

Ski and Snowboard School **THE WORD**

Winter 22-23' | Issue 22 | Mar. 17, 2023

One Month To Go...

Congrats to our newest Level 1
Snowboarders!



Jonathan Miguel
Stephen Leach
Cage Tanaka
Josh Amos

Way to attain your Snowboard Level 1! Make sure to give these folks a high five if you see them.

Changing Seasons

With the nice weather and the end of season nearing, it can be easy to let our guard down. Remember to stay vigilant on the slopes and take note of changing snow conditions. It can easily go from firm, to slush and firm gain in a single day.

Also, for those bright days, we recommend wearing layers, eye protection and sunscreen.

Save the Date – SSBS PARTY!

We will be hosting an SSBS staff party on Saturday, April 1st (we promise this isn't a joke ☺). Food will be provided and, we welcome anyone who wants, to bring a potluck style dish. Festivities will kick off in the afternoon with food ready after lessons finish. More details to come!

To support our end of season celebration, please cast your vote for our annual Staff Awards. Nominate your wonderful, talented, helpful, and creative teammates using the form below. The deadline for submitting nominations is soon so don't delay!

Please vote by March 31st.
End of Season Awards Ballot

Skykomish Food Bank Drive Food Drive

Between now and March 19th, Stevens Pass will be accepting food donations to support the Skykomish Food Bank.

Recommended items include Pasta Sauce, Mayo, Peanut Butter, and Protein packed canned goods.

You can also make a monetary donation directly to Skykomish Food bank via Venmo, Cash, Paypal and, Benevity. Want to learn more about Skykomish Food Bank and how you can help?

[Click Here](#)

KEY DATES:

March 17th – 19th – 85th Anniversary Weekend

March 18th & 19th – Start of Spring Base Camp

April 1st – SSBS Staff Party!



Done for the Season?

As your personal commitments start to wrap up, make sure you've completed all off boarding tasks. [Direct Connect](#) has a great list with information about finishing your season and next steps.

What you can expect from us: In the coming weeks, we will be emailing out your End of Season Appraisal. Please keep an eye out for these; if you want to connect in person before or after, let us know.

Summer Job Opportunities

Looking for summer work? There are many opportunities in the surrounding communities to fill your summer schedule. Below are just a couple of resources for you to consider. If you need additional support, let us know! We are happy to get you connected.

[Leavenworth Adventure Center](#)

[Leavenworth Adventure Park](#)

[City of Leavenworth-Parks Maintenance](#)

[Outdoors for All](#)

Continuous Listening Results

Another round of our Continuous Listening Survey has wrapped up. While we did not get as many responses this time as we had hoped, we are able to combine the results from this round with those from earlier in the season to give us a good pool of data to sort through. There was much to celebrate and affirmations of what is going well. Some of the big opportunistic themes that have come out of your feedback include:

- **Employee Engagement** – We hear you and we agree! We acknowledge that we didn't have as many staff events this year and that was a miss on our part. We will be hosting an end of season party again this season and, have already started the brainstorming process and calendaring events to improve upon this for next winter. Do you have an idea that you want to make happen? Let us know by emailing SPSchoolStaff@VailResorts.com
- **Communication** – We always have room for improvement here. To help us meet your needs, we invite you all to participate in a quick survey. [Click here!](#) We will use these results to reimagine how we communicate and share information through the summer and into next season.

Along this same line, we've also seen that we've missed the mark in creating a safe space for all staff to feel empowered to speak up. Whether it is in how we have come across, how we've responded to feedback or maybe we missed building that trust/personal connection from the get go. Whatever the case may be, we do not want anyone to feel devalued or that your voice/perspective isn't welcome. In addition to some leadership training that we have planned for our team, we will create more opportunities and access for you to share thoughts/ideas and for us to engage with you all. You are what make our dept. so exceptional and we feel very fortunate to work alongside you all.

- **Training/Onboarding** – We took a slightly different approach to training and onboarding this season and we are happy to hear what worked and what didn't. Before we approach planning for next season, we would like to unpack your feedback/thoughts a bit more. See next weeks Word for more information.

Thank you again for your feedback and for holding us accountable when things aren't going right. We look forward to putting these thoughts into action!

