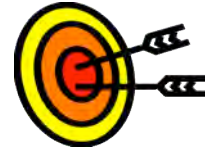


An Evaluation on Evaluations

Reference: 101 Movie Clips that Teach and Train by Becky Pike Pluth, M.Ed.



- In your opinion, how important is it to give feedback to camp staff?

5 4 3 2 1 (5 = very important, 1 = not important)

- Are you “hitting the mark” with staff evaluations at your camp?

5 4 3 2 1 (5 = yes, 1 = no)

- If no, what would you like to see happen to make a change in your answer above?



- If yes, what would you like to see happen to make your performance review process even better?

- Think of a time you received positive feedback and it spurred you on. What was it specifically that motivated you to improve?

- Recall a time you gave corrective feedback to a staff member. What was your approach to the situation? The outcome?

- What advice about staff evaluations would you like to ask of another camp director?

- What “best practice” idea on staff evaluations are you able to share with another camp director?

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"Pop It"

Reference: Cain, J., C-M. Hannon, and D. Knobbe (2009) Essential Staff Training Activities. Kendall/Hunt Publishing Company.



What were your thoughts throughout the activity?



*Which was more obvious, success or failure?
What did it take to figure out how to be successful?*

Did you ever feel frustrated or want to give up? Why or why not?

Do camp staff ever feel this way?

What was your attitude toward the "supervisor" when balloons were continually popped?

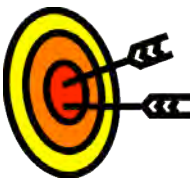
Where did you look for information about being successful when it wasn't clear what was "acceptable"?

How did the group collaborate to figure out what needed to be done to be successful? Did it help or hurt the process?

What was needed from the "supervisor" to avoid frustration and wasted energy?

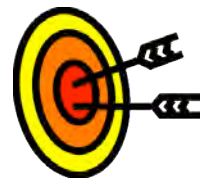
What might be a lesson learned from this activity?












On Target Staff Evaluation


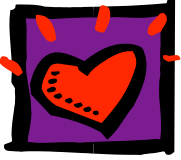

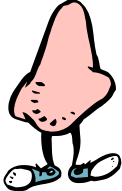


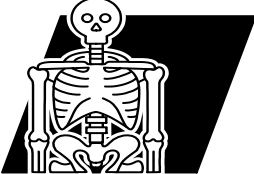
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Body Part Evaluation

(Adapted from Body Part Reflection by Michelle Cummings, Training Wheels * Littleton, CO * 888-553-0147 * www.training-wheels.com)

	<p>Eyeball - What staff person have you observed that works well with the campers?</p>
	<p>Stomach - In your role as a counselor, describe something that took guts for you to do or brought you out of your comfort zone.</p>
	<p>Brain - What is something new that you have learned about yourself this summer?</p>
	<p>Hand - What staff member has supported you in some way? Who is someone you would like to give a hand for a job well done?</p>
	<p>Ear - What is a good idea you have heard or something that was hard to hear in your work with children?</p>
	<p>Smiley face - What is something that made you smile or laugh; something positive you experienced this summer?</p>
	<p>World - How do your actions affect the camp community at large?</p>

	<p>Light Bulb - What new ideas do you have for your cabin/bunk group?</p>
	<p>Heart - What do you love/enjoy about your work with children?</p>
	<p>Foot - Describe a specific time you had to put your foot down when working with a group of campers.</p>
	<p>Nose - Which staff member knows his/her campers best? What does this person do specifically to build relationships?</p>
	<p>Bone - What are your breaking points? Describe a specific time you lost (or came close to losing) your patience at camp this summer.</p>
	<p>Question Mark - What questions do you have at this point in the summer?</p>
	<p>Spine - What expectations have you set with your campers that are the backbone for group living?</p>



Hands-On Evaluation

(Adapted from "High Five" activity in *A Teachable Moment: A Facilitator's Guide for Processing, Debriefing, Reviewing and Reflection* by Jim Cain, Michelle Cummings and Jennifer Stanchfield, p. 127)

THUMBS UP: What is something you have done really well in your role as a counselor? Be specific.



INDEX FINGER: What can you do to make your experience this summer even better? Be specific. What can the leadership staff do to ensure that you have a successful summer?



MIDDLE FINGER: Describe a specific time you lost (or came close to losing) your patience. What can you do to avoid this situation in the future?



RING FINGER: What are you committed to in your work with children this summer? Be specific.

PINKIE FINGER: What is something specific you have done to show that you are a team player with the other staff this summer?



HIGH FIVE: Describe a specific time that you praised a counselor.



ROUND OF APPLAUSE: What staff member deserves a round of applause for dedication and excellence in their work with children?



Staff Weather Report

(Adapted from "How's the Weather" activity in *A Teachable Moment: A Facilitator's Guide for Processing, Debriefing, Reviewing and Reflection* by Jim Cain, Michelle Cummings and Jennifer Stanchfield, p. 131)

SUNNY DAY: Describe your best moment at camp so far this summer! Be specific.



