

**Responsibilities of the
Counselors in Training Director**

The Counselor in Training (**CIT**) program is designed to train potential future staff members for camp and at the same time to provide training for junior leaders and instructors in troops. The program is structured to help youth grow; to work with peers and adults; and to develop leadership skills, teaching ability, and responsibility.

The program typically includes basic Scouting principles, purposes, and goals; the interrelationships of a Scout camp staff; skills instruction; teaching methods and procedures such as planning of instruction, giving and receiving information, learner-leader relationships, counseling, song leading, discipline, and self-evaluation; practice teaching of Scout skills with supervision and critique; physical labor; and strict discipline with an emphasis on promptness and the fulfillment of one's obligations. An opportunity to complete some Scout advancement requirements usually will be provided.

CIT Director must:

1. Be a registered member of the Boy Scouts of America.
2. Be at least 18 years of age.
3. Have experience in unit leadership.
4. Be an excellent mental and physical health.
5. Have a strong work ethic, ability to work with adolescents, and has a strong control of him/her.

The responsibilities of the CIT Director include:

1. Producing Lesson Plans for CIT Training sessions.
2. Providing each CIT with a schedule for each week of participation.
3. Holding counseling sessions for each CIT to ensure he is providing and is provided the best experience possible.
4. Work with the Program/ Camp Director to deal with CIT related issues.
5. Have contact with Parents of CITs.
6. Provide Area Directors with CITs available, and evaluation methods to keep track of CIT progress.
7. Creating a Hire list from the CITs for future staff hiring.
8. Communicate with the Program Director about all activities and developments within the CIT program.
9. Maintain Records of CIT performance.
10. Abides by the camp rules set forth in the *Staff Understanding/ Policies* and the *Staff Guide*.

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