

# FRONTLINE STAFF TRAINING



# About Our Trainings

No matter the topic or trainer, all of our trainings are designed to build relationships and skills. We do this through a mix of delivering best practices, modeling activities you can use with campers, and get people talking to each other and thinking about camp. All of our trainings are interactive and inclusive to best serve your staff.

Our session lengths vary greatly. We can dip a toe into a topic or deep dive into all parts of it with your staff.

All of our sessions can be done in person or virtually.

## Trainings We Offer

### **Basic Camp Counselor Skills: Making Camp Fun & Building Relationships**

*1-4 hours*

Transform your camp's dynamic with our training program focused on elevating the essential skills of camp counselors. Designed to enhance both fun and relationship-building, this session provides your staff with the tools to ensure camper safety, foster meaningful connections, and create enriching, memorable camp experiences. Empower your team to become the heart and soul of a thriving camp community.

#### **Key Learning Outcomes for Counselors:**

- *Deepening Camper Relationships:* Learn effective techniques for engaging with campers, building strong, genuine relationships that enhance the camp experience.
- *Creative Engagement Tools:* Acquire a variety of activities and games that counselors can use to keep campers actively involved, fostering a fun and inclusive environment.
- *Understanding Their Role's Impact:* Equip counselors with an appreciation of their role's significance in creating a positive, lasting impact on campers' lives and personal development.



# Trainings We Offer

## Restorative Practices at Camp

2-6 hours

Transform your camp's approach to camper dynamics with our innovative training on restorative practices. This session offers a refreshing alternative to traditional behavior management, focusing on empathy, communication, and community. Equip your staff with the skills to gracefully navigate and positively influence camper behavior, fostering a supportive and harmonious environment where every camper thrives.

### Key Learning Outcomes for Counselors:

- *Running Restorative Circles:* Gaining expertise in using restorative circles for conflict resolution, check-ins, and community building, contributing to positive behavior and relationship management.
- *Cultivating Emotional Intelligence:* Enhancing skills in empathy and emotional awareness, essential for understanding camper behaviors and guiding positive interactions.
- *Creating a Respectful Community:* Developing strategies to promote inclusivity and mutual respect, laying the foundation for a positive, well-managed camp atmosphere.

## Helping Outsiders Become Insiders: The Hidden Curriculum

1-4 hours

Navigate the nuances of camp life with our training, designed to help new campers and staff quickly find their footing. This session sheds light on the unspoken social dynamics and expectations of camp, offering insights and tools for successful integration. Learn how to guide newcomers in understanding and adapting to the camp environment, ensuring they feel confident, connected, and ready to fully engage from day one.

### Key Learning Outcomes for Counselors:

- *Decoding Camp Dynamics:* Recognizing and understanding the unspoken rules and social norms that govern camp life.



# Trainings We Offer

## Helping Outsiders Become Insiders: The Hidden Curriculum (cont'd)

- *Guiding Newcomers:* Developing strategies to help new campers and staff acclimate quickly and effectively.
- *Facilitating Successful Integration:* Providing tools and insights to ensure new members of the camp feel confident and connected from the start.

## In It Together: Building Teams that Work

1-3 hours

Empower your camp staff with the skills to thrive in team settings with our focused training on team dynamics and collaboration. This session offers insightful strategies for leveraging individual strengths within teams and effectively managing co-worker confrontations. It's designed to cultivate a cooperative, respectful, and productive camp staff environment, where every team member's contributions are valued and challenges are navigated with understanding and professionalism.

### Key Learning Outcomes for Counselors:

- *Leveraging Individual Strengths:* Gaining the ability to identify and utilize each team member's unique strengths, enhancing team efficiency and harmony.
- *Navigating Co-worker Confrontations:* Learning effective communication and conflict resolution techniques for handling confrontations with colleagues in a constructive manner.
- *Fostering Team Cohesion:* Developing strategies to build strong, collaborative teams that work together seamlessly, respecting diverse perspectives and talents.



# Trainings We Offer

## Camper Choice & Kid-Driven Play

1-4 hours

Boost camp engagement with our training on camper choice and kid-driven play. Equip your staff with skills to foster a setting where campers lead their activities, nurturing creativity and independence. Learn how empowering campers in their play choices enhances their camp experience and growth.

### Key Learning Outcomes for Counselors:

- *Guiding Camper-Led Play:* Skills for facilitating activities that encourage camper initiative and creativity.
- *Fostering Autonomy in Campers:* Insights on the role of choice in camper development and satisfaction.
- *Supervising Choice Time:* Tactics for properly supervising campers while they're engaged in different activities

## Communication

1-2 hours

Refine your camp's communication approach with our targeted training. This session equips staff with effective techniques for engaging with campers, caregivers, and fellow team members. Learn to navigate diverse communication styles, ensuring clear, empathetic, and effective interactions that enhance the camp experience for everyone involved.

### Key Learning Outcomes for Counselors:

- *Enhancing Camper Communication:* Developing skills for clear, age-appropriate interactions with campers, fostering understanding and trust.
- *Engaging Caregivers Effectively:* Learning how to communicate with caregivers in a reassuring and informative manner.
- *Collaborating with Team Members:* Building effective strategies for teamwork and communication among staff, promoting a cohesive work environment.



# Trainings We Offer

## Seasonal Leaders

1-4 hours

Enhance the leadership capabilities of your middle managers - unit leaders, head counselors, and division directors - with our specialized training. This session is crafted to address the unique challenges faced by those in intermediate supervisory roles at camp. We'll provide practical tools and insights for balancing peer relationships with leadership responsibilities, offering supportive guidance, and maintaining personal well-being while managing their teams.

