



Counselors in Training (CIT) 2023

About:

The CIT program is an educational program, with a curriculum designed to develop technical and people skills to be an effective leader. It is not “working” at camp; a CIT is still technically a camper and therefore must still follow the same rules and restrictions.

What is a CIT?

A counselor in Training is a person who would like to learn more about camp counseling through on-the-job training; with encouragement and feedback from the counselor they are working with. A CIT will practice leadership skills, be a role model and have fun with campers. The goal is to teach skills that can be used at home, school and in the community.

What do they do?

Working with kids-

CIT will observe staff members and work alongside them, learning and practicing how to teach campers new skills, lead them in games or help them create projects. They will have the opportunities to support campers during structured parts of the day like breaks or lunch, helping to enrich their camp experience without directly supervising them.

Camp Operations-

CIT will get behind the scenes peek at what it takes to run different aspects of camp, pitching in to help with camper check in, lunch, and more. They will have the opportunity to lend a hand in planning and organizing large-scale events like all camp games, closing ceremonies, or talent shows.

Leadership skills-

Covers a wide range of important skills, including how to give and receive feedback, set and achieve goals, resolve conflict, speak to a large group, lead activities and plan and debrief multi-part events.

Please Return Completed Questionnaire & Agreement to:

- > Family Branch - cgood@ymcapawt.org
- > MacColl Branch - psnyder@ymcapawt.org
- > Woonsocket Branch - sguzeika@ymcapawt.org
- > Westwood Branch - hwalters@ymcapawt.org



What does the program look like?

Rotation 1:

Spending time with each other and CIT leaders; build companionship through teamwork games and time learning leadership skills.

Example: How to build a growth mindset, positive camper management, goal setting and effective communication methods.

Rotation 2:

Choose which camper age group they're most interested in working with. Help mentor those campers as they go through the day with activities.

Rotation 3:

Meeting together to talk about the day and ask some questions to help make their day better. See what areas they are struggling in and how we can change that around. Get in depth in any situation that needs to be resolved.

Why participate?

Experience-

Are less about the work they do more about what working teaches them. Teach how to work efficiently and effectively - to show up everyday and accomplish things, to set goals and see them through.

Exploration-

Ways to try out different types of roles, learning a little about their interests and strengths before they enter the working world.

Leadership-

Beyond learning foundational skills like organizations and communications, start to elevate their thinking about the ways they can bring their strengths to the world.



Confidence-

The responsibilities they take on the day in camp - in a safe supported environment - to help boost their self esteem and build their independence.

Who is who?

Camp Director/ Assistant Camp Directors -

In charge of running and overseeing all camp activities, groups, and staff.

Assistant Camp Director -

In charge of running and overseeing all camp activities, groups, and staff with the camp director.

CIT Coordinator-

In charge of specific planning for CIT. includes training, scheduling, problem solving, and other important activities. Deals with problems within the CIT and oversees CIT leaders. Reports to Camp director or assistant camp director.

CIT Leader-

Facilitates and assists with giving direct instructions to the CIT, helps out with training, scheduling, etc. Reports to CIT Coordinator.

CIT-

Counselors in training assist in mentoring campers to have a smooth and fun camp day.



Dress Code

- Closed toe shoes (sneakers, cros)
- CIT shirts when separated from groups
- Appropriate bottoms (fingertip length)
- Appropriate top
- One piece bathing suits or tankinis (two piece with shirt over is acceptable)

What to bring to camp?

- Refillable water bottle
- Lunch/snacks
- Bathing suits
- Towels
- Sunscreen
- Bug spray
- Hat
- Sunglasses
- Backpack
- CIT shirts



CIT Questionnaire

Name _____

1. What specifically excites you about being a CIT? Why are you applying?
 2. Tell us about an experience working with young children. Reflect on a time you had to step up into a leadership role.
 3. Tell us about an important leader in your life. What did they do and how did they act that inspires you as a leader?
 4. What is one thing you are passionate about and why?
 5. How would your best friend describe you?
 6. What are you passionate about?
 7. Did you go to camp when you were young?
 8. What do you aspire to do?
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9. How do you define success?

10. What has been your greatest achievement?

11. Do you prefer to work alone or as a team?



CIT Agreement

- I agree to stay with my assigned group/ counselor unless told otherwise
- I agree to listen to camp leaders by following direction and doing my task
- I agree to wear appropriate attire to camp
- I agree to always have my CIT shirt with me (only needs to be worn while away from CIT group)
- I agree to respect others in what I say and do; use proper language at all times
- I agree to refrain from cell phone usage while at camp
- I agree to be involved and engaged with campers throughout the day
- I agree to never use physical punishment, restrain or force on any camper for any reason
- I agree to swim with my assigned group and demonstrate good pool behavior
- I agree to use equipment/ supplies in a safe manner
- I agree to set an example that bullying and/or teasing is never tolerated; report if there is any bullying to a staff
- I agree to create a safe and fun environment
- I agree to notify my training counselor when someone gets injured no matter the degree of the injury.
- I agree to always go to the CIT Leader with issues regarding myself, task, or group
- I agree to go to the CIT Coordinator with ANY ISSUES I am unable to solve on my own or with the help of others.
- I agree to disclose any unsafe behavior I observe to my CIT Coordinator or the Camp Director
- I agree not to discuss camper or camp related issues in front of campers

By signing this document, I agree to the terms listed above. I am also agreeing to the fact that if these terms are broken, action will be taken and may result in suspension from the program or other actions.

Counselor in Training Signature

Date

By signing this document, I agree to help my child hold up their end of the contract, to the best of my abilities. I also agree that if my child breaks the terms of this contract, they will be subject to disciplinary action determined by the Directors

Parent/ Guardian Signature

Date



CIT Performance Evaluation

CIT: _____

Staff: _____

Group: _____

Date: _____

Skill/ Element Being Evaluated	Meet Expectations	Partially Meets Expectations	Does Not Meet Expectations	Comments
Follows dress codes				
Demonstrates good interaction with staff and kids				
Engaged and participates in all activities				
Carries themselves as a mentor and models appropriate behaviors				
Respects and maintains the confidentiality of others				
Communicates effectively				
Perform jobs accurately				
Follows all safety rules				
Stays with group at all time				
Responds to request in an efficient matter				

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