



THE SUMMER CAMP SOCIETY PRESENTS  
**STAFF DEBRIEF**

## **INSTRUCTIONS**

Use the question banks as jumping-off points for group discussions. Keep things confidential and correct with care.

### **To begin, introduce yourselves with:**

- Name
- Pronouns (if you want to share)
- Camp
- Job title
- Type of camp (day, trip, overnight, combo, Y, Scouts, 4H, medical, etc.)
- 10-second highlight of your camp program. We all love our camps, but please keep this short.
  - “We run 9 weeks of camp averaging 150 campers and 45 staff per week.”

## **QUESTION BANK**

- What are you most proud of your staff for?
- How was your relationship with staff?
- Did staff seem to be a cohesive team? What makes you say that?
- How did staff mental health go this summer? Did you do anything extra to support it? Did you provide mental health days? Were there any new trends?
- If you could go back and redo staff training, what would you change?
- How did you communicate with staff? How did that go?
  - Think about before camp, during camp, and after camp
- How did you deliver feedback to staff? How did that go?
- Did you change anything about your staff structure this year? How did that go?
- What’s something you tried that your staff loved?
- What’s something that you tried that your staff did not love?
- What percent of your staff do you think want to return next year? What makes them want to return? What makes them not want to return?
- What additional support do you wish you’d provided staff?

**Feel free to take these questions to use to debrief with your team!**

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