

Aspen Skiing Company Ski Patrol Evaluation

Name: _____ Date: _____

Evaluation Period: _____ Evaluators: _____

Basic Advanced I Advanced II Tech Coordinator Lead/Trainer

E= Exceeds Expectations **C= Competent** **N= Needs Improvement**

Guiding Principles/Work Habits	E	C	N
A. Brings positive attitude to work			
B. Knows and adheres to ASC standards, policies and procedures			
C. Complies with ASC grooming standards			
D. Works assigned schedule and hours			
E. Performs additional duties as expected			

Comments:

Job Safety	E	C	N
A. Maintains personal equipment to reduce risk of injury			
B. Promotes safety awareness to ASC guests			
C. Recognizes and mitigates hazardous conditions to improve guest safety			
D. Maintains personal health and wellness to ably perform job			
E. Recognizes and mitigates hazardous working conditions to improve employee safety			

Comments:

Guest Relations	E	C	N
A. Consistently aims to improve guest experience			
B. Cooperative, courteous and helpful during guest interaction			
C. Shares knowledge of all services and amenities offered by ASC			
D. Responds professionally in all guest interactions			
E. Actively seeks out guest interactions			

Comments:

Teamwork	E	C	N
A. Takes action and follows direction to benefit team			
B. Contributes to professional development of self and coworkers			
C. Communicates effectively with coworkers			
D. Prioritizes work duties over personal agenda			
E. Respectful of coworkers			

Comments:

Trail work & Patrolling	E	C	N
A. Actively skis all trails and terrain			
B. Recognizes and mitigates hazardous mountain conditions to improve employee and guest safety			
C. Performs daily duties with minimal supervision			
D. Maintains high level of self-initiated activity			
E. Accomplishes objectives appropriately and efficiently			

Comments:

Training	E	C	N
A. Regularly participates in training opportunities			
B. Maintains required certifications and licenses			
C. Willing and able to adapt to changes in policies and procedures			
D. Ensures appropriate documentation of training			
E. Shares knowledge and skills with others			

Comments:

First Aid	E	C	N
A. Exhibits competence/skill with medical equipment			
B. Maintains confidence and competence by responding to trauma/medical calls			
C. Requests additional resources and equipment when appropriate			
D. Provides thorough patient assessment and efficient scene management			
E. Able to stay calm and focused in stressful situations			

Comments:

Documentation	E	C	N
A. Documentation is consistently accurate and completed in a timely fashion			
B. Investigates accidents thoroughly and factually			
C. Completes documentation with minimal assistance			
D. Documentation is legible with attention to spelling and grammar			
E. Competent with electronic forms and programs			

Comments:

Dispatch/ Radio Communication	E	C	N
A. Prioritizes tasks to remain calm and effective under pressure			
B. Anticipates needs and stays ahead of all situations			
C. Communicates clearly, concisely and professionally			
D. Knowledgeable of dispatch operations and procedures			
E. Facilitates accurate information exchange between departments and agencies			

Comments:

Snow Safety	E	C	N
A. Performs hazard evaluation and communicates promptly			
B. Carries out tasks accurately and as directed			
C. Proficient in avalanche rescue skills and response procedures			
D. Participates willingly in all aspects of the snow safety program, as requested			
E. Appropriately documents snow safety work and explosive use as requested			

Comments:

Lift Evacuation	E	C	N
A. Willing and eager to attend training			
B. Knowledgeable of available equipment and storage locations			
C. Responds appropriately to stopped lifts and able to lead ground based evacuation team			
D. Proficient in aerial lift evacuation techniques			
E. Proficient in technical rescue techniques			

Comments:

***Choose one rank from the following tables according to Patroller status.**

Basic	E	C	N
A. Knowledgeable of all terrain, phone #'s, trail names			
B. Willing and eager to perform daily duties and chores			
C. Self-motivated to learn and train			
D. Able to function independently in most situations; requests assistance appropriately			
E. Contributes positively to team			

Comments:

Advanced I	E	C	N
A. Leads by example			
B. Knowledgeable of mountain operations and procedures			
C. Willing and able to step into any patrol role at any time			
D. Knowledgeable of Incident Command structure (ICS)			
E. Effectively manages team members and station duties when assigned			

Comments:

Advanced II	E	C	N
A. Respected as a leader in skills among peers			
B. Seeks out guest interactions and opportunities to enhance guest experience			
C. Detailed knowledge of a skill or combination of skills and able to substitute for a tech or coordinator as requested			
D. Exhibits leadership qualities and able to substitute for a supervisor as requested			
E. Effectively and appropriately implements and participates in ICS			

Comments:

Tech Position	E	C	N
A. Proficient in all skills required for given department			
B. Actively seeks to improve personal knowledge and skills within tech position			
C. Establishes work priorities and plans to accomplish department objectives			
D. Organizes and assists with department trainings as directed			
E. Fulfills all duties expected of Advanced I/II Ski Patroller			

Comments:

Coordinator	E	C	N
A. Oversees personnel training and development related to department			
B. Ensures regular inspection and inventory of equipment used in department			
C. Ensures appropriate documentation of training and incidents within department			
D. Exhibits leadership qualities and able to substitute for a supervisor as requested			
E. Seeks ways to improve department including personnel skills, policies and procedures, and equipment			

Comments:

Lead/Trainer	E	C	N
A. Works with patrollers of all levels on daily patrolling skills			
B. Exhibits leadership qualities and able to substitute for a supervisor as requested			
C. Seeks ways to improve department			
D. Conducts trainings for new hires and experienced patrollers			
E. Ensures appropriate documentation of training			

Comments:

Overall Performance Rating

Exceeds in 70% or more of objectives

Competent/Needs Improvement in 69% or less of objectives

<p>_____ / 60 = _____ %</p>

Management Comments:

Employee Comments:

Employee Signature: _____ **Date:** _____

Supervisor(s) Signature: _____ **Date:** _____