PROGRESSIVE CLIMBING EDUCATION
STRATEGIC DIRECTIONS & SUPPORTING INVESTMENTS

DEFINITION Reimagining The Mountaineers' climbing program design to achieve consistent excellence while responding to growing demand and changing needs, and honoring our legacy and core values.

VISION The Mountaineers is known for world class, volunteer-led climbing education.

TENETS Develop Safe Climbers | Develop Good Stewards | Create a Welcoming Community

GUIDING PRINCIPLES Volunteerism | Outward Focus | Capacity | Quality

STRATEGIC DIRECTIONS

LEADERSHIP
VOLUNTEER RECRUITMENT AND TRAINING FOR LONG-TERM ENGAGEMENT.

CURRICULUM
CAPACITY AND REACH FOR TOP QUALITY CURRICULUM.

ACCESS & STEWARDSHIP
EXPANDED ACCESS WITH LOWER IMPACT ON CLIMBING AREAS.

COMMUNITY
A WELCOMING AND SUPPORTIVE COMMUNITY FOR EVERYONE.

SUPPORTING INVESTMENTS

- **EDUCATION SUPPORT:**
  Full time staff person dedicated to supporting climbing education
- **EQUIVALENCY:**
  Support the equivalency process for volunteer leaders across all branches
- **E-LEARNING:**
  Develop e-learning platform for leadership training and course content

INVESTMENTS

LEADERSHIP

PROFESSIONALS FOR LEADER TRAINING
Hire certified guides or other industry professionals to provided targeted training opportunities for our leaders.

PARTICIPANT EVALUATION/REPORTING SYSTEM
Improve the existing online trip evaluation system to include aggregate leadership feedback reporting so that course leaders and committee leaders can better support their leaders and instructors.

LEADERSHIP PROGRESSION DESIGN GROUP
1-2 year task force to assess student-instructor-leader progression in each branch's climbing community, apply successful models across the organization, develop new incremental levels of leadership that are standard across the organization.

PROFESSIONALS TO LEAD ADVANCED COURSES
Hire certified guides or other industry professionals to lead advanced courses for which we internally do not have the content expertise. Advanced courses could be offered at a discount or free as recognition and continued development for our top leaders, as well as be listed as open to members and the public.

OUTCOMES
» Improved quality & consistency
» Tiered leadership opportunities, improved inclusion, volunteer capacity growth
» Advanced Skill Building, volunteer recognition, retention & growth, increased access points

CURRICULUM

CURRICULUM SHARING
Develop a mechanism (online, human or combination thereof) for easy sharing and archiving of curriculum.

CURRICULUM COMMITTEE
Task force which may choose to develop into a standing Committee will strive for consistent naming and outcomes for courses across the organization, review curriculum for general consistency (e.g. do basic students learn to build anchors?), review curriculum for inclusion of critical thinking, share best practices about modularizing courses, & problem solving skills.

TECHNICAL ADVISORY COMMITTEE
Standing committee responsible for staying connected with current industry standards and best practices. Conducts annual or semi-annual review of climbing curriculum, making recommendations for updates. Committee communicates updates and teaches new equipment use or techniques through annual Forefront events. Committee also partners with AAC in development of national standards for climbing clubs.

OUTCOMES
» Improved quality & consistency
» "Forefront" type events at all branches
» Advanced Skill Building, volunteer recognition, retention & growth, increased access points

ACCESS & STEWARDSHIP

ACCESS & STEWARDSHIP COMMITTEE
Standing committee focusing on partnering with the greater climbing community to secure and ensure access, steward climbing areas, and problem-solve access issues. Committee will partner with WCC et. al. to host stewardship events, make recommendations to Board for acquisitions opportunities, assess new crag development, make recommendations for alternatives to high-use areas, assess Mountaineers activities and make minimum impact recommendations including maximum party size reduction in high-use areas.

OUTCOMES:
» Smaller Party Size in high-use areas
» Increased stewardship outreach
» Increased instructional capacity

COMMUNITY

MEMBER FORUM
Invest in cost-effective forum software to more easily connect members to other members for "unofficial" pick-up trips or practice days.

CAMPING/LODGING OPTIONS NEAR CRAGS
Assess opportunities to purchase, lease or share land for group camping or lodging near popular teaching areas, such as Leavenworth.

OUTCOMES:
» Online member community
» Better overnight options near crags
» Growth in community

EDUCATION SUPPORT

CLIMBING EDUCATION MANAGER
Hire a full time staff person dedicated to supporting climbing education. Role would include 20% time in the field, participating in courses and trips and cultivating strong relationships. 80% spent facilitating committees & summits, volunteer recruitment & recognition, working on technical standards review, administrative support, project managing e-learning.

OUTCOMES
» Increased quality and consistency
» Growth in volunteer capacity
» Reduction in volunteer burnout
» Expanded access to courses

EQUIVALENCY

EQUIVALENCY SUPPORT
Work with committees to understand course equivalency requirements, then conduct a regular, ongoing equivalency program for all branches' climbing programs. This process would also evaluate opportunities for partner equivalencies (eg. working with a climbing gym to ensure curriculum consistency leading to certification reciprocity).

OUTCOMES:
» Easier equivalency process
» Growth in volunteer capacity
» Expanded access points

E-LEARNING

E-LEARNING FOR LEADER TRAINING & COURSE CONTENT
Invest in course production for online lecture formats for select climbing courses or course modules, as well as for Leadership Training modules within our e-learning platform.

E-LEARNING PROGRAM COORDINATOR
Hire a full time staff dedicated to project managing online course production, marketing and oversight.

OUTCOMES:
» More convenient, effective curricula through e-learning
» Improved inclusion
» Growth in volunteer capacity