



Name: _____ Date: _____ Program: _____

Completed by: _____

Is an engaged student of Christian Science						
		Exceptional	Proficient	Needs work	Unacceptable	Not Observed
Prepares daily	(does individual metaphysical work)	studies CS materials and uses CS literature references to dig deeper; encourages others to do the same	studies CS materials daily	occasionally studies CS materials; sometimes does not use metaphysical time well (sleeping, showering)	rarely studies CS materials; often uses personal Lesson study time to shower, sleep, or get ready for the day	
	(reflects)	consistently models for campers how to give gratitude and leads debriefs	regularly gives gratitude and participates in debriefs	occasionally gives gratitude or participates in debriefs	rarely leads/provides debriefs or gives verbal gratitude	
Provides metaphysical support	(shares metaphysical ideas)	proactively shares metaphysical ideas in cabin and program, encourages others to turn to God	regularly shares metaphysical ideas in program/bunkhouse	only shares metaphysical ideas when asked	rarely shares metaphysical ideas	
	(offers support)	consistently notices when someone is struggling, offers support, and checks in later on progress or more support needed	offers support when asked, checks in later on progress	offers support when asked but sometimes forgets to check in again later	rarely offers support and/or does not check in later	
Is an effective community member						
		Exceptional	Proficient	Needs work	Unacceptable	Not Observed
Loves & values	(proactively wants to grow)	Helps others ask for feedback regularly; admits faults and takes responsibility, learns & moves on	Asks for and implements feedback regularly; Acknowledges mistakes and works to get better	Gives feedback when asked, isn't asking for it; Occasionally recognizes mistakes but doesn't fix them	Is not engaged in giving and receiving feedback; Rarely recognizes or takes responsibility for mistakes	
	(respects & listens to others)	Consistently shows respect by actively participating in meetings and activities and encourages others to do the same	Listens and engages during meetings/activities	Occasionally loses attention during meetings/activities (sometimes zones out); occasionally has side conversations	Regularly takes attention away from meetings/activities by having side conversations or distracting others	
	(sets others up to succeed)	Consistently notices & encourages positive behaviors and communicates praise/gratitude; empowers others to lead	Regularly notices positive behaviors and gives others opportunities to lead	Occasionally notices positive behaviors and sometimes acknowledges them	Rarely acknowledges positive behaviors	
Holds peers accountable	(is a role model of the standards)	follows, understands & helps others follow all rules, such as: is always in cabin before curfew with lights out on time and helps entire cabin to meet curfew each night, keeps all relationships professional & appropriate	knows and follows rules and policies; misses curfew only 2-3 times, campers do NOT know about personal relationships	seems to be unaware of some rules; misses curfew 4-6 times; campers may be aware of personal staff relationships	has not read the Handbook; disregards the rules; rarely follows curfew, discusses personal relationships in front of campers, engages in inappropriate contact in front of campers	
	(uses a respectful process)	has a private, gracious, respectful, constructive tone & message when approaching a peer; is invested in their growth	notices a wrong behavior and suggests how to improve it using a respectful tone; attempts to follow through	waits a long time before addressing the person; fails to address the situation graciously; tells a supervisor instead of trying to work with the individual first	publicly/disrespectfully reprimands; ignores the problem; tells other staff members instead of going to the individual	
Works hard	(completes tasks)	looks for what needs to be done and does it without being asked; helps others take initiative	takes direction well	occasionally forgets duties/tasks	rarely remembers to complete duties/tasks	
	(is on time)	completes tasks before deadline; consistently is on time or early; helps others to be on time or to complete tasks on time	completes tasks on time; is on time	occasionally completes tasks late; is late occasionally	leaves tasks unfinished for others to complete; rarely is on time	
	(has a positive attitude)	is enthusiastic and uplifts others consistently	does work with a positive attitude	occasionally complains or is indifferent to activities	complains frequently	
	(communicates effectively)	consistently communicates effectively and facilitates good communication (asks for support ahead of time for running/planning Evening Programs, etc.)	communicates effectively within chain of command (program, cabin, CD's); asks for help	occasionally asks for help, communicates a need, or passes along information	rarely gives information or relays messages; rarely asks for help	



Name: _____ Date: _____ Program: _____

Completed by: _____

Provides a quality camp experience						
		Exceptional	Proficient	Needs work	Unacceptable	Not Observed
Promotes spiritual growth	(makes effective use of Cabin Lesson Study)	involves campers in highly-engaging and creative lesson study, uses outside resources (prac, CSPS materials, etc.) to enhance Lesson study; (PHs: plans good metaphysical elements during Program time)	is prepared to lead Lesson study, helps to manage campers and keep discussion on track	occasionally is late for Lesson Study, is not prepared to lead but contributes some ideas, maybe lets campers talk about off-topic things during Lesson study	is late or not present for Lesson study; does not contribute or help campers engage in discussion/stay on-topic	
	(engages with others metaphysically)	fully participates in metaphysical activities/discussions; seeks out others for spiritual discussions; leads inspirational or discussions	regularly attends and participates in scheduled metaphysical activities and discussions	is sometimes late or inconsistently participates in metaphysical activities	is often late to and/or rarely contributes to metaphysical activities	
Puts campers first	(is attentive to campers)	is aware of and actively reaches out to campers who seem left out or need support; has conversations with all campers	regularly engages with campers rather than staff during program, bunkhouse, meals, free time	occasionally plays favorites, is not aware of entire group; hangs out with staff instead of campers	neglects campers in conversation; talks about day off, makes inappropriate jokes or topics of conversation	
	(stays off phone and other technology while on duty)	(SMT/PH/PL) uses electronics appropriately and only for official camp use; encourages other staff to keep electronics away; (other staff) never has electronics while on duty and encourages other staff to keep electronics away	only uses electronics with specific permission while on duty (except PHs/SMT) consistently turns cellphone in to Hub/Valerie sound room after time off	often forgets to return cellphone to Hub/Valerie sound room after time off	uses cellphone when on duty without permission	
	(helps campers prepare)	consistently helps campers become self-reliant in getting ready each day	regularly makes sure campers have what they need each day	occasionally checks to make sure that campers have bare necessities	rarely checks if campers are prepared (or helps them to be prepared)	
Is prepared	(is organized)	consistently has proper gear and anticipates needs of others	consistently has own gear; sometimes has extras	occasionally forgets gear and has to run back to cabin	rarely comes prepared with proper gear	
	(plans well)	has a well-organized plan and multiple backups; can improvise as needed; is able to step in and lead at any moment	has a good plan and can improvise	occasionally has a plan	rarely has a plan	

Overall areas of strength

Areas for improvement

Fill Out For End of Summer Only :

<input type="checkbox"/> Rehire	<input type="checkbox"/> Rehire with demonstrated progress	<input type="checkbox"/> Do not rehire next summer
Date	Staff	Camp Director

Staff hiring for next summer will be based on applicant pool and camp needs. End of Summer Evaluations are added to your A/U file. You may request a copy for your records.