

Summer 2025 CIT Program

The CIT program is an excellent opportunity to foster leadership skills in participants. As they enter what may be their first experience in a support role, CITs will work with educators to perform different tasks, while maintaining goals for engagement that can still have the flexibility to meet the needs of individuals.

The five-day program will repeat each week. Every day will have a different leadership skill as the theme. CITs will arrive 20 minutes early on Mondays to review job duties with the supervisor. These will include:

- Assisting educators with managing groups of students (bathroom trips, helping campers get their snacks/lunch, making sure waters are full)
- Assist with cleanup after crafts or gardening
- Logging daily garden maintenance

CITs will arrive 10 minutes early to review the leadership theme of each day. The supervisor will meet with them and give them a brief overview of the skill they are focusing on, and opportunities for them to build this skill during the day. Each theme will have recommended activities for educators to encourage CITs to perform, as well as examples of situations that merit recognition of a CITs display of that theme. Each person is different, and may have different strengths in terms of how they participate. Activities and recognition are up to the discretion of the lead educator.

At the end of their week, CITs will receive a certificate recognizing their completion of the program.

Day 1- Communication

Attributes: Clarity, Conciseness, Consistency

Good communication entails active listening and ensuring what you are saying is understood by the audience

Encouraged Tasks: Read a book, give directions for a game or activity

Points of Recognition: Asking questions, actively engaging campers during free time

Day 2 - Collaboration

Attributes: Communication, Task management

Collaboration entails being a part of team-based work to meet a common goal

Encouraged Tasks: perform specialized garden maintenance (thinning, cultivating, deadheading), lead brushing the goats, assisting with a craft, lead a planting, distribute materials to campers

Points of Recognition: Efficiently assisting with cleanup, following directions, taking initiative, actively offering to help

Day 3 - Respect

Attributes: Empathy, Kindness, Consideration, Honesty

Respect involves valuing someone's feelings, opinions, and beliefs

Encouraged Tasks: Compliment and congratulate campers on their accomplishments, engage in 1-on-1 communication with campers during free times,

Points of Recognition: Saying please and thank you, active listening, recognizing the accomplishments of others, maintaining a positive attitude

Day 4 - Responsibility

Attributes: Accountability, Reliability, Ability to Fulfill Commitments

Encouraged Tasks: Retrieving and keeping track of materials like nets for the ice pond, the first aid kit, or garden tools. Assisting with attendance.

Points of Recognition: Completing tasks without being prompted

Day 5 - Sustainability

Attributes: Conserving Natural Resources, Ensuring Equitable Treatment for Everyone

Encouraged Tasks: Lead compost sifting, collect compost after meals

Points of Recognition: Recycling and composting, showing fairness