

Teen Camp Staff Evaluation Summary

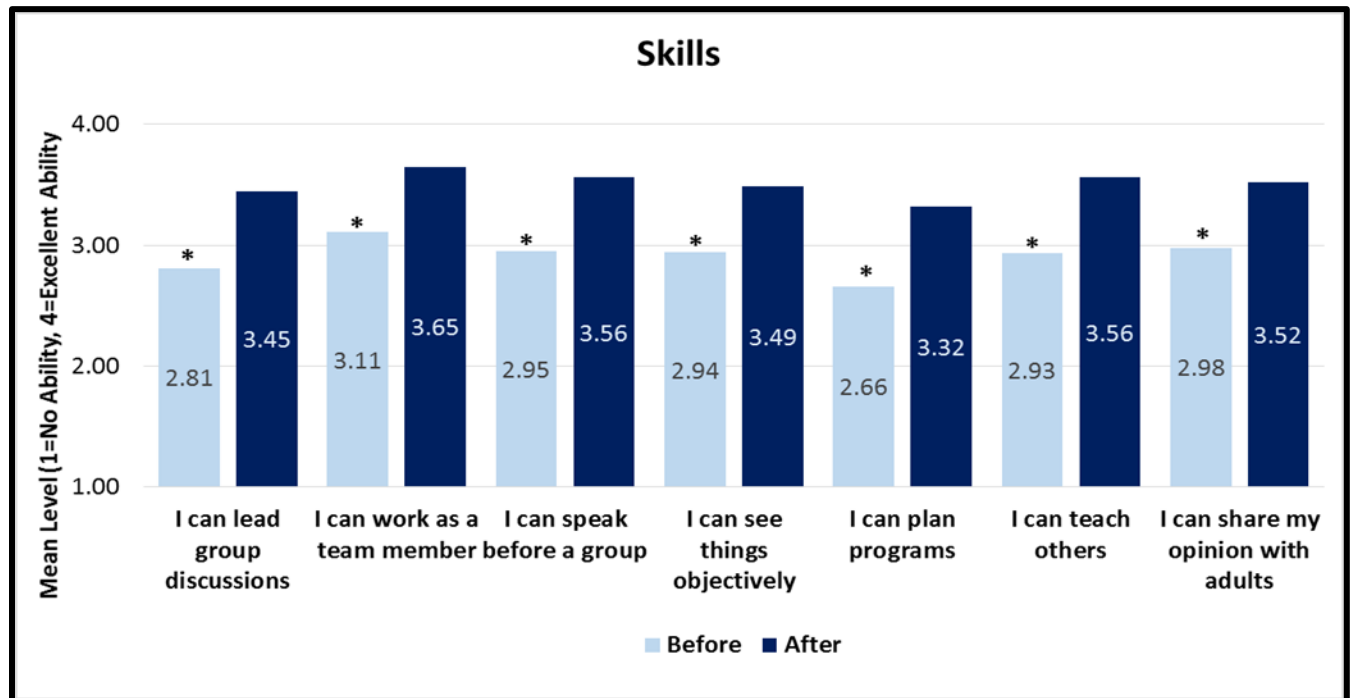
Participant information

County	N
Colusa	2
Humboldt	7
Los Angeles	46
Mariposa	5
Napa	28
Placer	18
Sacramento	23
Sutter/Yuba	32
Tulare	11

65.7% female; average age =15.49; average number of years of teen staff at camp: 2.72

Teens reported on their skill level before (pre) and after (post) being a teen staff member. Below is a graph of their mean (average) scores. The * indicates that for each skill, teens reported a significantly higher score after being a teen staff member.

Skills



Youth-Adult Partnerships

	<i>Percent (%) of teens that responded using each response option*</i>				<i>Mean (SD)</i>
	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>	
1. There were dedicated adults who supported me as a teen staff	3.5	2.9	45.9	47.6	3.38 (0.71)
2. I received training on how to be a teen staff before the program began	2.4	6.5	44.7	46.5	3.35 (0.71)
3. I received ongoing training and support throughout the program	1.8	10.0	41.8	46.5	3.33 (0.73)
4. The program made sure I had everything I needed to be successful as a teen staff	2.4	8.9	37.9	50.9	3.37 (0.75)
5. I received recognition and reward for my efforts	5.4	16.9	45.2	32.5	3.05 (0.84)
6. I participated in team-building with other teen staff in the program	1.8	8.9	40.2	49.1	3.37 (0.72)
7. I felt "set-up" for success by adults running the program	4.8	9.0	44.0	42.2	3.23 (0.81)
8. I received feedback on how well I was doing as a teen staff	6.0	13.8	40.1	40.1	3.14 (.87)
9. I experienced a successful youth-adult partnership	5.3	7.7	42.6	44.4	3.26 (0.82)
10. I can work successfully with younger youth	1.8	1.2	24.3	72.8	3.68 (0.59)

*For example, 3.7% of the teens statewide answered question 1 as "Strongly Disagree".



