

## **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 potential 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 will 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 below.



## CIT Evaluation Rubric

Name of CIT: \_\_\_\_\_ Evaluator: \_\_\_\_\_ Date of Evaluation: \_\_\_\_\_

Criteria	3: Always	2: Sometimes	1: Minimally	0: Never
Leadership skills	<ul style="list-style-type: none"> <li>-Demonstrates the ability to lead and guide campers in various activities</li> <li>-Shows initiative and takes on responsibilities willingly</li> <li>-Exhibits confidence and composure in handling challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates the ability to lead and guide campers in various activities</li> <li>- Shows initiative and takes on responsibilities willingly</li> <li>- Exhibits confidence and composure in handling challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates the ability to lead and guide campers in various activities</li> <li>- Shows initiative and takes on responsibilities willingly</li> <li>- Exhibits confidence and composure in handling challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates the ability to lead and guide campers in various activities</li> <li>- Shows initiative and takes on responsibilities willingly</li> <li>- Exhibits confidence and composure in handling challenging situations</li> </ul>
Communication	<ul style="list-style-type: none"> <li>- Communicates effectively with campers, fellow counselors, and camp management</li> <li>- Listens actively and demonstrates empathy towards campers' needs and concerns</li> <li>- Uses positive and inclusive language and behavior</li> </ul>	<ul style="list-style-type: none"> <li>- Communicates effectively with campers, counselors, and Administrators</li> <li>- Listens actively and demonstrates empathy towards campers' needs and concerns</li> <li>- Uses positive and inclusive language and behavior</li> </ul>	<ul style="list-style-type: none"> <li>- Communicates effectively with campers, fellow counselors, and camp management</li> <li>- Listens actively and demonstrates empathy towards campers' needs and concerns</li> <li>- Uses positive and inclusive language and behavior</li> </ul>	<ul style="list-style-type: none"> <li>- Communicates effectively with campers, fellow counselors, and camp management</li> <li>- Listens actively and demonstrates empathy towards campers' needs and concerns</li> <li>- Uses positive and inclusive language and behavior</li> </ul>
Teamwork	<ul style="list-style-type: none"> <li>- Works collaboratively with fellow counselors and staff</li> <li>- Shows willingness to support and assist others</li> <li>- Respect and value individual differences within the team</li> </ul>	<ul style="list-style-type: none"> <li>- Works collaboratively with fellow counselors and staff</li> <li>- Shows willingness to support and assist others</li> <li>- Respect and value individual differences within the team</li> </ul>	<ul style="list-style-type: none"> <li>- Works collaboratively with fellow counselors and staff</li> <li>- Shows willingness to support and assist others</li> <li>- Respect and value individual differences within the team</li> </ul>	<ul style="list-style-type: none"> <li>- Works collaboratively with fellow counselors and staff</li> <li>- Shows willingness to support and assist others</li> <li>- Respect and value individual differences within the team</li> </ul>
Comments:				

Adaptability	<ul style="list-style-type: none"> <li>- Adapts to changing schedules and camper needs</li> <li>- Maintains a positive attitude in challenging or unexpected situations</li> <li>- Demonstrates flexibility in approach and problem-solving</li> </ul>	<ul style="list-style-type: none"> <li>- Adapts to changing schedules and camper needs</li> <li>- Maintains a positive attitude in challenging or unexpected situations</li> <li>- Demonstrates flexibility in approach and problem-solving</li> </ul>	<ul style="list-style-type: none"> <li>- Adapts to changing schedules and camper needs</li> <li>- Maintains a positive attitude in challenging or unexpected situations</li> <li>- Demonstrates flexibility in approach and problem-solving</li> </ul>	<ul style="list-style-type: none"> <li>- Adapts to changing schedules and camper needs</li> <li>- Maintains a positive attitude in challenging or unexpected situations</li> <li>- Demonstrates flexibility in approach and problem-solving</li> </ul>
Safety Awareness	<ul style="list-style-type: none"> <li>- Prioritizes the safety and well-being of campers at all times</li> <li>- Follows camp safety protocols and guidelines</li> <li>- Takes proactive measures to prevent accidents and injuries</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritizes the safety and well-being of campers at all times</li> <li>- Follows camp safety protocols and guidelines</li> <li>- Takes proactive measures to prevent accidents and injuries</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritizes the safety and well-being of campers at all times</li> <li>- Follows camp safety protocols and guidelines</li> <li>- Takes proactive measures to prevent accidents and injuries</li> </ul>	<ul style="list-style-type: none"> <li>- Prioritizes the safety and well-being of campers at all times</li> <li>- Follows camp safety protocols and guidelines</li> <li>- Takes proactive measures to prevent accidents and injuries</li> </ul>
Role Modeling	<ul style="list-style-type: none"> <li>- Displays appropriate behavior and attitude for campers to emulate</li> <li>- Acts as a positive role model in terms of respect, responsibility, and sportsmanship</li> <li>- Upholds camp values and standards in personal conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Displays appropriate behavior and attitude for campers to emulate</li> <li>- Acts as a positive role model in terms of respect, responsibility, and sportsmanship</li> <li>- Upholds camp values and standards in personal conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Displays appropriate behavior and attitude for campers to emulate</li> <li>- Acts as a positive role model in terms of respect, responsibility, and sportsmanship</li> <li>- Upholds camp values and standards in personal conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Displays appropriate behavior and attitude for campers to emulate</li> <li>- Acts as a positive role model in terms of respect, responsibility, and sportsmanship</li> <li>- Upholds camp values and standards in personal conduct</li> </ul>
Versatility	<ul style="list-style-type: none"> <li>-Actively participates in transitional dancing</li> <li>-Performs in skits and transitions games with no hesitation</li> <li>- “keeps the magic” alive for all campers during performances</li> </ul>	<ul style="list-style-type: none"> <li>-Actively participates in transitional dancing</li> <li>-Performs in skits and transitions games with no hesitation</li> <li>- “keeps the magic” alive for all campers during performances</li> </ul>	<ul style="list-style-type: none"> <li>-Actively participates in transitional dancing</li> <li>-Performs in skits and transitions games with no hesitation</li> <li>- “keeps the magic” alive for all campers during performances</li> </ul>	<ul style="list-style-type: none"> <li>-Actively participates in transitional dancing</li> <li>-Performs in skits and transitions games with no hesitation</li> <li>- “keeps the magic” alive for all campers during performances</li> </ul>
Comments:				

Evaluation Score: \_\_\_\_\_

Evaluator's Signature: \_\_\_\_\_