

## Counselor In Training (CIT) Job Description

Camp Airy and Camp Louise CITs are campers completing 11<sup>th</sup> grade just prior to the current summer. In the event a camper has just completed the 10<sup>th</sup> grade and turns 17 following the camp season, that camper will **not** be eligible for participation in the CIT program.

A broad definition of the CIT program would include, but is not limited to, the following components:

**Bunk/Cabin Experiences** with the purpose of gaining a working knowledge of children in this setting. This experience includes:

- Participating in bunk routines (clean-up, meals, games, evening activities, night patrol, etc.).
- Observing counselors in their leadership and teaching roles.
- Assisting in the planning of special events and programs at an age appropriate level.
- Assisting in supervision of campers, with staff supervision, during staff meetings, and/or special events and assisting counselors in the supervision of campers during the "routine" times as indicated above.

**Department experiences** with the purpose of learning teaching skills of particular activities as well as observing and learning leadership skills. Specifically, CITs participate in all aspects of leading, teaching, developing, officiating and supervising a wide assortment of activities during the course of their Department Experience.

**Service Projects/Special Events** are a part of the CIT experience to allow for diversity of programming in camp and to give CITs the opportunity to provide extra staffing for special events and projects at camp. Details of projects will be shared with CITs upon their arrival at camp.

**Review/Debriefing/Discussion** are key components of the CIT experience. CITs will have the opportunity to review the day's events, activities and/or experiences with the intent of learning from each part of their participation. Both positive and constructive input is reviewed with the intent of learning from both experiences to enhance their base of information in learning the role of a successful counselor/staff member and learning the levels of camper development and appropriate response to the needs of campers at these levels.

**Evaluation** will take place on a regular basis, both informally and formally. This will give CITs positive feedback as well as clear guidelines where improvement is needed. CITs will participate in at least two formal evaluations during their eight week experience.

The **Camper component** of being at camp during this summer is still of key importance to this eight week experience. CITs will enjoy a regular schedule of activities and programs geared to their age group as well as participation in camp wide programming.

As an individual considers participation as a CIT, it is important that they go into this program with the mind set that they are seriously considering becoming a member of the camp staff. While camp offers an excellent social component, this cannot be the focus of an individual participating in their CIT summer. Unlike the previous summer's CA (Counselor Aide) program, which offers the opportunity to decide if becoming a member of the camp staff is a consideration, CIT summer should focus on achieving this goal. If you are applying to become a counselor at camp, it should be clear to you that you are applying for a position of increasing responsibility

and requiring a commitment to camp. Our goal for you as a participant in the CIT program is that you will gain a clear and unmistakable understanding of the position of a caregiver for our campers. This role you aspire to requires that an individual possesses patience, understanding, and warmth, as well as the teaching skills indicated above. Our job is to train you to become a mature staff member who understands the potential impact that each and every decision can have on each and every camper that we serve.

Participation in the CIT program includes several special events and activities that recognize the extensive time commitment and energy participants have made to the program. Some will be at camp's expense and for some events/activities our CITs will assume the added expense.

Finally, please note, some school systems do accept your CIT program participation towards "community service" hours. Please check with your guidance counselor *prior to camp* if this is one of your goals for the summer.

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