Camp Differences

**Means for each county will be reported in the county-specific reports provided at the end of September.*
Also note that Colusa, Mariposa, and Tulare had sample sizes of 10 teens or less, so comparisons should be made with caution.

	Mean Differences
1. There were dedicated adults who supported me as a teen staff	Placer > Tulare
2. I received training on how to be a teen staff before the program began	Humboldt > Tulare
3. I received ongoing training and support throughout the program	None
4. The program made sure I had everything I needed to be successful as a teen staff	None
5. I received recognition and reward for my efforts	Humboldt, Mariposa, Napa, Placer, Sacramento, and Sutter/Yuba > Tulare
6. I participated in team-building with other teen staff in the program	None
7. I felt "set-up" for success by adults running the program	Placer > LA Humboldt, Napa, Placer, Sacramento, and Sutter/Yuba > Tulare
8. I received feedback on how well I was doing as a teen staff	Humboldt, Napa, Placer, and Sutter/Yuba > Tulare
9. I experienced a successful youth-adult partnership	Mariposa, Napa, Placer, Sacramento, and Sutter/Yuba > Tulare
10. I can work successfully with younger youth	None

What was the most important skill you developed as a teen staff?

- I developed an ability to talk to adults without being intimidated.
- Leading a group.
- Taking initiative, speaking in front of groups.
- my ability to plan and execute different ideas.
- I learned how to be able to control kids but still help them have a good time.
- The ability to teach and lead a group
- I lead groups really well and being a staffer helped me advance in my leadership skills.
- Being able to communicate and share my ideas.
- To speak in front of a big group
- Being more independent
- Enthusiasm and working with other staff while having fun.
- Public speaking.
- Not sure... I guess how to help younger kids.
- Leading.
- Working well with others.
- I feel that my time management and planning were the two most important things that improved
- Leadership, enthusiasm, and responsibility
- I was able to effectively control a group of young people.
- Learning how to speak up and lead as I was a shy kid and I couldn't do that before.
- I have learned how to work together with a team and help kids to reach a goal on their own, with my guidance.
- I became better at leading group discussions, working with kids, and event planning.
- I got better at leading groups, directing activities and working with my fellow staff and kids younger than me.
- I learned how to plan activities and work with adults and experienced teen staff.
- The most important skill i have learned was how to develop a strong adult-teen relationship.
- Personally one of the most important skills I have developed through being teen staff is my ability to talk in front of a large group of people. I was able to put together , lead and present a whole night's activity for the whole camp and that is not something I have done before.
- Time management and interacting with kids.
- The ability to interact with the kids and hang out with them while being a leader. I have always loved to lead things and camp gave me that ability.
- The most important skill is being able to talk in front of others/ big groups of people, and to talk kind so they can listen.
- responsibility
- communication with younger members
- How to work with little kids
- Being patient with kids
- Speak clearly and positively
- communication
- communication
- communication
- communication
- I learned that kids are just kids. They need breathers.
- leadership

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- leading programs
 - I learned to lead
 - leading
 - Learning to cooperate with my kids
 - I developed more communication skills
 - My ability to speak in front of a crowd
 - Responsibility
 - Leadership
 - Take one for the team
 - How to help others and have fun with it
 - Being a good leader
 - Being able to deal with difficult people (petiences)
 - To inform all the other teen staff what was going on
 - talking in front of a group
 - leadership
 - Responsibility
 - To talk in front of people
 - teamwork
 - communication & cooperation
 - Responsibility, not only had I had to care for myself but also children. You had to be responsible enough to make sure nothing happens & they do what they need to.
 - Most important was being able to learn how to help children with hands on activities and not being afraid to speak.
 - Learning to speak/be in front of a group of people
 - I have improved my skills of working with kids and getting them to participate. I have also learned to be more spontaneous and to let loose more.
 - The most important skill I developed as a teen staff was talking to others & responsibility
 - my comfort ability w/ strangers
 - self-confidence
 - Don't be nice when kids are disbehaving
 - accepting new ideas
 - The most important skill I developed was the ability to include others.
 - The most important skill I have developed as a teen staff is the ability to work well with various age groups. Also with this ability comes team planning that only occurs when all age groups work together
 - confidence
 - speaking up to those who have higher superiority.
 - The ability to organize and execute plans/programs and general leadership skills and public speaking skills
 - leadership was the most important skill because I thought I had fine leadership skills until I became a king.
 - no developed skills. But I did grow in learning how to understand people, which I would consider a skill. A very important skill is entering camps like this.
 - responsibility(w/younger campers)
 - I have developed in helping the campers feel at home and cared about. I enjoy helping them have fun and being their leader.
 - I learned how to work well together as a team and I learned loyalty.
 - confidence

