

CIT

Information

2026

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 21 Schedule

1. Week 0: Pre-Camp Week (June 17th-June 19th)
2. Week 1: Sci-Fi Week (June 22nd-June 26th)
3. Week 2: Farm Week (June 29th-July 3rd)
4. Week 3: Water Week (July 6th-July 10th)
5. Week 4: Olympic/World Cup Week (July 13th-July 17th)
6. Week 5: Halloween Week (July 20th-July 24th)
7. Week 6: Winter Wonderland Week (July 27th-July 31st)
8. Week 7: Carnival Week (August 3rd - August 7th)
9. Week 8: Board Game Week (August 10th-August 14th)

Year 21 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:

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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!

Transitions:

During typical transition time at the nest, all CITs will first report to the Hive for a check-in with the CIT Director and to receive their activity assignments for that activity period. During each transition, either our first, second, or third year CITs will then be sent back to the nest to help run transition while the remaining CITs will get a break to hangout at the hive and listen to music on the speakers until activities begin.

Weekly Rotations:

All three levels of CITs will be grouped, making weekly rotations for each flock. Your group and rotation are on the *Year 21 CIT Rotations page*.

QR Codes and Late-Night:

Once again, we will be utilizing QR Codes to sign in and sign out. They will be posted on the Office boards! An email will also be sent out at the start of each week that will contain the Late-Night sign up form!

Strike System:

All CITs will only be able to get 3 major strikes per summer, or 5 total major strikes throughout their time in the CIT Program. If either of these totals are reached, that CIT will be removed from the CIT program permanently. A major strike will be classified as anything a CIT gets sent home or called home for, or anything that a counselor would get fired for.

Canteen:

Only third-year CITs will be involved in running canteen this year.

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.

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)

Ravens Hybrid System:

This summer, the Ravens will continue to be half-campers and half-CITs. On Mondays and Tuesdays, Ravens will be campers (can wear any shirt they want) and on Wednesdays, Thursdays, and Fridays Ravens will be CITs (have to wear CIT shirt).

Third-Year CIT Qualification:

Going forwards, in order to join the **Third-Year** of the CIT Program, a CIT must meet a certain amount of standards throughout their first two summers in the CIT program. These will not be rigorous standards, but will

require CITs to take action to show the CIT Director that they want to be a counselor one-day and are responsible enough to do so. Since this is a new requirement, current **Second-Year** CITs will be exempt from these standards and will be allowed to join the CIT program for their third year.

Year 21 CIT Rotations

Group 1:

Week 1 - Parrots
 Week 2 - Kookaburras
 Week 3 - Roadrunners
 Week 4 - Owls
 Week 5 - Seagulls
 Week 6 - Vultures
 Week 7 - Peacocks
 Week 8 - Pelicans

Group 2:

Week 1 - Kookaburras
 Week 2 - Roadrunners
 Week 3 - Owls
 Week 4 - Seagulls
 Week 5 - Vultures
 Week 6 - Peacocks
 Week 7 - Pelicans
 Week 8 - Parrots

Group 3:

Week 1 - Roadrunners
 Week 2 - Owls
 Week 3 - Seagulls
 Week 4 - Vultures
 Week 5 - Peacocks
 Week 6 - Pelicans
 Week 7 - Parrots
 Week 8 - Kookaburras

Group 4:

Week 1 - Owls
 Week 2 - Seagulls
 Week 3 - Vultures
 Week 4 - Peacocks
 Week 5 - Pelicans
 Week 6 - Parrots
 Week 7 - Kookaburras
 Week 8 - Roadrunners

Group 5:

Week 1 - Seagulls
 Week 2 - Vultures
 Week 3 - Peacocks
 Week 4 - Pelicans
 Week 5 - Parrots
 Week 6 - Kookaburras
 Week 7 - Roadrunners
 Week 8 - Owls

Group 6:

Week 1 - Vultures
 Week 2 - Peacocks
 Week 3 - Pelicans
 Week 4 - Parrots
 Week 5 - Kookaburras
 Week 6 - Roadrunners
 Week 7 - Owls
 Week 8 - Seagulls

Group 7:

Week 1 - Peacocks
 Week 2 - Pelicans
 Week 3 - Parrots
 Week 4 - Kookaburras
 Week 5 - Roadrunners
 Week 6 - Owls
 Week 7 - Seagulls
 Week 8 - Vultures

Group 8:

Week 1 - Pelicans
 Week 2 - Parrots
 Week 3 - Kookaburras
 Week 4 - Roadrunners
 Week 5 - Owls
 Week 6 - Seagulls
 Week 7 - Vultures
 Week 8 - Peacocks

CIT Expectations

RAVENS (1ST year/ PURPLE SHIRTS)

EXPECTATIONS

Ravens will be hybrid CIT/ Camper- Every Monday and Tuesday they will be Campers, and every Wednesday, Thursday, and Friday they will be CITs.

- 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: _____