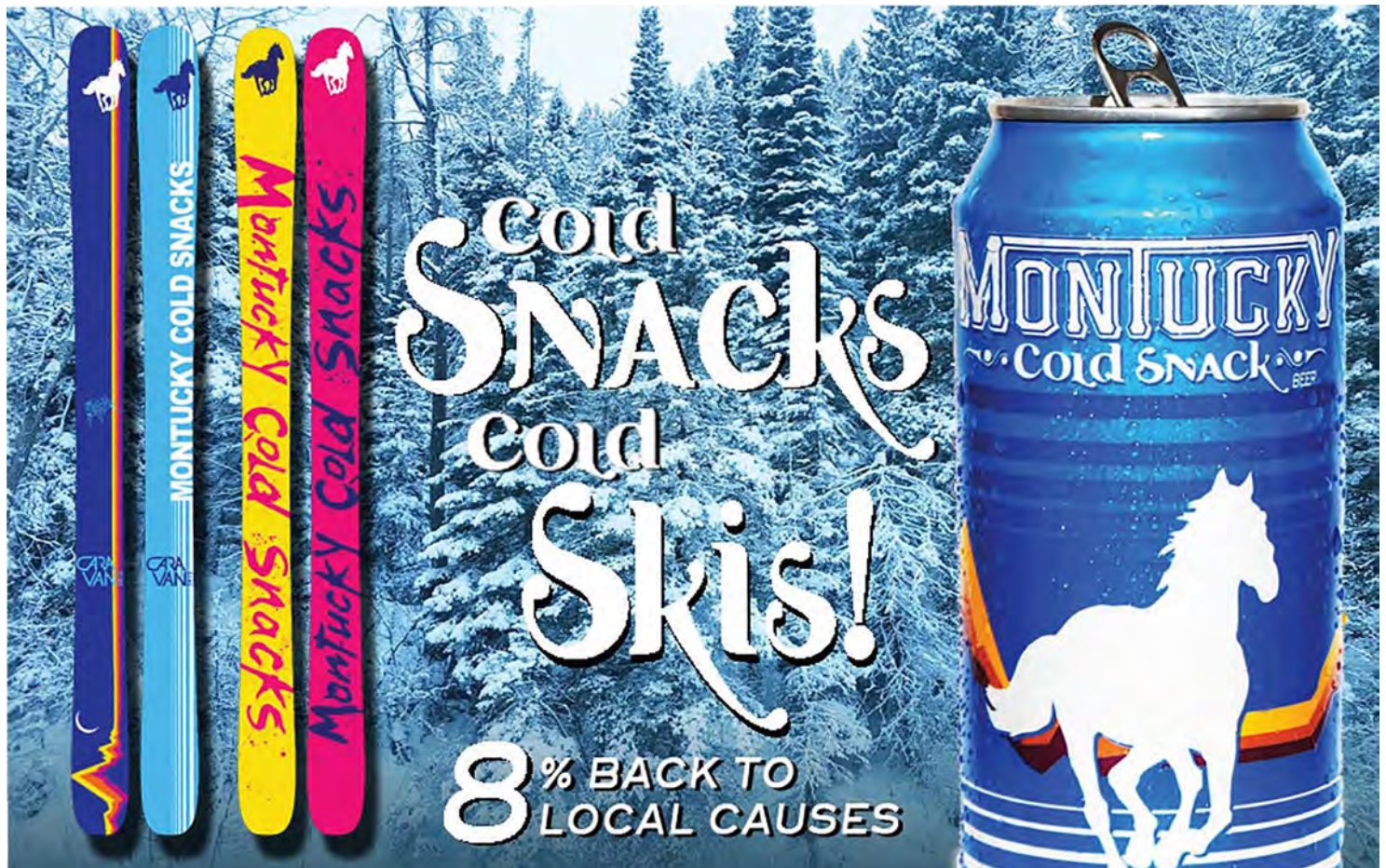
February 27-28: CS1- Terry Peak

If you have not been through the Children's specialist make sure you take a moment to ask your neighbor in the locker room about it. Even if you do not teach children on a regular basis, it is a great opportunity for you to grow your knowledge and skill. In a children's specialist event we cover a wide variety of information including, but not limited to:

- The CAP model
- The teaching cycle
- Class handling
- Teaching with creativity

For more information about events please check out the website www.psia-nrm.org/events

If you are interested in an event that is not yet happening please feel free to contact me so we can make it happen! Just remember that "children see magic in the world because they look for it."



