



## Day Camp Counselor Evaluation

Counselor Name: \_\_\_\_\_ Camp: \_\_\_\_\_  
Site Director Name: \_\_\_\_\_ Date: \_\_\_\_\_

Please rate on a scale of 1-5 in the column.

5	<b>Distinguished</b>	Truly outstanding performance that results in extraordinary & exceptional accomplishments. Continually seeks new & better ways of doing things. Consistently performs highest level quality of work.
4	<b>Commendable</b>	Frequently exceeds performance expectations. Consistently performs high level quality of work & generates results above those expected of position.
3	<b>Fully Satisfactory</b>	Meets expectations and performs good quality of work
2	<b>Needs Improvement</b>	Performance leaves room for improvement; occasionally fails to meet minimum expectations
1	<b>Marginal</b>	Fails to meet minimum requirements

### Leadership

**Rating Includes:**

- \* Arrives on time and prepared for camp.
- \* Gives good direction instructions to campers.
- \* Is resourceful, creative, and flexible with given plans and activities.
- \* Leads with enthusiasm.
- \* Develops positive relationships with campers and parents.

Comments:

### Communication

**Rating Includes:**

- \* Maintains a positive working relationship with staff and site director.
- \* Works effectively in a team.
- \* Expresses concerns/suggestions in a positive manner.
- \* Participates actively in staff meetings /lesson planning.
- \* Written reports are neat and clear and include all necessary information
- \* Represents SEASPAR in a professional manner.

Comments:

### Interactions With Campers

<b>Rating Includes:</b>	
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- \* Displays a positive attitude and motivates the campers.
- \* Does not play favorites with campers.
- \* Uses positive behavior management/rewards.
- \* Uses discipline appropriately.
- \* Displays good judgment and problem-solving skills with campers.
- \* Participates in all activities, including swimming.
- \* Follows safety guidelines.

Comments:

### Personal Skill/Quality of Work

<b>Rating Includes:</b>	
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- \* Is flexible and adjusts to changes in schedule.
- \* Is dependable & gives sufficient notice of absence.
- \* Accepts constructive criticism from Site Director/co-workers.
- \* Dresses appropriately for work.
- \* Functions effectively under pressure.
- \* Follows SEASPAR's policies and procedures.

Comments:

Areas of Strength and/or Improvements:

Would you recommend that SEASPAR rehire this person as a counselor? Yes \_\_\_\_\_ No \_\_\_\_\_

Would you recommend this person as a Site Director or Assistant S.D. ? Yes \_\_\_\_\_ No \_\_\_\_\_

Site Director Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Day Camp Coordinator Signature: \_\_\_\_\_ Date: \_\_\_\_\_