



READINGTON RECREATION SUMMER CAMP

COUNSELOR IN TRAINING (CIT) PROGRAM PROGRAM OUTLINE

APPLICATION PROCESS

The Counselor in Training (CIT) program is open to anyone entering 9th and 10th grade. Applications are available on the Readington Recreation website beginning in mid-January and must be submitted to the Assistant Director of Recreation. The application deadline will be in early April, which can be adjusted based on the number of applicants and availability of spaces in the program.

SELECTION OF COUNSELORS IN TRAINING (CIT)

All applications will be reviewed by the Recreation Department and/or Summer Camp Director. Applicants may be selected for an interview and will be interviewed by the Assistant Director of Recreation and/or Summer Camp Director. A limited number of CITs will be selected for the program each summer.

REGISTRATION AND FEES FOR THE CIT PROGRAM

Upon acceptance to the CIT program, each participant will be required to complete the online registration and submit the program registration fee.

CIT PROGRAM SCHEDULE

The CIT program will be held June 22 – 26, 2026 at Summer Road Park. The program will begin at 8:30am and conclude at 3:00pm. CIT's will experience classroom style learning, group discussion, and hands-on training with summer camp groups under the supervision of an experienced summer camp counselor.

The daily schedule will vary depending on the curriculum items to be covered, group discussions, and camp activity and trip schedules.

EXPECTATIONS OF A CIT

All CITs will wear a Readington Recreation staff / CIT shirt and appropriate attire to camp each day. Open toed shoes are NOT permitted.

Cell phone use is NOT permitted during program hours. Private calls, texting, or other non-emergency use is prohibited.

CIT's are prohibited from posting photographs or videos of individual campers or groups of campers to personal social media accounts. CIT's serve as a role model for campers and should limit their public social media presence to comments and posts that are appropriate should a camper or parent view them.

CITs are REQUIRED to attend the program in full.

If expectations are not met, the CIT may be expelled from the program without reimbursement of fees.

RESPONSIBILITIES OF A CIT

CITs will be expected to actively participate in all classroom sessions, group discussions, mentorship periods, assigned summer camp group activities, and all other aspects of the CIT program.

A CIT will be subject to the same code of conduct and policies as regular program and camp staff. Under the supervision of a head counselor, CITs will:

- Recognize that as a CIT they are a role model to younger campers
- Make the camp a fun and safe place
- Help provide a safe and supportive atmosphere for all participants
- Help participants resolve conflicts
- Assist camp staff with organization and implementation of camp activities
- Maintain a positive and professional attitude at all times

CIT PROGRAM CURRICULUM

The CIT program will encompass many aspects pertinent to becoming a successful camp counselor including, but not limited to: leadership skills, child development, understanding the role of summer camp counselors, understanding the needs of campers, and camp safety.

CLASSROOM CURRICULUM

- *Topic 1: What is Summer Camp?*
 - Characteristics of summer camp, personal view of camp, how camp helps kids
- *Topic 2: What is a Summer Camp Counselor?*
 - Roles of a camp counselor, daily tasks, supervisory duties
- *Topic 3: What Type of Leader am I?*
 - Identifying leadership styles, applying different leadership in different situations
- *Topic 4: How Do Children Develop and How Does That Affect Their Camp Experience?*
 - Child development, biological vs. chronological age, general age group characteristics
- *Topic 5: What is Play? Why is Play a Key Aspect of Summer Camp?*
 - Characteristics of play, play for skill acquisition, play for social/emotional/cognitive development
- *Topic 6: How Do I Ensure Every Child Has a Positive Summer Camp Experience?*
 - Needs of campers, making good decisions, how children learn
- *Topic 7: How Do I Manage Camper Behavior Effectively?*
 - Positive communication, effective communication, managing youth behavior
- *Topic 8: What are the Aspects of a Safe Camp?*
 - Identifying risks, avoiding risks, emergency procedures
- *Topic 9: What Does This All Mean?*
 - Bringing it all together, program wrap-up/summary

FIELD WORK / SUMMER CAMP GROUPS

- CITs will be assigned an experienced summer camp counselor as a mentor for the duration of the program.
- CITs will work closely with this mentor during the periods of the day when CITs are assigned field work.

- A CIT is NOT a camp counselor and will not be solely responsible for supervision of children at any time.

MENTORSHIP & JOURNAL

- CITs will be provided with a journal.
- In this journal, there will be questions for the CIT to ask his or her mentor and to record their responses.
- The journal will also act as a place for CITs to record notes, camp observations, and questions to bring to the group during classroom and group discussion.

SUCCESSFUL COMPLETION OF THE PROGRAM

Successful completion of the CIT program will include completion of all classroom sessions, group discussion, mentorship, and field work.

All CITs will be evaluated by their mentor and by the Assistant Director of Recreation and/or Summer Camp Director or their designee.

Upon successful completion and an acceptable evaluation, the CIT will earn a Certificate of Completion and can be eligible for community service hours. CIT's may be asked to volunteer for a portion or the rest of the current camp program. CIT's are encouraged to apply for a position in the future and are given preference. However, completion of the CIT program does not guarantee employment.