DEVELOPING LEADERS

By Matt Larson, NRM Freestyle Education Chair

Leaders are the people that move our organization forward. They challenge current practice and are the key link in making change possible. Snowsports is ever evolving and PSIA – AASI must change or risk becoming obsolete. All – in – all, leaders are essential to the future of our organization.

Where do we find these people who are the links to our success? Many times we go on the search to find and recruit those who we think have leadership qualities hoping we will find people who already exhibit themselves as leaders. Where we fall short is cultivating leaders from those all around us and work with on a daily basis. My point is, many of the people have the qualities to be our future leadership. It's obvious when you observe them. You might witness them capture a group's attention, or take charge in a problem solving situation. You recognize these traits and think to yourself, "there's a future leader."

Less frequently do we take the opportunity to share our observation with the person, and the moment to give a compliment fizzles away. I perceive having some leadership skills. I would even be bold enough to state, "I communicate well with others," or, "I share a contagious energy." I didn't get these ideas from an egotistical reflection of myself. I am simply repeating the feedback I have received from others. My parents, peers, teachers, employers... all mentored me and took the time to share their reflections. Without mentorship, there is no way I would claim these things.

Challenge this statement; If you were to write a list of qualities you think you possess and believe are important in being a good leader, you would reflect on your experience, behavior, observations, and feedback from others.

So... can you think of any qualities that you haven't heard others identify in you? I will go out on a limb and say you heard these things from many people, multiple times too.

Without the repetition, it's hard to trust. Even with great feedback, it's still easier to say to yourself, "I'm not the one for the job," or "I couldn't do that." It's much easier to doubt than dig up some confidence and courage to get your hands dirty. I would venture to say that most people prefer not to feel judged or even risk the possibility that others will have an opinion of your performance.

The cool thing is, all of us face these challenges. We look up to those who put themselves out there or who take the time to give us feedback (well maybe not right away, but hopefully at some point).

Just as it's important to mentor others, it's equally important to listen to the feedback about yourself. This is where you build the self-awareness of your own great qualities, direction for self improvement, and ideas on how to mentor others to help them grow as professionals and leaders, as well as launch PSIA-AASI forward.

THE AGONY OF DA FEET

By Benjamin Daniel, NRM Snowboard Education Chair

In skiing and snowboarding if your feet are in pain, you're going to have a bad time. On some epic powder days I've had to stop riding because my boots felt like ancient Chinese footbinding torture devices. Everyone says snowboard boots are so much more comfortable than ski boots, but that's not always true. In both skiing and snowboarding what goes under and around your feet can help you have more fun on the slopes than a tornado in a trailer park or leave you feeling the agony of da feet.

Step one to happy feet is having excellent footbeds custom fit, for your high arch or flatfoot, by a qualified professional. The time and money invested in footbeds that are molded specifically to your feet will be worth it a million times over when you hit the slopes in comfort. Talk to your local ski shop or podiatrist and get a pair of high quality custom footbeds.

Step two to defeating foot pain is finding the right boots for your feet, legs, ski ability and riding style preferences. This may take much trial and error which will be rewarded with more quality time on snow. Again, speak to professionals who know what boots are good for wide or narrow feet, high or low calf muscles, beginners or experts, freestylers or big mountain chargers to help expedite your search. When you find the right boots have them custom molded to you by a professional bootfitter so they accommodate your sixth toe and are canted to help correct overpronation or supination.

If you follow these two steps you will be on your way to better skiing and riding no matter what equipment are strapped to your happy feet. With quality custom footbeds and the right boots molded for your quirks you can ride 2x4s and still have a good time!

The expressed opinions are that of the author and do not necessarily reflect those of NRM or PSIA-AASI.



Proud sponsor of the ones who make snow fun!



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THE *REAL* GENEROSITY OF TIPPING

By Kyle Piatkowski, NRM AASI Education Team

We've all been there before.

A new client showed up forty-five minutes late due to bad weather. No big deal. They complained about having themselves been late and the Snowsports School helped them out and trimmed an hour off the lesson (and off your pay check). Oh well. After the paperwork was filled out, Mom and Dad left you with a crying kid who really, really didn't want to snowboard. Again, no big deal.

