



ORIENTATION  
JUNE 2024

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# ABOUT YOUR JOB

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## You must be....

- Motivated
- Responsible
- Creative
- Caring
- A teammate
- Observant
- Communicative
- Energetic
- Enthusiastic

# ABOUT YOUR RESPONSIBILITIES



## You should

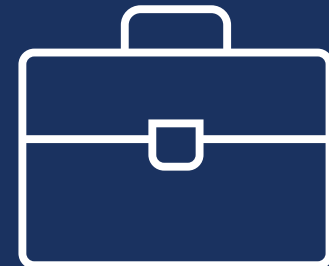
- Be available and approachable
- Guide, encourage and set a good example
- Supervise and keep campers safe
- Be on the same page as your co-counselors, work together
- Be flexible
- Be willing to jump in and do whatever is necessary
- **ASK if you have any questions, no question is a dumb question**
- Model, Model, Model – Set that example
- Be aware of your body language
- Be on time

# Is your....

- **Physical presence**
  - How others see you
- **Interpersonal skills**
  - How you work with others
- **Attitude**
  - All of the above combined – working with others and how others see you
- **Attire**
  - Camp Shirt
- **Approach**
  - Is someone comfortable approaching you?

**You Represent Camp Shriver**

**PROFESSIONAL  
IMAGE**



# Our Campers and their Parents

- **We need to treat parents like customers**
  - Respect
  - Even if they are complaining
  - Let them have their say/voice
- **Greeting them, acknowledging them**
- **Listening to them**
  - Body language
  - Eye contact
- **You're their first impression and their last**
  - Bus monitors and riders, you are the first thing parents see in the morning and the last in the afternoon, your attitude will make a difference
- **Questions**
  - Answer their questions if you're sure of the answer
  - Tell them you'll find out if you are not sure, it is ok to say "I do not know, but I'll get back to you."

**Our version of Customer Service**

**WHO ARE OUR  
CUSTOMERS?**

# Safety Awareness

- **Awareness of surroundings**
  - Campus – cars, other people
  - Wildlife
  - Actions
- **Health**
  - Many health issues at camp (Type I Diabetes, Clotting disorders, Sickle Cell, Neurological Impairments, Food Allergies,
  - Alert a nurse if you suspect a problem
  - Sun burns or over heating
- **Safety of campers with each other**
  - Hands to self
  - No fighting

WE WANT TO  
SEND EVERYONE  
HOME EACH DAY  
BETTER THAN  
THE WAY WE  
GOT THEM!



Touching campers on the hand, or shoulder is appropriate and only a tap, nothing more

Never touch against a child's will

Never touch against a child's verbally or non-verbally expressed discomfort

Never touch in a place on a child's body that is normally covered by a bathing suit

Never tickle, wrestle or give back rubs with or otherwise touch a camper in a way that is over stimulating or invasive to his/her privacy

Gently set limits with children who cling or hang on you

Piggyback rides and carrying campers are off limits

Nurses will help with toileting issues

Have another staff member present if you need to help with a bathing suit

## RULES FOR CAMPER PHYSICAL CONTACT....



# MEDICAL



- Medication
  - Only medications prescribed by a physician, life-saving medication or over the counter medication will be administered to campers.
  - The medication permission form must also be completed and signed by a parent.
- Procedure
  - All Medications will be dropped off and labeled in a baggy by the campers first and last name. Bus monitors can accept meds.
  - All medications will be with the nurse, unless it is an inhaler or EpiPen
- Allergies
  - You will be made aware of all food allergies for your campers.



# MEDICAL CONTINUED



- Asthma
  - Signs and symptoms can be different in each child. Increased shortness of breath is the most common.
  - Never allow a camper to use an inhaler that does not belong to that camper
- Sickness
  - If a camper becomes seriously ill during the day the staff will contact the camper's parents/guardians.
  - If they cannot be contacted the person(s) listed on the campers Emergency Form will be contacted.
  - In the event of a serious illness or accident EMS will be called.
- Medical Emergency
  - In the event of a medical emergency, call for a nurse and staff member.
  - DO NOT move an injured person if they are not able to move on their own. All medical emergencies will be documented.

## FOR YOUR SAFETY AND THEIRS

Avoid putting yourself in a 1:1 situation with a camper where there are no other people around

Do not give medical treatment or advice beyond obvious

Never leave campers unattended

Never leave your group without letting another counselor know

Know how many campers you have each day

Count campers before leaving a station

Control Horseplay

No photographs posted on social media

If you doubt it, don't do it. Err on the side of caution.

# BULLYING



- Bullying hurts and needs to be addressed
- Bullying can escalate very quickly
- We take it seriously at camp and have **zero tolerance**
- DEFINITION
  - **Bullying is a form of aggressive behavior in which someone intentionally and repeatedly causes another person injury or discomfort.**
- Never assume campers will figure it out on their own
- You need to be prepared to recognize bullying, intervene and stop it, as well as seek help from others
- Incorrect use of the word bullying

# DISABILITIES

504

ADD/ADHD

Autism

Communication

Developmental  
Delay

Emotional

Health

Intellectual

Neurological

SLD

# 504

## Definition

504 plans are formal plans that schools develop to give kids with disabilities the support they need. That covers any condition that limits daily activities in a major way.

- Can be temporary or throughout education
- Not for something that can be “fixed” in an educational setting
- Accommodations, environment changes
- Doesn't change what the child learns, just how they learn it – removes barriers
- Examples: broken arm, attention, physical disability

# ADD/ADHD

## Definition

A person with ADHD has differences in brain development and brain activity that affect attention, the ability to sit still, and self-control. ADHD can affect a child at school, at home, and in friendships.

