

COURSE BLUEPRINT

New Camp Counselor Training

Ensuring Safety and Well-being



Hope for Kids

Crafted by Jim Neessen
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This course blueprint showcases our proposed learner experience and curriculum for “**Hope for Kids - Camp Counselor Training: Ensuring Safety and Well-being**” course. It is an eLearning course that incorporates common camp counseling scenarios for demonstrations and the application of the 3 steps in how to effectively handle camp situations. This interactive approach ensures active engagement and reinforces mastery of essential skills.

Project Context

This eLearning course is designed to equip new camp counselors with the essential knowledge and skills required to ensure the safety, well-being, and positive experience of campers and staff at "Hope for Kids Camp."

Background:

"Hope for Kids Camp," a subsidiary of HOPE Worldwide, operates week-long summer camp sessions relying on volunteer counselors. However, inconsistencies among volunteer counselors in enforcing camp policies and effectively addressing recurring situations may pose significant risks to the camp's environment. To address this challenge, the camp seeks to implement an interactive training program for new camp counselors.

Purpose:

The purpose of the course is to empower new camp counselors with the necessary competencies to proactively identify, address, and prevent diverse challenges and issues that may arise during camp sessions. By providing structured training, counselors will gain the skills to stay calm, assess situations, communicate effectively, and take appropriate actions, thereby fostering a nurturing and safe camp environment.

End Objectives:

The end objectives of the course encompass equipping new camp counselors with a thorough understanding of the camp's mission and their roles, along with mastery of essential skills in handling common camp situations. This includes staying calm, assessing safety, and responding appropriately, while enforcing camp policies like the "Rule of 3" and effectively addressing challenging behaviors such as bullying and suicidal ideations. By fostering a supportive and safe camp environment, counselors aim to enhance the overall experience for campers and staff, contributing to the fulfillment of the camp's mission and values.

Project Requirements

- Cost: ~~\$7,500~~ (waived)
- Timelines: eLearning will be built within 25 business days.
- Standards: Course will include a high contrast color scheme to enhance readability, consistent headings and formatting for easy navigation, alternative text descriptions for images and visual content, consistent structure, and keyboard accessibility.

Learning Requirements

Audience profile:

Title: New Camp Counselor Volunteers

Job Role: Responsible to ensure the safety, well-being, and positive experience of campers through effective supervision, guidance, and facilitation of activities.

Learning environment: Learners will access the course from a desktop or laptop computer (*mobile devices and tablets are NOT recommended*)

Demographics:

Age: Typically, 18-25

Education: High school diploma or equivalent. Some may be enrolled in college or have completed higher education.

Gender: Varied, with a mix of male and female counselors.

Needs:

- Interactive training to fulfill responsibilities effectively.
- Guidance on managing challenging situations and ensuring camper safety.
- Strategies for fostering a positive and supportive camp environment.

Goals:

- Successfully complete the camp counselor training course.

- Demonstrate proficiency in handling common camp situations, while staying calm, assessing safety, and responding appropriately.
- Enforce camp policies and ensure adherence to safety protocols.
- Foster positive relationships with campers and fellow staff members.

Motivations:

- Desire to make a positive impact on the lives of children and adolescents.
- Passion for outdoor activities, education, and recreational programming.
- Personal growth and development through leadership and responsibility.

Expectation:

- Receive interactive training preparing them for the role of a camp counselor.
- Access to resources and support from camp leadership.
- Opportunities for professional development and advancement within the camp organization.

Course Objectives

By the end of this course, new camp counselors will be able to:

- **DISCOVER AND INTERNALIZE** the importance of their motivation for becoming a camp counselor, grasp the camp's mission, values, and goals, recognize their role and responsibilities, and prioritize camper and staff safety.
- **IDENTIFY THE 3 ESSENTIAL STEPS** in handling common situations at camp
- **STAY CALM** in various situations related to enforcing the "Rule of 3," avoid over-reacting and maintain composure when faced with a camper demanding to go home, maintain a calm demeanor when addressing bullying or racial discrimination incidents, and remain composed and stay with the individual who is experiencing suicidal ideations.
- **ASSESS FOR SAFETY** by evaluating the severity level in various situations, such as: Identifying mild situations that require monitoring and minimal intervention, recognizing serious situations that require appropriate action, and determining urgent situations that demand immediate and decisive action.
- **RESPOND APPROPRIATELY** to different levels of severity, such as: addressing violations of rules, taking necessary actions, actively listening, empathizing, asking appropriate questions, providing reassurance/support, finding solutions, and seeking guidance from a camp director if necessary.

