

GEORGE SCHOOL DAY CAMP COUNSELOR TRAINING PROGRAM DESCRIPTION



The George School Summer Day Camp has been in operation for more than two decades. It is a seven-week program involving approximately 260 campers between the ages of 6 and 14. The camp is staffed primarily with teaching professionals from both private and public schools. Our counselors are either in high school, college age, or older.

It is our desire to use this counselor training experience as an investment for those aspiring to work with children. We have designed an intensive two-year training program to prepare young people to serve as counselors in a camp situation. This program begins with Counselors-In-Training (CIT) at age 14 (must be 14 by May 1). The following year, they continue as Junior Counselors (JC) at age 15. There is a possibility of an additional third year of training as an Associate Counselor. Those who participate in this program are introduced to the skills, techniques, and strategies necessary to successfully serve as a counselor in a day camp situation, and are provided consistent feedback and job performance monitoring by senior staff members.

Our program includes a variety of learning experiences. CITs and JCs work as aides throughout the summer. Over the course of the seven-week camp they are assigned to two different age-level experiences. They also have duties incidental to the smooth running of the camp such as cleaning and serving in the cafeteria, planning and supervising lunch recess activities, and organizing equipment for lunch recess, or simply providing assistance to their assigned group leader. If a counselor is unable to be at work, an Associate Counselor is asked to lead that group for the day. The most important part of this program, however, is the weekly training workshop. Workshops are conducted on a range of topics specifically designed to help train young leaders in working with children and being a good employee. Workshop activities involve both small- and large-group work, analysis and reflection, brainstorming, role playing, and discussion. Feedback and assistance is readily available as the oversight of this program is the sole responsibility of one senior staff member. This person observes, meets with the CIT or JC individually, and provides professional feedback and constructive ways to develop stronger leadership skills.

It is expected that all employees are committed to working the entire seven-week camp season. We are looking for dynamic individuals with an outgoing personality. This is not an appropriate training program for kids who are shy or who have displayed a lack of interest or respect for the camp program when they were campers. Whereas we appreciate that all parents are supportive of their children, please realize that the behavior we often see in them while they were campers may not be the same behavior you see at home. We solicit the input of counselors and activity leaders when considering a candidate for the program.

This program has already achieved positive results. The quality of both Junior and Associate Counselors coming out of this program has been impressive. They are dynamic, better-qualified young leaders who demonstrate the ability to begin serving as counselors in a day camp situation. If this sounds like a program you are qualified for, visit our website at www.gsdaycamp.org, click on the "Employment" link to the right of the page, and scroll down to the CIT and JC link. There you will find a program description, an application, and a personal recommendation form.

Completed applications must be received by the camp office by **November 1**.