

Counselor's Evaluation of CIT

CIT's Name: _____

Evaluator's Name: _____

Don't Know	Strongly Disagree // Unacceptable		Disagree // Needs Improvement			Agree // Good			Strongly Agree // Outstanding	
N	1	2	3	4	5	6	7	8	9	10

Camper relationships

Cabin counselor CIT

- | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|
| 1. Makes each camper feel special, and treats each camper with equal attention and caring | ___ | ___ |
| 2. Demonstrates real interest in campers by being with his/her campers, being friendly, engaging them in conversation, noticing campers with difficulties, and listening | ___ | ___ |
| 3. Is positive, playful, fun, and involved with campers | ___ | ___ |
| 4. Uses positive, Level I behavior management techniques when appropriate | ___ | ___ |
| 5. Never uses the punishment, guilt, or buddy methods of behavior management. Always uses "Success Counselor" method first. | ___ | ___ |
| 6. Works to create a level of cohesion and spirit within the unit. | ___ | ___ |

Transition from Camper to CIT

- | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|
| 1. CIT knows program and is on time | ___ | ___ |
| 2. CIT has the campers needs above their own | ___ | ___ |
| 3. CIT spends an appropriate amount of time with Oak and Cedar campers, keeping in mind their position of responsibility even with friends present that may be in other villages | ___ | ___ |
| 4. CIT is actively involved in planning and executing the CIT CAPP | ___ | ___ |

Communication

- | | | |
|-------------------------------------------------------------------------------------------------------------|-----|-----|
| 1. Communication between other CITs and the CIT counselors happens cleanly and regularly | ___ | ___ |
| 2. CIT relationships are managed in an emotionally intelligent manner | ___ | ___ |
| 3. CIT counselors, Randy, or Melissa are notified when significant problems occur (asks for help) | ___ | ___ |
| 4. Suggestions about how things could run better are actively offered on a weekly basis | ___ | ___ |
| 5. CIT expresses dissent (not swallowed) quietly, thoughtfully, with respect, and never in front of campers | ___ | ___ |

Personal management

- | | | |
|----------------------------------------------------------------------------------------------------------------------|-----|-----|
| 1. Follows camp rules and expectations (e.g., cleanliness, punctuality, language, safe touch, curfew, attire, etc.). | ___ | ___ |
| 2. Understands the mission of the camp and how the outcomes are achieved (as well as his/her specific role in such) | ___ | ___ |
| 3. Safety and sound judgment are exercised in dealing with campers, staff, oneself, and equipment | ___ | ___ |
| 4. Displays humor / positive attitude in response to stress or change | ___ | ___ |
| 5. Good mistakes – best effort, inferior result – are frequently made (this is a positive thing) | ___ | ___ |
| 6. The CIT learns from his/her mistakes | ___ | ___ |

Above and beyond

- | | | |
|-------------------------------------------------------------------------------------------------|-----|-----|
| 1. CIT shows initiative – takes charge and does things without being asked | ___ | ___ |
| 2. Creative / Innovative – e.g., new activities, highly decorated cabin, unique problem solving | ___ | ___ |

3. Aids other staff when time and need arise _____

Activities

- 1. Cabin activities are well-planned and executed _____
- 2. Village activities are fully participated in with outcomes always in mind _____
- 3. Embers are done in meaningful manner _____
- 4. Bedtime is both orderly and fun _____
- 5. During swim assessment CIT participates with campers _____
- 6. CIT is actively engaged in siesta to make it orderly and enjoyable _____
- 7. At meals, CIT facilitates conversation and plays games _____
- 8. The morning wake up and cabin cleaning process happens smoothly and enjoyably _____
- 9. CIT is creative and enthusiastic about shared responsibilities _____
- 10. CIT sings heart and body at meals, campfire, and other times _____
- 11. Makes good use of idle times with games and conversation _____
- 12. CIT helps with Playstation and takes initiative to help learn and sell activities _____

Attitude

- 1. Does the CIT show enthusiasm during activities _____
- 2. Does the CIT treat peers with respect _____
- 3. Does the CIT treat counselors with respect _____
- 4. Does the CIT model the Camp Augusta mission and values _____

Overall performance _____

Please offer specific examples that illustrate areas for development as well as strengths

Overall / Other comments (goals for the future)

CIT's Name _____ Signature _____ Date _____

Counselor's Name _____ Signature _____ Date _____