Tying the Design of Your Camp Staff Training to the Delivery of Desired Youth Outcomes

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Goals for this Session

- Identify goals for youth camper outcomes.
- Identify skills & behaviors staff need to help campers achieve outcomes.
- Understand how to select lessons to train staff to have the skills they need to deliver camper outcomes.
- Understand how to measure staff & camper outcomes.
The Bonus of Being Intentional!

![Bar chart showing Youth Development Knowledge levels before and after training.](chart.png)
Six Steps for Targeting Youth Outcomes

Step 1: Explore your readiness to evaluate youth outcomes
Step 2: Consider how you will use your results
Step 3: Identify (or reevaluate) your camp’s Mission, Goals and Objectives
Step 4: Use a Logic Model to focus on camper change
Step 5: Evaluate your Youth Outcome results
Step 6: Share your results with others
Identifying Goals and Objectives:

Oregon 4-H Youth Development Program Model

Content within Context

Belonging

Mastery

Content

Life Skills

Generosity

Independence

Resources

K-12 Youth

Engagement Strategies

Content within Context

Competence

Confidence

Connection

Character

Caring and Compassion

Positive contribution to community

Healthy family and social relationships

Economic self-sufficiency


The mission of 4-H is to teach subject matter and life skills through an intentional process that helps young people meet key developmental needs. 4-H produces five functionally valued outcomes of competence, confidence, connection, character, and caring and compassion.

Our vision is for all youth to experience economic and social success in adulthood while making positive contributions to their communities.
Elements of the Camp Experience

Interpersonal Elements

Esteem
Belongingness
Safety
Physiological Needs

Natural & Built Environment Elements

Esteem
Belongingness
Safety
Physiological Needs

Learning Elements

Esteem
Belongingness
Safety
Physiological Needs

E2: Emotional Experience
You can have goals for all the elements of the camp experience: 1) Interpersonal, 2) Environment, 3) Learning elements. 

Begin with the end in mind:

- Gotta getta goal for camper growth. [Box 1 on the planning cycle]
- Gotta share the goal with staff
- Gotta train and empower staff to implement the goal. Be intentional.
Chapters 2-5 – Sample Goals

2. Supportive Relationships Goals
   - Positive Relationship with a Caring Adult
   - An Inclusive Environment
   - Engagement in Learning
   - Safety Goals
   - A Safe Emotional & Physical Environment
   - An Inclusive Environment
   - Youth Involvement Goals
   - Engagement in Learning
   - Opportunity for Mastery
   - Active participant in one’s future
   - Skill Building Goals
   - Opportunity for self-determination
   - Opportunity for service for Others

Handout: More Sample Goals...
Beginning with the end in mind

**Goal:** The program will be **Student Centered**

**Objective:** At least 90% of all campers will experience opportunities for independence and self-determination

1. Campers will experience high quality interactions and social environments & be more self directed and less regimented by adults.

2. Adult leadership selects lessons that build specific staff skills

3. Counselors learn what they need to know, do and say to help campers make and self-enforce rules.

4. Counselors will teach campers to make and self-enforce rules.

5. Performance Measures show campers reach planned short-term outcomes. Staff reach medium term outcomes.
Campers will be more self-directed and less regimented by adults

If staff will:
1. Create opportunities for campers to influence their own experience at camp.
2. Teach campers to make and self-enforce rules.
3. Give campers the opportunity to take responsibility for each other.

Then campers will:
1. Feel a sense of ownership of camp.
2. Be more self-directed & less regimented by adults.
3. Be more connected with their experiences.
Your Turn!

Work with your camp team using the worksheet for the goal “Youth will **build decision-making and critical thinking skills,**” or write your own goal.

✓ Fill in the If Staff... and Then Campers will boxes.
✓ Select one outcome for camper growth. Fill in the blank in box 1
✓ Identify one or more specific actions staff can take so campers achieve the stated outcome. Fill in the blank in box 4
✓ Be ready to share your conversation.
The next questions:

✓ How will you empower staff to implement the goals we have identified?
✓ What specific skills do they need?
Learn to state staff skills

- Staff Development Planning Sheet
  - In this session staff will:
    - Indentify their vision for camper growth.
    - Indentify skills of great counselors.
    - Know how to influence camper behavior.
    - Know how to facilitate a Camper Constitution
Select lessons that build skills

The Action we Want: Counselors will teach campers to make and self-enforce rules.

What do staff need to...

Know
Do
Say ... to teach campers to make and self-enforce rules.
Sample Resources to help staff see their “goal role”

- Lesson 2: A Great Counselor Is...
- Lesson 4: Serving our Camp Customers
- Lesson 6: Experiential Learning
- Lesson 8: What Kids Need
Three Common Mistakes

- Telling Children what NOT to do.
  - Say “Please walk,” instead of “Don’t run!”
- Over focusing on WHAT we say to them.
  - Use non-verbal cues
- Let go of the rope!
  - Give choices
  - State expectation and detach

Trail Signs and Compass Points, Bob Ditter
Francis the Mule says,

Let go of the rope!
The right tools for the job

- 4-H Code of Conduct
  Staff facilitate conversations about Camper Constitutions.
  Campers will:

  1. Feel a sense of ownership of camp.
  2. Be more self-directed & less regimented by adults.
  3. Be more connected with their experiences.
Camper Constitutions

Pod 7 Constitution

We the girls of Pod 7...

1. No slamming doors
2. Knock before entering someone's room
3. Respect
   - Privacy
   - Hems
   - Rooms
   - People, don't judge, positive language & behavior
4. Keep room and "stuff" reasonably organized
5. Try Your Best!
6. Don't be a "cheetah" - Good sportsmanship
7. Dream Big & be awesome 😄

7th Grade Girls Constitution 😊

1. Treat others like you want to be treated 😊
2. Listen and be respectful
   - 1 person talking at a time
3. Respect other people's Privacy, and their things.
4. Stay with a buddy *(and tell counselor where you are)*
5. Always tell the truth
6. Use positive language.
7. Follow the rules 🚭
8. Take care of your body 🏋️‍♀️

HAVE FUN! 😊
Staff Training Planning Sheet

- Your Turn!

- Work with your camp team to fill in four staff Skill Goals in the left hand column.
- Be prepared to share

If you have a great resource on a particular topic tell us about that too.
Staff MUST always be able to get help!
Support continued growth at camp.

- This is what is happening...
- This is what I have tried and this was the result...
- What else could I try?
The Bonus of Being Intentional!

- Pre-staff training
- Post-staff training
- Post camp training

Youth Development Knowledge
Student Evaluation

**Goal:** The Program will be Student Centered

**Objective:** At least 90% of all campers will “Usually” or “Always” experience opportunities for independence and self-determination

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Questions?