



Junior Counselor (Please print full name): \_\_\_\_\_

Camp: \_\_\_\_\_ Date: \_\_\_\_\_

This is the Jr. Counselor's 1<sup>st</sup> 2<sup>nd</sup> 3<sup>rd</sup> or 4<sup>th</sup> year in the program. (Choose one)

**Exceeds:** Performance is routinely above job requirements **Meets:** Performance is regularly competent and dependable **Needs Improvement:** Performance effort needs improvement

1. Engagement with Staff (Teamwork)	Exceeds Standards	Meets Standards	Needs Improvement	Not Observed
A. Works cooperatively and cheerfully provides assistance where needed				
B. Accepts supervision with a positive and appropriate attitude				
C. Communicates effectively; shares ideas and seeks guidance when needed				

2. Engagement with Campers (Leadership)	Exceeds Standards	Meets Standards	Needs Improvement	Not Observed
A. Enthusiastically participates in camp activities				
B. Communicates effectively; listens to and provide campers guidance when needed				
C. Maintains a patient and caring attitude when interacting with campers				
D. Seeks to engage campers and cheerfully provides encouragement when needed				
E. Gives instructions with a positive and appropriate attitude				
F. Shows good character and inspires campers to do right				
G. Exercises caution and care toward safety of self and all campers				

3. Self Responsibility	Exceeds Standards	Meets Standards	Needs Improvement	Not Observed
A. Performs required duties without reminders				
B. Anticipates what needs to be done and does it				
C. Accepts responsibility for own behavior				
D. Reports to camp on time and prepared				
E. Obtains camp director's contact information, communicates absences according to policy				
F. Completes time-tracker daily				
G. On a weekly basis, submits time tracker to camp director for approval/signature				
H. Follows dress code and name badge policies				
I. Follows policies regarding cell phones				

Please comment on strength(s) that the Junior Counselor exhibited: \_\_\_\_\_

Please indicate area(s) that the Junior Counselor could improve: \_\_\_\_\_

Junior Counselor's Signature: \_\_\_\_\_ Director's Signature: \_\_\_\_\_ Date: \_\_\_\_\_