### Key Learning Outcomes for Seasonal Leaders:

- *Navigating Dual Roles:* Strategies for balancing the roles of friend and supervisor, maintaining professional relationships while leading peers.
- *Effective Supportive Leadership:* Skills for guiding and supporting staff, fostering a strong, cohesive team dynamic.

## Managing Big Behaviors

2 hours

Most youth development programs teach behavior management skills through the lens of reaction, and particularly in reaction to what a disruptive behavior looks like. But data prove that behavior management is way more effective when we both understand why a behavior is happening and how we can prevent it from happening again. This detailed workshop includes more in-depth knowledge of functions of behavior, a reframe for staff to help shape how they think about tough behaviors, and applicable skills (and practice!) that everyone can use with their campers.

### Key Learning Outcomes for Seasonal Leaders:

- *Understanding and Analyzing Behavior:* Gain insight into the underlying reasons and functions of various camper behaviors to facilitate a deeper understanding of their origins.
- *Reframing Responses to Challenging Behaviors:* Learn to shift from reactive to proactive approaches in managing behavior, focusing on prevention and understanding.



# Trainings We Offer

## Neurodiversity & Autism Overview

1.5 hours

Neurodiversity is an acceptance and understanding that everyone's brain works in different ways. Learning more about the ways that some people's brains work can help improve the camp experience for everyone. This neurodiversity and autism overview is an introduction to these concepts that provides some insight into the camp experience for campers and staff who are neurodivergent. Staff can expect to leave with greater empathy for campers and coworkers who are neurodivergent, as well as some basic communication strategies to make programs more accessible to those who think and learn differently.

### Key Learning Outcomes for Seasonal Leaders:

- *Understanding Neurodiversity:* Gaining foundational knowledge about neurodiversity and autism, and how these concepts impact the camp experience.
- *Implementing Inclusive Communication:* Learning basic, effective communication strategies to accommodate and engage campers who think and learn differently.

## Communication Toolkit: Applicable Skills for Supporting Campers

3 hours

Communicating with kids who think and learn in different kinds of ways doesn't have to be complicated. In fact, simplifying how we communicate is often helpful for everyone. Learn and practice some tools for improving communication with neurodiverse campers. Staff gain applicable skills that can be implemented immediately and rotate through stations to practice each skill in small groups.

### Key Learning Outcomes for Seasonal Leaders:

- *Acquiring and Practicing Inclusive Communication Skills:* Learn specific tools and strategies for enhancing communication with neurodiverse campers, focusing on clarity and inclusivity.



# Trainings We Offer

## Meltdown Carnival

*2 hours (must be combined with Communication Toolkit)*

If you ask staff during pre-season what they are most anxious about, many will say encountering a big camper behavior they don't feel prepared for. Here's where we come in. The Meltdown Carnival is an opportunity to role play a larger camper crisis with the aid of fellow staff, all while building confidence. Think of it as the dress rehearsal, where it's ok to mess up, ask for a pause, brainstorm with your team, and try again. Specific scenarios will be tailored to fit the needs of each camp program so that staff gain as much experience as possible with situations they are most likely to encounter.

### Key Learning Outcomes for Seasonal Leaders:

- *Building Confidence in Crisis Management:* Equip staff with the confidence to handle major camper behaviors by engaging in realistic role-play scenarios.
- *Practicing Responsive Strategies:* Provide opportunities for staff to practice responding to intense situations, encouraging experimentation and learning from mistakes in a safe environment.
- *Tailoring Skills to Camp-Specific Scenarios:* Ensure staff gain practical experience with situations they are most likely to encounter at their specific camp, enhancing their readiness and effectiveness.

## Custom Trainings

We're constantly working with and talking to camps all over, and we know needs may vary. We're happy to work with you to take the content you want to deliver and find ways to tailor it, make it engaging, and fill it with best practices from across the camp world. Let us help you create a training solution that not only meets but exceeds your expectations, fostering a dynamic, skilled, and confident camp staff.

## Train the Trainers

Working with a group of camp professionals? We're ready to tailor this content to give your team the tools they need to train their teams. We'll go over concepts, activities, and techniques they can use to take these topics back to their own camps.





# Our Trainers



**Jack Schott**



**Nelson Strickland**



**Allison Krabill**



**Allison Klee**



**Greg Golf**



**EmJ Juszczuk**



**Simone Gamble**

## CAMP SKYWILD TEAM



**Kristin "Breezy" McMaster**



**Erin Ross**



**Maggie Mitchell**

For more information about our trainers, [visit our website.](#)

**Learn More**



## Our Style

We're fun,, energetic, and interactive. We deliver content in digestible chunks then have discussion or activities that get staff thinking. To get an idea of what our style is, you can check out some of our YouTube videos:

- [Staff Training Tips](#)
- [Virtual Course Previews](#)

## How Booking Works

- 1.You fill out our inquiry form or schedule a meeting with Allison.
- 2.Allison meets with you to discuss your budget, needs, dates, and more.
- 3.Allison finds the right trainer for you and gets you a quote.
- 4.You and your team decide if our trainings are right for you.
- 5.Allison connects you and your trainer, and y'all discuss the nitty-gritty of your training plans.

## Pricing

Pricing varies depending on the dates, time, topic, trainer, format (virtual or in-person), and more. Virtual trainings could be somewhere around \$500-\$1500. In-person trainings are often around \$2,000-3,500.

## Want More Info or Ready to Book?

Visit our website: [thesummercampsociety.com/trainings](https://thesummercampsociety.com/trainings).

**Book Now**