Course Outline

Hope for Kids Camp

New Camp Counselor Volunteers

Camp Counselor Training

- 1) **Welcome and Introduction to Camp Counseling**
 - a) Identify your “Why?”
 - b) Discover the camp's mission, values, and goals
 - c) Learn about the role and responsibilities of a camp counselor
 - d) Understand the importance of ensuring the safety and well-being of campers and staff

- 2) **Learn about the 3 steps in handling common situations at camp**
 - a) **Stay Calm**
 - b) **Assess for Safety**
 - i) mild
 - ii) serious
 - iii) urgent
 - c) **Respond Appropriately** (different responses for various levels of severity)

- 3) **Enforce “The Rule of 3”** (All campers must be accompanied by 2 others with 1 being an adult supervisor)
 - a) **Stay Calm** in all situations.
 - b) **Assess for Safety** by evaluating if the campers are complying with the "Rule of 3" and ensuring their well-being.
 - c) **Respond Appropriately** by addressing any concerns or violations of the rule and taking necessary actions to enforce it.

- 4) **Address Disorderly Behavior - Demanding to Go Home**
 - a) **Stay Calm** and avoid over-reacting.
 - b) **Assess for Safety** by evaluating if the camper's behavior is causing harm to others.
 - c) **Respond Appropriately** by pulling the camper aside, addressing their concerns, and finding a solution that maintains the safety and well-being of all campers.

- 5) **Prevent Bullying/Racial Discrimination**
 - a) **Stay Calm** and composed in all situations
 - b) **Assess for Safety** by de-escalating conflicts and implementing appropriate safety measures for severe conflicts.

c) **Respond Appropriately** by actively listening and empathizing, repeating the concern, asking appropriate questions, finding a solution, and seeking guidance from a camp director if necessary.

6) **Report Suicidal Ideations**

a) **Stay Calm** and stay with the individual.

b) **Assess for Safety** by removing any immediate means of harm and seeking appropriate help.

c) **Respond Appropriately** by actively listening, providing reassurance and support, asking direct questions to gather more information, seeking professional help, and informing a camp director.

CLOSE - Positive Experiences for Campers (lesser burden on counselors)

Instructional Strategy Overview

A. Welcome to Camp Counseling

INTRODUCTION and ACTIVATION (*approx. 3 min.*)

Outcome: After completing this activity, the learner will be able to possess foundational knowledge about the camp and their role as a counselor. They will also have an opportunity to think about (and enter) their driving reason for WHY they want to be a camp counselor.

Storyline®



INTRODUCTION and ACTIVATION

Component: Animated Video

- Camp Director, Mia, welcomes the learner – introducing the course and the exciting opportunity of being a camp counselor.
- Testimonials from past camp counselors

Component: Text and Text Entry

- Learners will identify their “Why” and type in the main reason(s) why they want to be a camp counselor.

Component: Animated Video

- Camp Director, Mia, shares the camp’s mission, values, and goals.
- Explain the role and responsibilities of a camp counselor.
- Emphasize the importance of ensuring the safety and well-being of campers and staff.

B. The 3 Steps in Handling Common Situations at Camp DEMONSTRATION (approx. 2 min.)

Outcome: The learner will be able to identify the **3 essential steps** in handling common situations at camp and distinguish between mild, serious, and urgent **levels of safety**.

Storyline®



3 Steps Overview - DEMONSTRATION

Component: Animated Video and Text

- Each of the steps during the demonstration are broken down and explained in the order they should be carried out.
- Derek explains the different levels of safety and gives an overview of what each looks like.

C. Enforcing “The Rule of 3” APPLICATION (approx. 3 min.)

Outcome: Through storytelling, the learner will be able to identify the correct ways to handle a situation where a camper is violating **“The Rule of 3”** policy.

Storyline®

The 3 Step Process as it relates to “The Rule of 3” - APPLICATION

Component: Animated Video



- The “Rule of 3” scenario is introduced with animated characters.

