



JCC Camp Grossman CIT Program

The Program

Our CIT program, or Counselor in Training program, for campers entering the 10th grade, embraces the fact that campers of this age are not really regular campers, but not yet counselors. It is actually an in between program and, in that respect, the CIT could easily stand for Campers in Transition as well. The goal of our CIT program is to prepare these *campers* to become our future *counselors*.

As Counselors in Training, our CITs are assigned to work with counselors in camp for the majority (usually 6 periods) of their day. While some CITs choose to work with specialists, helping them to run an activity at camp, the majority of them work in our youngest units, with campers entering pre-K through grade 2. CITs are typically assigned by each Unit Head to one bunk, so that they may develop relationships with both the counselor(s) to whom they are assigned, as well as the campers in the bunk. Counselors help train the CITs through experiential “on-the-job” learning and by modeling appropriate interactions with campers. CITs do what the counselors do, albeit, with more guidance. In fact, in our younger bunks, most of the campers think of their CITs as additional counselors, many not even realizing that they are actually campers as well. In addition to the modeling by the counselors to whom they are assigned, CITs receive regular informal feedback from those counselors, the unit head, and the CIT director, who regularly observes them, as well as more formal feedback in the form of written evaluations given in the middle and end of the summer. Lastly, CITs meet regularly as a group with the CIT director to discuss experiences, common issues which may arise and potential solutions. The CIT director will also lead weekly trainings, featuring many of our outstanding experts on staff, to review important topics such as behavior management, health and safety, and counselor responsibilities.

While our CITs are learning and training for their future role as counselors, they are still recognized as paying Campers in Transition and thus, a part of each day is dedicated to their own enjoyment without true responsibilities. The CITs have six optional overnights at camp, which give them the opportunity to relax and bond as a group. But arguably the favorite part of the CIT camper experience for most CITs is Maccabiah. Our summer-long Maccabiah competition is one of the most popular activities for our older campers, and is often cited as their reason for returning to camp. Maccabiah events take place during two periods per day, three or four days per week, as well as two evenings per summer. In Maccabiah, our CITs have the opportunity to not only compete for their teams, but to also help lead as the team captains, as younger team members look to their CITs as role models and for additional leadership support.

Enrollment and “Certification” Definition, Requirements and Benefits

While our CITs have a great time, our goal is to train our CITs so they are prepared for the role of junior counselor, and that takes time. Although we require a minimum of only one two-week session to register as a CIT, we have found that the more time our CITs spend with us, the better they understand both the camper and counselor experience. Therefore, **CITs who are interested in being hired as junior counselors the following summer should strongly consider completing, at minimum*, our four-week training curriculum in order to become “certified.”** This minimum four-week curriculum is comprised of two training modules, one of which is offered Sessions 1 and 3 and the other which is offered Sessions 2 and 4, so to receive the full four-week curriculum requires enrollment in both one odd-numbered session and one even-numbered session.

CITs who successfully complete the minimum four-week curriculum, and receive the recommendations of both the CIT Director, as well as their Unit Head or Specialty Supervisor, will receive an offer to work the following summer. They will also be considered “returning” staff and receive the “bump” in salary that comes with that. **CITs who do not receive certification, either because they were not enrolled in the sessions required to complete the curriculum, or another reason, may, of course, still apply to work at Grossman in the future, but will need to provide references and interview (like any other applicant) and, if hired, will be considered, and paid as, “new” staff.**

CITs often make the very best staff members due to their powerful experiences from campership and the CIT experience itself. We look forward to welcoming successful CITs to our staff in the future.

* While the four-week curriculum is the minimum required to become a Certified CIT, CITs are always encouraged to enroll for as much of the summer as they are able. CITs who have already successfully completed the curriculum will have the option of attending the trainings again with their peers (which can be a great refresher and, because the trainings are interactive, may offer some new information as well), skipping the training and remaining at their “job” or, depending on the number of CITs who have also already experienced that session’s training, may be offered an “advanced” training session during that time.