

CIT

Information

2025

CONTACT US

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Yearly Overview

Our Mission

The CIT Program allows participants to develop skills and experience in counseling and mentorship under the supervision of trained professionals.

Year 20 Schedule

1. Week 1: Fantasy Week (June 16th-June 20th)
2. Week 2: The Muppets Week (June 23th-June 27th)
3. Week 3: Nature Week (June 30th-July 3rd, no camp Fri. 7/4)
4. Week 4: Water Week (July 7th-July 11th)
5. Week 5: Olympic Week (July 14th-July 18th)
6. Week 6: Halloween Week (July 21st-July 25th)
7. Week 7: Decades Week (July 28th - August 1st)
8. Week 8: Carnival Week (August 4th-August 8th)
9. Week 9: Clue Week (August 11th-August 15th)

Year 20 Flock Assignments

Parrots: Kindergarten

Roadrunners: 1st Grade

Seagulls: 2nd Grade

Peacocks: 3rd Grade

Pelicans: 4th Grade

Kookaburras: 5th Grade

Owls: 6th Grade

Vultures: 7th Grade

Contact Information:

CIT Director - Devin Albino

Email - campphoenixri@gmail.com

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What's New

New Director:

This is a new experience for both of us. I am excited to take on this new role and cannot wait to work with you!

Weekly Skits:

Counselor/CIT Weekly skits are making a comeback! They will be occurring every Wednesday before canteen!

Weekly Rotations:

All three levels of CITs will be grouped, making weekly rotations for each flock. However, due to this year granting 9 weeks, ONLY weeks 1 and 2 will you and your group be with the same flock. Your group and rotation are on the *Year 20 CIT Rotations page*.

QR Codes:

We will be utilizing QR Codes to sign in and sign out. We will also be utilizing QR codes to sign up for late night. Please note that submissions for late night must be completed no later than 5:30 on Wednesdays. They will be posted on the Office board!

Archery:

With weekly themes comes responsibility! Help create archery targets that connect to the theme.

Canteen:

CIT and the CIT Director will be running Canteen this year.

Younger Camp - 2nd Year CITs

Older Camp - 3rd Year CITs

Breaks:

Due to the change in the CIT program, we will lose our "breaks" as we prepare to become future camp counselors.

Activity Set Up/Clean Up:

PLEASE, PLEASE, PLEASE set up all activities during morning transition, before AM1. You will always be paired with one or more peers, so the more hands helping, the quicker you'll get done.

In terms of cleaning, ONLY ARCHERY will be cleaned up by canteen transition. The remaining activities will be cleaned by counselors.

Carnival:

This year, we are also bringing back homemade carnival games with tickets. Campers can earn rewards at our prize table.

Trick-or-Treating:

We will create multiple trick-or-treating stations, so get ready to get your spook on!

CIT vs. Counselor Activities:

CIT vs. Counselor is also making a comeback! Get ready to challenge your favorite counselors in some of your favorite activities!

Older- Tuesdays (PM1)

Younger- Tuesdays (PM2)

Year 20 CIT Rotations

* CITs underlined indicate Ravens (½ CITS)

