

TIC's Counselor-in-Training Program and Staff Assistant Program

Many of TIC's best counselors have been former campers who came through our CIT program. Since 1994 we have offered two years of training. The first summer, rising 10th graders that are also at least 14 years-old can apply to and participate in the CIT Program. The following summer, participants that excelled as CITs are chosen to be Staff Assistants and work as volunteer staff members.



What is a CIT?

According to the standards of the American Camp Association (by which we are accredited), a Counselor-in-Training is a camper who receives, in addition to the normal benefits of the camp experience, specific training in leadership, professionalism, and skills related to working with children. CITs do not "work as" but rather "learn to be" counselors.

Who can become a CIT?

Any rising 10th grader that is at least 14 years of age can apply to be a CIT. All applicants that apply by April 15th are accepted into the program. Participants are required to attend two sessions at TIC (Sessions 1&2 or Sessions 3&4), although we do occasionally make exceptions. The application process requires the CIT application, as well as two references.

What do CITs do?

CITs participate in technology instruction and athletic activities along with other senior campers. In addition, CITs receive one hour of training daily during the camp day. Training includes observations, discussions, workshops, working with a Counselor mentor, and team building, then culminates in a project where CITs practice being a counselor under the supervision of TIC Staff.

Why become a CIT?

CITs participate in exclusive activities and are offered opportunities to contribute to the TIC culture in a meaningful way. The CIT Program is meant to be the first stepping stone for campers interested in gaining employment as a camp counselor, but also provides training and experiences that are useful for many leadership opportunities, as well as developing exceptional communication skills and building confidence. Not to mention, it's fun! CIT groups tend to form close bonds and create many lasting memories during their 4 weeks together. **You can find the application here: <http://www.ticcamp.com/enroll/citftp-training/>**

The Staff Assistant Program

Campers who excel in our CIT program are invited back for a second year as Staff Assistants, at which time they are no longer campers, but also do not have the full responsibilities of a counselor. Staff Assistants



volunteer for at least two sessions during the camp season, and can choose to receive a stipend or SSL hours for their service. Staff Assistants still receive training, however it is more hands-on and occurs on-the-job as well as during training sessions. They also see first-hand everything that happens behind the scenes in order to make camp run smoothly each day. Staff Assistants that have demonstrated that they are ready to be responsible for their own group of campers may be asked to fill-in for absent counselors. Other job responsibilities include keeping the site clean and organized, helping with carpool, assisting counselors at activities, and helping parents at our Open House. We want our Staff Assistants to take initiative, demonstrate that they are responsible, and act professionally at all times. Part of this means emailing and calling their supervisors themselves! It is tempting for parents to reach out for them, but displaying good communication with the directors is extremely important if they plan on applying to be a counselor. Many of our current staff members came through the TIC CIT/Staff Assistant program and continue to carry on our many traditions and spread their enthusiasm for TIC!

Questions? Email Leslie Keller at leslie@ticcamp.com