

# Staff-in-Training year 2 Program Overview

Our SIT Program (Staff-in-Training) focuses on the development of leadership skills, both general and camp specific. SITs are campers that are in training to become staff. It is our goal at Rocky River to create a positive learning environment for SITs, giving them a safe place to gain and practice skills that they will use for the rest of their lives. They are the most fun and challenging years here at camp, full of success and reward.

This is a two-year program. SIT 1s will focus on general leadership skills, teamwork and communication. SIT 2s build on these skills and use them as they live in cabins with younger campers. The majority of all SIT learning takes place in an experiential setting, where they can practice their new skills.

## Training

- Effective communication
- Decision-making
- Problem-solving
- Group facilitation
- Behavior management
- Service projects
- Conflict management
- Leadership skills

The camp directors have an ongoing training and evaluation plan for each SIT 2. Included are these steps:

- Goals for the session are set and progress toward them is reviewed.
- SIT 2s are monitored and feedback is provided on their development as they work with campers.
- Periodic conferences are held with each SIT 2 and focus on her progress in working her cabin group, comfort in leading the group, relationships with staff members and campers, and any other concerns or challenges the SIT 2 might have.

# Programming

SIT 2s have programming that meets their unique needs. They are “in training” to be future effective staff members. Opportunities are provided for SIT 2s to both witness effective leadership and to be role models themselves. SIT 2s get most of their hands-on experience in the cabins they live in with younger campers. They are expected to support the counselors and engage and interact with the campers. They can look forward to playing games with campers, chatting with them during downtime, and leading them during cleanup time in the dining hall and around camp.

SIT 2s will attend regular classes at 9, 10, 11, and 5. During free swim, SIT 2s will get together in a group with a director for an open-floor meeting to discuss the trials and triumphs of each day. This is a fun time for them to share stories about their experiences and bond as a group. SIT 2s also get some bonding time during breakfast when they will sit together. At other meals, they will sit with their campers.

Their responsibilities also include the SIT 2 Service Project. They will work during the weekend to improve an area of camp, decided upon by the group and the directors. They will also have the honor of planning and hosting the closing campfire.

SIT 2s sometimes enjoy special roles in evening programs, leading alongside the counselors. During programs where they are not involved in a special role, they will participate with their cabin groups. On one of the last days of the session they will enjoy an outing with directors to do something fun as a group.

# Housing

SIT 2s are assigned to live in cabins with campers who are under the age of 13. SIT 2s remain with the campers they are assigned to during meals, cleanup, evening activities, and times the camp is not in scheduled activity periods. Participation is required in a support capacity, supervised by staff. The cabin staff will mentor them through this stage of the leadership program and will work closely with the directors, providing important feedback and guidance.

# Benefits

The benefits of this program are hard to number. It is an asset on college applications and the alumni network in the workplace and on college campuses is far-reaching. The independence and confidence the girls gain will help them in every aspect of their lives. We are proud of our program and proud of the wonderful young women who are part of it.