Group 1: Tyler R, Patrick L

Aurora B, Eden M, Logan P, Ben B

Week 1 & Week 2 - Parrots

Week 3 - Kookaburras

Week 4 - Roadrunners

Week 5 - Owls

Week 6 - Seagulls

Week 7 - Vultures

Week 8 - Peacocks

Week 9 - Pelicans

Group 5: Olivia D, Dexter K, Hunter B,

Gabriella H, Izzy G, Lee D

Week 1 & Week 2 - Seagulls

Week 3 - Vultures

Week 4 - Peacocks

Week 5 - Pelicans

Week 6 - Parrots

Week 7 - Kookaburras

Week 8 - Roadrunners

Week 9 - Owls

Group 2: Olivia G, Jeffrey G, Jake F, Ahriana

R, Hunter G, Hudson A

Week 1 & Week 2 - Kookaburras

Week 3 - Roadrunners

Week 4 - Owls

Week 5 - Seagulls

Week 6 - Vultures

Week 7 - Peacocks

Week 8 - Pelicans

Week 9 - Parrots

Group 6: Brody C, Sophie D, Lillyann L,

Russell P, Isabella P

Week 1 & Week 2 - Vultures

Week 3 - Peacocks

Week 4 - Pelicans

Week 5 - Parrots

Week 6 - Kookaburras

Week 7 - Roadrunners

Week 8 - Owls

Week 9 - Seagulls

Group 3: Derek M, Jenna F, Lila F,

Analyse B, Sophie F, Evelyn W

Week 1 & Week 2 - Roadrunners

Week 3 - Owls

Week 4 - Seagulls

Week 5 - Vultures

Week 6 - Peacocks

Week 7 - Pelicans

Week 8 - Parrots

Week 9 - Kookaburras

Group 7: Nico C, Sofia E, Elliot K,

Cruze L, Ashton D, Emily C

Week 1 & Week 2 - Peacocks

Week 3 - Pelicans

Week 4 - Parrots

Week 5 - Kookaburras

Week 6 - Roadrunners

Week 7 - Owls

Week 8 - Seagulls

Week 9 - Vultures

Group 4: Gabriel C, Sophia D, Grace S, Abigail B, Anthony C, Torin K

Week 1 & Week 2 - Owls

Week 3 - Seagulls

Week 4 - Vultures

Week 5 - Peacocks

Week 6 - Pelicans

Week 7 - Parrots

Week 8 - Kookaburras

Week 9 - Roadrunners

Group 8: Benjamin C, Charlotte T, Eric F, Damien F, Samantha C

Week 1 & Week 2 - Pelicans

Week 3 - Parrots

Week 4 - Kookaburras

Week 5 - Roadrunners

Week 6 - Owls

Week 7 - Seagulls

Week 8 - Vultures

Week 9 - Peacocks

CIT Expectations

RAVENS (1ST year/ PURPLE SHIRTS)

EXPECTATIONS

Ravens will be the first hybrid CIT/ Camper- the morning will be their CIT training time, and the Afternoon will serve as their time to be a Camper.

- Observing counselors leading activities
- Serving as a role model for younger campers
- Participating in activities, dancing, and acting
- Assisting with camper supervision
- Engaging in CIT-specific training with the Director
- Taking on responsibilities of both a counselor and a camper
- Take no part in disciplining a camper
- No Evaluation

HAWKS (2nd year/ ORAGE SHIRTS)

EXPECTATIONS

- Observing counselors leading activities
- Serving as a role model for younger campers
- Participating in activities, dancing, and acting
- Assisting with camper supervision
- Engaging in CIT-specific training with the Director
- Taking on responsibilities a counselor including but not limited to:
 - Setting up activities
 - Cleaning up activities
 - Escorting campers to the bathroom
- Take no part in disciplining a camper
- Two Informal reflections

EAGLES (3RD year/ BLUE SHIRTS)

EXPECTATIONS

- Assisting counselors in leading activities
- Serving as a role model for younger campers
- Participating in dancing and acting
- Assisting with camper supervision
- Engaging in CIT-specific training with the Director
- Taking on responsibilities a counselor including but not limited to:
 - Shadowing
 - Setting up activities
 - Cleaning up activities
 - Running Activity
 - Escorting campers to the bathroom
- Take a minimal part in disciplining a camper
- One Informal and one Formal Evaluation

Phone Use Guidelines for CITs

Policy Purpose:

This policy creates a safe, engaging, and distraction-free environment at Camp Phoenix. As CITs, it's important to model this behavior and promote opportunities for connection with nature and campers without the distractions of technology.

1. Phone Usage:

Personal phones are prohibited to ensure engagement with campers and activities. While you may need your phone for communication or emergencies, it should be kept in a designated area within the office.

2. Emergency Situations:

In emergencies, CITs should report any concerns to a senior staff member. The camp staff will handle communications with parents or guardians as necessary.

3. Special Use for Medical Reasons:

If a counselor needs to maintain contact with a medical professional, monitor health conditions, or manage medications through their phone, arrangements can be made to accommodate these needs.

-Please complete the Cell Phone Medical Use Form to ensure proper communication and understanding.