RAINY DAY: Describe a time when things were not going as planned. What did you do to make the most of the moment? What was your plan "B"?



WINDY DAY: Describe a specific time you gave a "push" to another staff member. Have you ever needed this from someone in return?



STORMY DAY: Describe a specific time when you "lost your cool" (or came close to losing) this summer. How did you rectify the situation?



FOGGY DAY: What are questions that you have at this point in the summer? Anything that the leadership staff can help out with or clear up for you?



SNOW DAY: Describe a specific time that you did something fun and out of the ordinary with your campers.



RAINBOW: What are your hopes/dreams for the remaining weeks of the session/summer?



What weather related term would you use to describe your camp experience this summer?



Food for Thought

(Adapted from "Food for Thought" activity in *A Teachable Moment: A Facilitator's Guide for Processing, Debriefing, Reviewing and Reflection* by Jim Cain, Michelle Cummings and Jennifer Stanchfield, p. 107)

NAPKIN: What is the first thing that comes to mind?



PLATE: What is on your plate right now?

FORK: What is something you would like to take a stab at in the upcoming weeks?



KNIFE: What exciting news about your campers would you like to spread?

SPOON: What is something you would like to have help with?



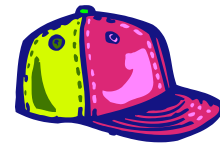
GLASS: What is something you would like to know more about (refills are free!)?

COFFEE, TEA, or ME?: What are you doing to relax and get personal time this summer?












CAPture the Moment!



You have been designated the camp photographer for a day; it is your job to capture staff members making good choices working with children at camp on camera. Make a list of the photos you “take”. **READY...SET...GO!!**

<u>C</u> ATCH IT	<u>A</u> CKNOWLEDGE IT	<u>P</u> RAISE IT
#1  Counselor having a conversation with campers instead of hanging out with staff friends during a meal.	Engaging with Campers	“I noticed that you were getting to know your campers in the dining hall today - WAY TO GO!!”
#2 		
#3 		
#4 		
#5 		
#6 		
#7 		





CAMP STAFF EVALUATION



Name: _____ Cabin: _____ Date: _____

Please rate yourself in the following areas (1-5 scale, 5 is highest performance):

	<u>ACTION STEPS</u>	<u>CIRCLE ONE</u>
<u>The Mission</u>		
• Creating a Community	_____	5 4 3 2 1
• Building Relationships	_____	5 4 3 2 1
• Role Modeling	_____	5 4 3 2 1
<u>Using the 5 Tools</u>		
• Setting Expectations	_____	5 4 3 2 1
• Asking Questions and Listening	_____	5 4 3 2 1
• Having A Group Meeting	_____	5 4 3 2 1
• Giving Positive Praise	_____	5 4 3 2 1
• Being GUMBY	_____	5 4 3 2 1
<u>Challenging Times</u>		
• Wake up/Clean up time	_____	5 4 3 2 1
• Mealtimes	_____	5 4 3 2 1
• Rest Hour	_____	5 4 3 2 1
• Bed Time	_____	5 4 3 2 1
<u>Special Events/Evening Programs</u>		
• Enthusiasm	_____	5 4 3 2 1
• Participation (not just a spectator!)	_____	5 4 3 2 1
• Focus on Campers	_____	5 4 3 2 1
<u>Personal Goals</u>		
• _____	_____	5 4 3 2 1
• _____	_____	5 4 3 2 1
• _____	_____	5 4 3 2 1

ADDITIONAL QUESTIONS TO USE ON BACK OF EVALUATION:

What are you enjoying most about being a counselor?

In what areas of camp are you doing the best job? (Be specific.)

Which three campers are benefiting most because of you? Why?

How is your cabin group? Are they coming together as a cabin unit? How can you make the rest of the session special? Is there anything you will do differently next session?

Describe a time you disciplined a camper. What was the situation? What questions did you ask? What was the outcome?

What counselor works most effectively with his/her cabin? What is s/he doing that works? (Be specific.)

Which staff member in your activity works most effectively with the campers?
What is s/he doing that works? (Be specific.)

What things are you doing to stay physically and mentally rested, strong and alert? (Be specific.)

What are you doing to start each day with a positive tone?

Are there any ways we (Camp XXX) can help you have an even better experience?

Do you have any ideas to improve camp?

Give an example of a time you set expectations (other than on opening day or during the first day of activities). What did you do specifically? What was the outcome?

Describe a time you had a group meeting.
WHY? (did you have the group meeting?) WHEN? WHERE? HOW? OUTCOME?

Describe at least 3 times you gave positive praise to a child. Be specific!!

Describe a time you lost your patience (or felt like you were going to lose your patience). What was the situation? What did you do? What was the outcome?

How would the parents of the children in your cabin describe you?

What will your campers say about you at the end of the session?

Give a specific example for each of the following skills you used at camp this summer:

Initiative

Flexibility

Negotiation

Cooperation / Teamwork

Creativity

Problem Solving

Leadership

New skills learned and practiced