Component: Knowledge check with feedback



- Three questions are presented with multiple choice options. Feedback from Derek appears after each choice.

D. Enforcing “The Rule of 3” DEMONSTRATION (approx. 2 min.)

Outcome: The learner will be able to view a successful counselor/camper interaction **enforcing “The Rule of 3” policy** by staying calm, assessing for safety, and responding appropriately.

Storyline®



The 3 Step Process as it relates to “The Rule of 3” - DEMONSTRATION

Component: Animated Video and Text

- The whole scenario is demonstrated in an animated video.
- Each of the 3 steps during the demonstration (stay calm, assess for safety, and respond appropriately) are called out during the video.

E. Address Disorderly Behavior - Demanding to Go Home APPLICATION (approx. 3 min.)

Outcome: Through storytelling, the learner will be able to identify the correct ways to handle a situation where a camper is **acting disorderly and demanding to go home**.

Storyline®



The 3 Step Process as it relates to behavior - APPLICATION

Component: Animated Video

- The situation of the camper's outburst is introduced with animated characters.

Component: Knowledge check with feedback

- Three questions are presented with multiple choice options. Feedback from Derek appears after each choice.

F. Address Disorderly Behavior - Demanding to Go Home DEMONSTRATION (*approx. 2 min.*)

Outcome: The learner will be able to view a successful counselor/camper interaction deescalating a camper's outburst behavior by staying calm, assessing for safety, and responding appropriately.

Storyline®



The 3 Steps Process as it relates to behavior - DEMONSTRATION

Component: Animated Video and Text

- The whole scenario is demonstrated in an animated video.
- Each of the 3 steps during the demonstration (stay calm, assess for safety, and respond appropriately) are called out during the video.

G. Prevent Bullying/Racial Discrimination APPLICATION (*approx. 3 min.*)

Outcome: Through storytelling, the learner will be able to identify the correct ways to handle a situation where a camper is **bullying** another camper **using a racial slur**.

Storyline®



The 3 Step Process as it relates to bullying - APPLICATION

Component: Animated Video

- The bullying scenario is introduced with animated characters. NOTE: no racial slurs will be heard in the video.

Component: Knowledge check with feedback

- Three questions are presented with multiple choice options. Feedback from Derek appears after each choice.

H. Prevent Bullying/Racial Discrimination DEMONSTRATION (*approx. 2 min.*)

Outcome: The learner will be able to view a successful counselor/camper interaction addressing a camper's **bullying behavior** by staying calm, assessing for safety, and responding appropriately.

Storyline®



The 3 Steps Process as it relates to bullying - DEMONSTRATION

Component: Animated Video and Text

- The whole scenario is demonstrated in an animated video.
- Each of the 3 steps during the demonstration (stay calm, assess for safety, and respond appropriately) are called out during the video.

I. Report Suicidal Ideations FINAL APPLICATION (*approx. 3 min.*)

Outcome: Through storytelling, the learner will be able to identify the correct ways to handle a situation where a camper is **talking about dying** or contemplating **self-harm** or **suicidal thoughts**.

Storyline®



The 3 Step Process as it relates to suicidal thoughts - APPLICATION

Component: Animated Video

- The suicide ideation scenario is introduced with animated characters.

Component: Knowledge check with feedback

- Three questions are presented with multiple choice options. One question will ask the learner to re-order a series of action steps. Feedback from Derek appears after each question.

J. Report Suicidal Ideations

FINAL DEMONSTRATION (*approx. 2 min.*)

Outcome: The learner will be able to view a successful counselor/camper interaction where a camper is **talking about dying** or contemplating **self-harm** or **suicidal thoughts** by staying calm, assessing for safety, and responding appropriately.

Storyline®



The 3 Step Process as it relates to suicidal thoughts - DEMONSTRATION

Component: Animated Video and Text

- The whole scenario is demonstrated in an animated video.
- Each of the 3 steps during the demonstration (stay calm, assess for safety, and respond appropriately) are called out during the video.

OTHER MATERIALS

Job Aids



Course Key Takeaways

- Infographic with the 3-step process
- Printout of their “WHY?” statement
- Course completion certificate

Project Sign-Off

_____	_____	_____
Printed Name	Role	Signature
_____	_____	_____
Printed Name	Role	Signature
_____	_____	_____
Printed Name	Role	Signature