4. Social Media and Photography:

CITs are prohibited from taking photos or videos of campers without their permission or those of other staff members without consent.

Posting on social media about camp activities should be done responsibly and according to camp policies to protect the privacy and safety of all campers and staff.

5. Respect for Others:

CITs must respect others' privacy and personal boundaries when using their phones. Any misuse of phone technology, including bullying or harassment via messaging or social media, will result in disciplinary action.

6. Consequences of Misuse:

CITs who violate the phone use policy may face disciplinary measures, including suspension. However, if they commit multiple violations, they may face possible expulsion.

7. Support and Guidance:

CITs are encouraged to support one another in managing feelings of homesickness or anxiety related to phone usage and to facilitate open dialogue among staff regarding challenges they may face.

Cell Phone Use Waiver for Medical Reasons

Policy Purpose:

This policy outlines guidelines for cell phone use by participants who need their devices for medical reasons. The intent is to balance the necessity of medical communication with the need for a focused and respectful environment.

1. Definition:

Cell phone use is permitted only for medical reasons, including but not limited to:

- Communication with healthcare providers
- Monitoring health conditions (e.g., using health-related apps or devices)
- Accessing necessary medical information

2. Eligibility:

Participants must provide documentation from a healthcare provider affirming the medical necessity of cell phone use. This documentation should specify the reasons and circumstances under which cell phone use is required.

3. Guidelines for Use:

- Cell phones must be used discreetly and should not disrupt others. Please use the LC for coverage and a cell phone in the office.
- Calls should be limited to urgent medical communications.
- Texting or using apps must be done in a manner that does not interfere with activities or disturb the safety of others.

4. Responsibilities:

- Participants are responsible for ensuring their cell phone is in good working condition and charged.
- The participant must adhere to all guidelines outlined in this policy. Failure to comply may result in a review of the access to phone use.

5. Acknowledgment of Understanding:

The undersigned acknowledges that they have read and understood this policy and agree to adhere to its terms.

Participant Information:

Name: _____

Phone Number: _____

Signature of Participant: _____

Date: _____

Signature of Parent/Guardian (if under 18): _____

Date: _____

Printed Name of Parent/Guardian: _____

CIT Performance Evaluations

Camp Phoenix's three-year CIT program provides a structured framework for counselors in training to grow and improve through developmentally appropriate feedback. The program focuses on guiding CITs through their strengths and areas for growth, allowing them to develop essential leadership skills, effective communication, teamwork, adaptability, safety awareness, and positive role modeling. Using a detailed evaluation rubric, the program offers specific feedback to each CIT, enabling them to understand their progress and improve. This approach ensures that CITs receive the support they need and prepares them for future employment at Camp Phoenix and beyond in the public workforce.

Performance Evaluations ensure that:

- CITs will be given timely and helpful performance feedback
- Personal and Job performance development will be discussed by the director and employee
- All CITs are evaluated consistently based on their contribution to the camp

Every CIT must develop the skills, knowledge, and abilities to perform consistently throughout the camp season.

CITs are entitled to know how their performance is reviewed and how they can improve or enhance performance.

Therefore, every CIT's performance will be reviewed and communicated to the CIT, as provided by the rubric.

Evaluation Timeline:

- Ravens will not be getting observed
- Hawks will receive 2 informal reflections (weeks 3 & weeks 6 during mornings).
- For Eagles years, they will receive 1 informal observation (week 4 during afternoons) and 1 final observation (week 7 during).

Both Hawks and Eagles will receive post evaluation meetings exactly one week from their observation.

Hawks - evaluation meetings will occur during Weeks 4 & 7 in the afternoons

Eagles - evaluation meetings will occur during Weeks 5 & 8 in the mornings

CIT Contract

By signing below, the parent/guardian and participant agree to abide by all terms and conditions outlined in this agreement. The program reserves the right to modify or update this contract as necessary, with prior notice to participants and parents/guardians.

Participant Name: _____

Parent/Guardian Name(s): _____

Program Coordinator Name: _____

Signature of Participant: _____

Signature of Parent/Guardian: _____

Signature of Coordinator: _____

Date of Submission: _____