



SIT General Competencies

Summary of Competencies

Child and Adolescent Development Knowledge:

- Understands youth and their needs, along with the ages and stages of youth development as it pertains to an overnight camp environment
- Puts this knowledge to practice when interacting with campers or creating programs for specific age groups.

Communication:

- Communicates effectively with others using a variety of methods, including active listening, observation, direct conversation.
- Demonstrates conflict mediation skills between peers in a way that protects the working relationships and acknowledges the priority of:
 - Preserving relationships with peers and campers
 - Guiding campers to learn and grow from experiences

Cultural Awareness:

- Understands and accepts Camp Barney's diverse environment by supporting others:
 - Demonstrated by relating and connecting with diverse groups of people including, but not limited to, special needs and different backgrounds.
- Appreciates different talents and acknowledges differing strengths and weaknesses.

Health, Wellness, and Risk Management:

- Is watchful regarding potential health and safety concerns and proactively addressing them
- Has knowledge of emergency procedures and the proper protocols related to them
- Has knowledge of and actively demonstrates how to manage their own stress and aid in supporting the physical and emotional well-being of the camp community.

Personal Commitment:

- Demonstrates understanding of CBM's core values and how they apply to their role at camp
- Can articulate their personal goals and how to achieve them

Professional Development:

- Has a willingness to be coached and challenged to improve
- Accepts feedback and guidance from adults and peers
 - Updates their behaviors and actions based on the feedback provided

Professionalism:

- Demonstrates behaviors that reflect high levels of self-awareness, respect, and initiative
- Demonstrates perseverance and consistency in work
 - Follows through on commitments and puts in a strong effort even when tired and conditions are taxing
- Uses humor appropriate to the age group they are around
 - Able to use judgement on appropriate humor appropriate for a work environment
- Demonstrates responsible phone use

Role Model:

- Understands the significant responsibility associated with being a role model for children
 - Models, demonstrates, and teaches positive values and appropriate behavior
- Goes about daily camp life in a positive, safe, and responsible way.

Teamwork and Leadership:

- Effectively participates and works as a member of a team.
- Follows through with commitments and obligations that promote the proper functioning of a team
- Understands and follows directions given by supervisors.
- Acts with integrity and intention, even in difficult circumstances

Understands Organizational and Camp Environment:

- Understands Camp Barney as a multi-tiered organization
- Pursues the proper channels for assistance, resources, or support.

Behavior Management

- Demonstrates positive behavior management strategies
 - Corrects behavior appropriately and uses methods of discipline that are consistent with Camp Barney's philosophies and values.
- Remains calm during challenging behavioral situations and seeks support when necessary
- Provides structure and boundaries for children that are conducive to a safe and fun camp experience.