But you turned it around. Little what's-his-name had an amazing day and he was turning three hours in. You extended the lesson until the end of the day and Mom and Dad were over the moon. A second day, a third. His first chair, his first blue.

You bought him a hot chocolate out of your own pocket, or maybe it was candy, or hand-warmers, or anything else that he needed but didn't have. You skipped your lunch break and helped the little guy find a better pair of boots. Or maybe you stayed late and helped his parents pick out a snowboard for him for the holidays. Maybe you did all that and more.

When it came time to part ways, Mom and Dad thanked you a dozen times. You made their trip, they said. You went so far above and beyond, they said.

Dad reached into his pocket, hesitated, then pulled out a tissue. He blew his nose and thanked you one last and put his arm around little what's-his-name and steered him off towards the parking lot.

It's rough. You know when you've given the perfect lesson and when - if it were you - you'd have tipped yourself. You did all that extra work because you're passionate about instructing, not because you were fishing for a tip, but it's still rough.

What could you have done differently - or better - that would have led to a little extra cash? The answer, unfortunately, is probably nothing. Odds are, that family had no idea that tipping is something that's done (and hoped for) in our industry. They'd probably be horrified if they knew.

So how do you maximize your tips while working in an industry where it isn't readily apparent that tipping you is even possible? By mentioning how you made a meal out of ketchup and crackers for Thanksgiving? By going the subconscious route and working the word "tip" into every sentence (here's another great TIP for you)? Or by pointing them to this article?

Obviously, those are all terrible ideas (ketchup crackers aren't so bad). But it is a bit of a quandary. In most cases, if a client doesn't know that tipping is a common practice then they aren't going to tip you. It's nothing personal.

Yeah, you could probably mention the concept of tipping in your lesson. There's a chance that you could do it without seeming like you're just asking for money. On the other hand, it might seem like a cash grab to someone who's already dropping a hundred dollars an hour on you. The risk trumps the reward.

Every instructor has a few old standbys for scoring an extra tip here or there. Ask around - the other seasoned instructors at your hill probably have a million more.

But in the grand scheme of tip-tricks, every single one ultimately boils down to doing more than anyone has a right to expect. And with the rates that we're billed out at, clients have a right to expect an awful lot.

The reality is that many guests aren't going to tip because they don't know to, and instructors aren't going to mention tipping because they don't want to come off as being crass. The circle goes on and on. All we can really do is continue to exceed expectations that rise alongside lesson prices.

There's a silver lining buried in there if you're willing to squint a bit. A good number of those kind, kind folks who gave you a little extra cash out of their own pockets probably didn't know tipping was a thing, either. And they tipped you anyway.

So keep that in mind next time someone hands you a twenty.



The expressed opinions are that of the author and do not necessarily reflect those of NRM or PSIA-AASI.

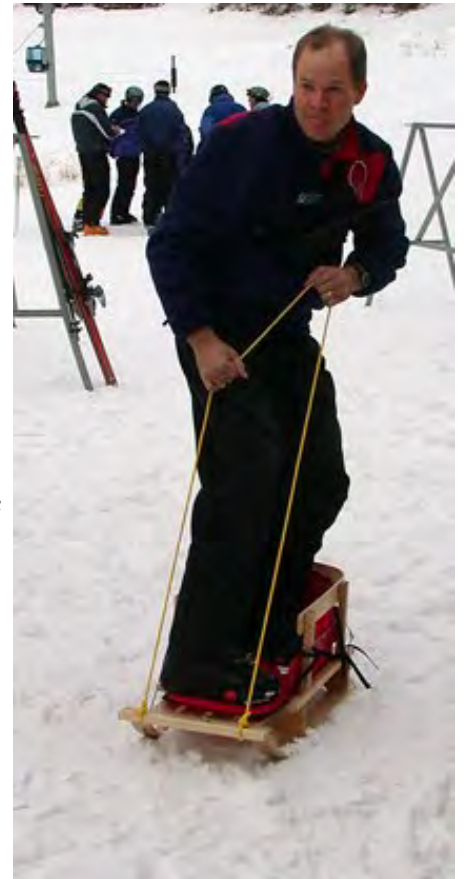
AN ITCH FOR SWITCH

By Audra Bintz, NRM AASI Education Team

Snowboarders, are you tired of going the same direction, turn after turn, day after day? Skiers, are you tired of having a stronger turn and a weaker turn? Well, I have a remedy for both! This task I will ask of you is something you can do whether you are on the slopes or off. In fact this simple suggestion may make your everyday chores more of a challenge at first, but will bring balance, strength and equanimity to your mind and body. It will help restore balance under your feet and awareness 360 degrees all around you the more you practice it.