- Inattentive, hyperactive, impulsive
- Can be inherited, but cause is unknown
- Impacts all areas of their day, especially executive functioning
- Many campers with this diagnosis – fortunately, camp is a perfect place
- They will struggle with following directions, remembering directions and acting impulsively

# AUTISM

## Definition

Autism spectrum disorder (ASD) is a neurological and developmental disorder that affects how people interact with others, communicate, learn, and behave.

- Challenges with social skills, communication, repetitive behaviors, speech and nonverbal communication
- Large range of degree of disability, with many sub types
- Diagnosed by a neurologist
- Campers will have difficulty with sensory stimuli, changes in schedules, communicating with others socially, understanding social situations and reading others' emotions

# COMMUNICATION

## Definition

A communication disorder is an impairment in the ability to receive, send, process, and comprehend concepts or verbal, nonverbal and graphic symbol systems.

- Difficulty with receptive (language coming in) and expressive (language going out)
- Often paired with an ASD diagnosis
- Impacts social situations the most
- Campers will have difficulty talking to others (especially when they are overwhelmed or excited), following directions (multi-step), and relating to others.



# DEVELOPMENTAL DELAY (DD)

## Definition

Developmental delay occurs when a child does not achieve developmental milestones in comparison to peers of the same age range.

- Impacts all areas of life; learning, social situations, daily living skills
- There are four major types of developmental delays. They are cognitive; sensorimotor; speech and language; and socioemotional delays.
- Can only be a diagnosis till 3<sup>rd</sup> grade then it becomes an intellectual disability (more on that next)
- Most developmental delays will resolve on their own over time, with interventions
- Campers will need help getting through the day, directions broken down, slower pace and lots of modeling

# INTELLECTUAL (ID)

## Definition

Intellectual disability (or ID) is a term used when a person has certain limitations in cognitive functioning and skills, including conceptual, social and practical skills, such as language, social and self-care skills.

- Experts divide the types of cognitive impairment into four categories: mild intellectual disability, moderate intellectual disability, severe intellectual disability, and profound intellectual disability.
- There are three major criteria for intellectual disability: significant limitations in intellectual functioning, significant limitations in adaptive behavior, and onset before the age of 18.
- Campers will need help throughout the day in all situations

# EMOTIONAL

## Definition

An emotional or behavioral disability is a disability that impacts a person's ability to effectively recognize, interpret, control, and express fundamental emotions.

- These include (but are not limited to): anxiety disorders, bipolar disorder (sometimes called manic-depression), conduct disorders, eating disorders, obsessive-compulsive disorder (OCD), and psychotic disorders
- An inability to learn that cannot be explained by intellectual, sensory, or health factors, An inability to build or maintain satisfactory interpersonal relationships with peers and teachers, Inappropriate types of behavior or feelings under normal circumstances, general pervasive mood of unhappiness or depression, a tendency to develop physical symptoms or fears associated with personal or school problems
- Campers will struggle with behaviors

# HEALTH

## Definition

A chronic or acute health problem such that the physiological capacity to function is significantly limited or impaired and results in one or more of the following: limited strength, vitality or alertness including a heightened alertness to environmental stimuli resulting in limited alertness with respect to the educational environment.

- Could be; asthma, attention deficit disorder or attention deficit with hyperactivity disorder, diabetes, epilepsy, a heart condition, hemophilia, lead poisoning, leukemia, nephritis, rheumatic fever, and sickle cell anemia
- Those conditions need to impact learning
- What you will see is described within the other disabilities.

# NEUROLOGICAL

## Definition

The capacity of the nervous system is limited or impaired with difficulties exhibited in one or more of the following areas: the use of memory, the control and use of cognitive functioning, sensory and motor skills, speech, language, organizational skills, information processing, affect, social skills, or basic life functions

- Can include a wide range of disorders, such as epilepsy, learning disabilities, neuromuscular disorders, autism, ADD, brain tumors, and cerebral palsy
- Many are congenital (emerged before birth) but not all
- Campers exhibit many different difficulties

# SPECIFIC LEARNING DISABILITY (SLD)

## Definition

a disorder in one or more of the basic psychological processes involved in understanding or in using language, spoken or written, that may manifest itself in an imperfect ability to listen, think, speak, read, write, spell, or to do mathematical calculations

- Includes conditions such as perceptual disabilities, brain injury, minimal brain dysfunction, dyslexia, and developmental aphasia
- Does not include learning problems that are primarily the result of visual, hearing, or motor disabilities, of mental retardation, of emotional disturbance, or of environmental, cultural, or economic disadvantage
- Campers may not exhibit any difficulties in camp setting
- Campers may have difficulty with following directions, listening, and keeping up

# DISABILITY WRAP-UP

- Much overlap
- Best practices will help everyone (repeating directions, checking for understanding, redirecting attention, modeling)
- The disability doesn't matter, all that matters is that they have what they need
- Many of their disabilities will not be evident at camp, we prepare you for the worst
- Be patient and model patience
- Create opportunities for success for everyone
- We do not identify campers by their disability, they are not the disability they are the camper first

# BEHAVIOR MANAGEMENT AND DISCIPLINE

## Some things to remember..

- Proactive vs. reactive
- Clarity
- Consistency
- Simplicity
- Few words is sometimes better than too many
- Wait time is your friend
- What to handle on your own and what needs to be addressed by others
- Know your limits – when you are not rational
- Be willing to pass off in necessary
- Zero tolerance vs strikes
- Don't pick up the rope



## BEST ADVICE WE CAN OFFER...

- Don't put too much pressure on yourself
- Learn something each day
- Don't EVER be afraid to ask
- Remember that you are part of a team and we all have the same goal
- Have a good time