



# Wilton Family YMCA

## JOB PERFORMANCE EVALUATION

### Counselor Evaluation

Name: \_\_\_\_\_

<b>SCORING:</b>	<b>5- Outstanding Effort:</b> above and beyond job expectations	<b>End of Summer</b>
	<b>4 - Commendable Effort:</b> exceeded job expectations	
	<b>3 - Competent Effort:</b> met job expectations	
	<b>2 - Marginal Effort:</b> below job expectations	
	<b>1- Unsatisfactory Effort:</b> required immediate improvement	

<b>Comments:</b>	<b>CARING</b>	
	Demonstrated positive & cooperative attitude with campers, C.I.T's, fellow staff, supervisors and YMCA members	
	Made connections with campers and fellow staff members	
	Actively engaged with campers and parents at opening and closing/offered details about their child's camp day	
	Served as a role model/mentor by demonstrating sportsmanship, enthusiasm, compassion and patience	
	Worked to personify our camp motto: "Make Friends, Make Memories and Make A Difference"	
	Displayed effective and kind group management/ conducted group meeting daily	
	Completed weekly gatorgrams celebrating campers' experiences	
Helped campers grow and become better people		

<b>Comments:</b>	<b>RESPONSIBILITY</b>	
	Ensured the safety of campers at all times	
	Used appropriate judgement/supervision at activities	
	Followed all waterfront procedures	
	Ensured each camper was signed in and out each day	
	Actively participated at each scheduled activities	
	Transitioned safely and effectively to activities (buddy lines)	
	Encouraged campers to participate at activities	

<b>Comments:</b>	Required limited direction and supervision	
	Demonstrated full understanding of a counselor's role	
	Was punctual/reliable in working contracted times/dates	
	Adhered to the Substitute Policy	
	Attended all mandatory camp staff development dates	

<b>Comments:</b>	<b>RESPECT</b>	
	Responded positively and proactively to coaching and feedback (written/verbal)	
	Adhered to all policies outlined in Camp Handbook (i.e. cell phone usage, code of conduct, etc.)	
	Spoke respectfully to campers, camp parents, fellow staff, supervisors and YMCA members	
	Readily adapted to new tasks or changing conditions (i.e. rainy day, scheduling changes, moving camp groups) based on the camp's needs	
	Managed conflict resolution effectively and productively	

<b>Comments:</b>	<b>HONESTY</b>	
	"Punched in" for only contracted dates/times	
	Offered honest experiences on daily feedback forms	
	Forthcoming and honest regarding one's job performance	

<b>Comments:</b>	<b>UNITY</b>	
	Encouraged unity amongst campers and fellow staff members	
	Attended/participated in staff meetings/teambuilding sessions	
	Recognized the importance of teamwork	
	Offered assistance and support to fellow staff members	
	Exhibited understanding that one's job performance directly affects his/her fellow staff and campers	
	Displayed enthusiasm/sense of unity at Opening Ceremonies and camp events	
	Showed camp spirit and pride	

**Comments:**

---

---

---

---

---

**Employee's Signature**

**Supervisor's Signature**

**Date**