Snowboarders, why ride switch you ask? Why strengthen your weaker turn, the skiers inquire? Balance, sheer balance, grace in stability and bilateral strength. After years of turning regular, with my left foot always first down the hill, I didn't know what imbalances I was causing my body. I didn't realize it until one day, as I was folding my clean laundry fresh from the dryer. I held up a pair of my skivvies. What did I spy but Lo! My right leg hole was considerably larger than my left! I immediately looked down to my legs, observing their respective sizes. Was it so noticeable and yet I didn't notice? To my dismay it was true; my right leg had been, for over a decade, my stronger leg. The one with which I relied on to control my speed, dictate the shape of my turns and be my all around powerhouse champ.

It was at this time that I integrated the concepts of biology and science into my snowboarding habits.



Audra Bintz

Photographer: Neil Hetherington

We may have all heard that the right side of the brain controls the left side of the body and vice versa. Why do humans give preference to one side of the brain over the other? A reason of ease, habit, or unawareness are all plausible answers. No matter the answer, I decided it was time for some corrective action. Why shouldn't I be ambidextrous? I want both the sides of my brain to be strong so my snowboarding game could be stronger! So I could do more tricks and strengthen my weaker leg.

So now, finally, the answer you've been waiting for. How can you start the process of obtaining equanimity of both sides of your brain so that you will have more ease and confidence in your switch riding and weaker turn? Here it is. In life, whenever you encounter a flight of stairs, you will notice you always lead with the same leg. Once you realize which it is, switch. Switch everything. Switch which hand you brush your teeth with, then try to do just as good of job with the opposite hand. Unlocking your car, brushing your hair, buttering your toast. Maybe hold off on using sharp knives or other dangerous endeavors until you are confident of your skill.

So I challenge you to try switching up your daily routine and observe how you feel next time you ride switch or are skiing. Do you feel more balanced, stable and strong? I hope this simple task helps you like it has helped me.

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SPYDER



HEAD

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THE FEAR OF FAILING

By Rebecca Starr, NRM Adaptive Education Chair

As instructors, and riders ourselves, we deal with fear on a daily basis. We're afraid of souring conditions or injury, and are witness to our students' fears of speed, heelside turns, chairlift offloads, and steep terrain. But there is also a subtler fear that shows up to so many of our lessons: the fear of making mistakes.

The fear of making mistakes, of doing the “wrong” thing, or making the “wrong” move is present in all spheres of snowsports and, as instructors, we all can make adaptations—whether to incorporate a documented disability, or to a distinct learning style—in order to teach the best lesson we can. As instructors for snowsports schools or adaptive programs we have a huge advantage: we teach Cool School. We get to use mountains as our classrooms and snow as our teaching tool to help distinguish ourselves from “School” school and eliminate that fear of mistakes.

This year at Fall Fest the SCARF (Status, Certainty, Autonomy, Relatedness, Fairness)¹ model was all the rage, and for good reasons. This neuroscience-based model describes a system for leaders to create a safe and supportive learning environment to calm fears and enables positive growth. I use the SCARF model daily in my one-on-one adaptive lessons. So many of our students in both adaptive and “non-adaptive” programs come from school environments that value correctness and discourage mistakes. In many ways this fits for a “school school” model, but we have the freedom as skiers and riders to create fun and playful situations that encourage safe mistakes. Here I have collected some snow-witness SCARF interpretations/adaptations to share with you aimed specifically at eliminating the fear of messing up.

Status- Play the good words game. Whether our student is a 7-year old boy with autism, or an 18-year who spends most of her time in the principal's office, what we say matters. Eliminating harsh, negative words can help us avoid sounding patronizing and “school”-like, while incorporating skiers'/riders'/shredders' lingo can elevate someone from “student” to “rider.”

The other day I had the immense pleasure of watching a Red Lodge Mountain snowboard instructor name, describe, and demo several of snowboarding's more famous crashes (scorpion, back slam, yard sale) in a first timer lesson. His students were laughing well above classroom-approved volumes and when each did their own unintentional demos, these “mistakes” were treated with giggles, high-fives, and smiles.

