

Camp Internship for Leadership Training: 21st-Century Skills & CILT Program Outcomes

The Camp Internship for Leadership Training program (CILT) at Camp Kinneret is designed to meet two primary objectives:

1. To provide CILT program participants with a growth-oriented experience that will teach them 21st-century skills that will facilitate a successful transition to college and professional environments.
2. To provide a CILT program to camp that will benefit the campers with whom CILTs are placed, will assist the counselors with whom they work, and will enhance the overall camp community.

As part of our program, CILT growth and learning outcomes are measured every 2-3 weeks through CILT self-evaluations and counselor-provided evaluations. In looking at the data from the “graduating” CILT class of 2015, we have found that on average:

- **Skill-levels increased 19%** over the course of a CILT’s first summer (4 – 9 weeks).
- **Skill-levels increased 35%** by the end of the third summer for CILTs who participated in all three years of program eligibility.
- CILTs experienced a **25% increase in confidence** in their own skills by the end of their third summer in the program.

At camp, we recognize that 21st-century learning is about both participant outcomes and quality support systems. For this reason, each CILT works not only with the senior staff member for their assigned camp group, but also with a member of the camp leadership team who provides regular one-on-one meetings for coaching, feedback, and goal-setting. Through hands-on, day-to-day practice, weekly group meetings, and one-on-one support sessions, the 21st-century skills targeted by the CILT program are:

Leadership

- Group leadership/management
- Public speaking/performing
- Peer leadership skills

Role Model Behaviors

- Respect for self and others
- Self-awareness
- Community citizenship skills

Creativity

- Curiosity
- Innovation and adaptability
- Imagination

Responsibility

- Time-management and planning
- Dependability and accountability
- Self-discipline

Participation

- Active engagement
- Community involvement/investment
- Learning through doing

Enthusiasm

- Positive thinking
- Passionate engagement

Focus

- Inward and outward awareness
- Commitment, dedication, and follow-through
- Recognizing the needs of others

Communication

- Cooperation and conflict resolution
- Teamwork and collaboration
- Compassion, empathy, and listening skills

Problem-solving

- Critical thinking and reasoning
- Compromise, flexibility, and solution-seeking
- Inquiry, investigation, and interpretation

Initiative-taking

- Self-direction and autonomy
- Thinking ahead
- Applying learned skills/knowledge

Decision-making

- Exercising judgment
- Decisiveness & self-confidence
- Making informed/intentional choices

Energy-level

- Consistency, resiliency, and perseverance
- Health & wellness, self-care