

## Counselor-In-Training (CIT)

### **C.I.T. Program Overview**

The CIT program focuses on applying leadership skills learned in the LIT program in the camp environment. The purpose of the CIT program is to help CIT's understand the value and importance of leadership in a specific camp setting while applying skills they gain during the program, including behavior management, emergency preparedness, and overall responsibility in a group setting. The applied knowledge that CIT's learn in the program is intended to serve them beyond the summer and outside of the camp environment. CIT's are granted additional privileges and responsibilities, both come with a greater level of accountability and a higher behavioral expectation. Campers in the CIT program will be responsible for planning/teaching a lesson in their focus area approved by the CIT/LIT Manager.

### **Age**

Campers who are 14 - 16 years old can be a Counselor in Training.

### **Interview Process**

All campers who apply for the CIT program will be interviewed to determine if they are ready to be a CIT. Any camper who does not meet the maturity, social emotional skills, and leadership potential required for this program will still be eligible to attend camp either as a traditional camper or LIT role as determined in the interview process.

### **Schedule**

Counselor-in-Training is a two week program where the camper still goes home over the weekend. This program follows a similar schedule to the traditional campers with the addition of 6 leadership classes and an extended bedtime of 10 pm. The second week of the session, CITs will be placed in a cabin with campers.

### **CIT Bonding**

CIT bonding is led by the CITs and facilitated by the CIT manager. This is the perfect time for them to unwind from the day, decompress with one another and debrief as they see fit. This is their opportunity to get to know one another in their own setting, or also ask for advice and help within their program if they feel the need. All CITs must complete bonding and head to their cabins by 9:45pm and must be in their cabins and in bed for 10pm.

### **Focus Areas**

CIT's can focus their training in Horse Camp, Traditional Camp or Maple Leaf.

**Horse:** All campers enrolled in the horse CIT program must have previous horse experience and be approved by the Equestrian Director beforehand. This is a non-riding program. All Horse CITs will be paired with a mentor from horse camp.

**Traditional:** All campers enrolled in the Traditional CIT program must be approved by the Camp Operations Director beforehand. All traditional CITs sign up for activities they

are interested in gaining experience in and will be paired with a mentor in one of their set activities.

**Maple Leaf:** Maple Leaf CITs have the opportunity to work with 7-10 year old day campers. All campers enrolled in the Maple Leaf CIT program must be approved by the Camp Operations Director beforehand. Maple Leaf CITs will work with Maple Leaf campers during the day and will rejoin traditional activities after their campers have left for the day.

### **Mentor**

All CITs will be paired with a mentor within their focus area. Mentors will provide additional guidance and support beyond their leadership classes. This is to help them understand how the concepts discussed in training are applied in the camp setting. Mentors will provide immediate feedback and support as the CITs apply their learned knowledge.

### **Personal Technology Devices at Camp**

CITs are not allowed to have their cellphones or other forms of technology while at Camp Marshall.

### **Intended Outcomes**

Through observation and leadership training the CITs will cultivate discussion with the CIT Manager to understand different leadership roles, skills, and approaches to working with children in a variety of roles. CITs will apply and build on their camper management skills in their second week through their role in the cabin with the direction and support of the cabin counselor and CIT Manager. CITs will plan and lead an activity with the direction and support of their mentor and CIT Manager. As the learning facilitator the CIT Manager will ensure that all of the points of the curriculum are covered and explored in a collaborative and productive environment where leadership skills can be obtained. The learned and applied knowledge is intended to prepare CITs for a counselor role in the future.