Certainty- In addition to the typical SCARF model mandates of timeliness, attentiveness, and instructor integrity, we can take it upon ourselves to assure our students that we will be patient.

Monitor tone. Even if it's the 15th time you've given the same direction, speak with the same level of kindness as you did the 1st.

Allow time and space to fix mistakes.

Be a full-body Zen master. Your students will mimic your tone. If you teach with an enlightened level of calm, your students will feel it, and flourish!

Autonomy- Mistakes are the best way to learn: or, rather, safe mistakes are the best way to learn. Allow your students to be in charge of both mistake-making and solution-finding. Earlier in the season I skied with a student who has Down Syndrome, which carries with it low muscle tone and incredible joint flexibility. He had very little interest in remaining vertical and insisted on attempting to get into his skis while cross-legged on the snow. Having very little flexibility myself, I saw the task as doomed for failure, but had the great pleasure of being proven wrong. Due to his exceptionalities he was not only able to get into his skis, but deftly untangled himself and practically bounced to his feet.

Relatedness- Immerse yourself in the Cool School concept. Our students aren't the only ones who get to learn and play outside the confines of a typical classroom—we do, too. Embrace the fun factor and allow your own playfulness to dictate the vibe. Learn all the words to the Frozen soundtrack, catch up on your Minecraft lingo, and prepare an arsenal of fart jokes. Make an iCarly reference and watch the rigid walls of school time expectations fall away.

Fairness- We all make mistakes. Acknowledge yours.

1 Rock, D. 2008. “A Brain-Based Model for Collaborating with and Influencing Others.” *NeuroLeadership Journal* 1: 1-9.
www.davidrock.net/files/NLJ_SCARFUS.pdf

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VARIETY IS THE SPICE OF LIFE

By Tripp Wray, AASI III, PSIA I

My first year as a snowboard and ski instructor was one of the most challenging and most rewarding of my snowsports career. I looked to my DCEs with admiration and awe throughout my years of training as I struggled to achieve my certifications. I thought of our training manuals as gospel and thought that any other school of thought was inferior or uninformed. I would tell my colleagues and students that I'm more of a kinesthetic learner that leans toward an audible learner. I felt like I had the answer to a question that only the elite were able to determine after years of riding and teaching. My world came crashing down around me when I read several, convincing articles and scientific studies that came to one conclusion: VAK does not exist.

Have I upset you? Are you resisting my premise? I felt the same way and I am still wrestling with the concept. I will present the evidence and then you will decide whether or not VAK is scientifically sound or a propagated school of thought. It begins with this, Nearly all of the studies that purport to provide evidence for learning styles fail to satisfy key criteria for scientific validity." (Association for Psychological Science, December 16, 2009, Learning Styles Debunked: There is No Evidence Supporting Auditory and Visual Learning, Psychologists Say, Retrieved from <http://www.psychologicalscience.org/index.php/news/releases/learning-styles-debunked-there-is-no-evidence-supporting-auditory-and-visual-learning-psychologists-say.html>). I have had arguments with myself saying out loud, "Yeah, but...this one student just couldn't get the concept until I presented it in this way." Or, "I had a student that struggled all day until I drew a diagram in the snow." Not one scenario that I can come up with accurately accounts for VAK being the dominant factor in how they learned a specific skill. I'm left to think that if VAK studies don't

satisfy key criteria for scientific validity, then was I wrong to think that I knew how students learned best? Not entirely.

My eyes have opened to the idea that the only way a person can learn something is to do that something. Why has VAK's school of thought lasted so long and is so fanatically followed? I believe it is because that we infer much of our experiences to that conclusion. I want you to think about every student you've ever had. Did you choose to teach them using VAK based on what they said or how they acted? How did they learn the skill you were trying to teach? Ultimately, they learned by doing and I don't mean kinesthetically. So, where do we go from here as instructors? "Variety is the spice of life. Yes, everyone learns a skill by doing that skill. But, teachers must find the most diverse ways to teach their lessons in a variety of ways to keep students engaged and excited about learning." (Kimberly McKnight, Educational Psychology Ph.D. student, personal communication, September 19, 2015).

For additional reading on this topic please go to the following websites:
<http://www.wired.com/2015/01/need-know-learning-styles-myth-two-minutes/>
<http://www.npr.org/sections/health-shots/2011/08/29/139973743/think-youre-an-auditory-or-visual-learner-scientists-say-its-unlikely>

Keep shredding that gnarly powpow.



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