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- I become more open to feelings of others and recognizing how others act, react, and more thing.
 - be more outgoing
 - speaking up and helping others
 - my speaking abilities front of a large group and in general increased.
 - The skill to talk in front of large groups
 - how to communicate with different types of people. how to be an efficient leader
 - I learned how to work with other people and how to speak in public
 - Communication to learn to share what I want to say not just follow
 - I believe my leadership skills have developed more making me more comfortable in that role
 - Being able to look at negative situations positively
 - Personal responsibility
 - how to understand how your campers are with what they feel and like
 - I learned the skill of reward for doing things correctly as well as consequences for doing things wrong. it's extremely important to make a strong bond with the campers to make their experience better.
 - I developed the skills of open mindedness and accepting anyone and everyone for who they are.
 - I'm less shy and my ability to talk to different types of people has increased
 - Confidence and just being able to
 - Learning how to become friends and talk to campers
 - The most important skill I developed as a teen staff is confidence.
 - Learning to speak in front of crowds and own up to mistakes
 - To be there for the campers whenever they needed me
 - Getting better social skills
 - A conversational versatility throughout multiple age groups
 - Spirit
 - public speaking
 - leadership
 - The most important skill that I developed as a teen staff would be a sense of leadership.
 - I have a greater ability to control my actions, I have much, much more patience.
 - Yelling and not losing my voice.
 - leadership
 - I learned to take initiative and lead groups.
 - The most important skill that I developed as a teen staff member was communication.
 - Working better in groups
 - The most important skill that I developed as a teen staff was the ability to "close" enormous age gaps and communicate ideas toward all age groups.
 - Team building, making sure the kids have fun.
 - Working with other teen staff.
 - Learning how to take lead in a large group.
 - Learning to meet new people
 - Leadership and working as a team
 - leadership
 - The most important skill that I developed this week as teen staff, was my increase in communication with youth and adults alike. This skill allowed me to communicate successfully with others in time of crisis or important events
 - Being able to speak more freely and confidently around both children and adults.
 - The most important skill I learned as a teen staff was how to work smarter not harder.
 - Leadership, I think with the tribe I learned/developed more leadership.

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- I learned how to successfully work with a group of children & other people
 - I think compassion & empathy. Not that many kids need it but some kids were just needing a motherly figure for the first few days and I agreed.
 - The most important skill I developed was being able to lead a group in different activities
 - patience
 - Teamwork.
 - leadership
 - As a teen staff, the most important skill I developed was being able to analyze a situation & make a decision based on it.
 - I developed team working abilities
 - working in a group to include others
 - Patience & becoming easy going, like expecting the unexpected.
 - I am now more open to having conversations with people I don't know.
 - Helping other people even though they may be older or younger than me.
 - New ways of gathering control of a groups volume without just screaming at them.
 - Learning to work well with others.
 - to use a "filter" and separating conversations between staff/adults and kids.
 - leadership
 - The most important skill that I feel like I got better at through this camp program is adaptability. When activities weren't working or we were being schedule, we had to work as a team to quickly have an alternative option available. Very valuable skill, I soon realized!
 - Interacting with small youth
 - Learning to delegate responsibilities to other staff members
 - Speaking in public
 - Leadership
 - A different sense of all types of leadership people bring to the table
 - how to lead under pressure
 - To work better as a team
 - How to work with others successfully as a team.
 - A skill I developed was being able to lead group discussion without doubting myself.
 - I learned how to talk in front off people. I learned how to lead and deal with conflict between people and resolve it.
 - leading large groups.
 - Leadership!!!
 - Being tolerant & working with kids.
 - this year I was a tribe leader and I was given more authority then mot of the youth staff. I have developed the skill to make and giving orders and making biger desisions.
 - Being able to lead and talk in a large group.
 - The ability to work with and be around others my own age
 - Working with home sick kids, and making them feel comfortable
 - Being able to lead better
 - I was able to further develope my public speaking skills.
 - Being a better leader
 - I believe I learned how to keep their attention.
 - The ability to work with and guide children who are younger than I am.
 - I developed a lot of patience and understanding skills! Working with kids requires both of these skills.
 - I learned more about being a leader and gained responsibility

- leading a group
- The most important skill I learned was patience and I learned how to be strict when needed.
- The most important skills I developed was definitely responsibility.
- This week, I developed my patience and learned how to deal with rowdy campers.
- To know what to do if a game goes wrong, develop games during free time.

How do you feel you have changed as a result of being a teen staff?

- I am very comfortable talking with adults.
- Being better with little kids
- become more responsible , take better care of campers
- I am more comfortable working with others.
- I feel more mature after having more responsibility for 13 campers
- I have matured.
- I feel more confident and more motivated and encouraged to want to do better as the years go by.
- I have grown more confident and been able to balance having fun with my age, older and younger than me.
- better with kids
- I have become more responsible.
- I have become more positive and helpful and I am a better leader.
- I am more confident and have a positive outlook on issues and conflicts
- My point of view between camper and tribe leader was interesting and I got to see camp in a different way.
- I have become more comfortable and confident.
- I now am aware of my strengths and weaknesses and I feel I can successfully work with pretty much anyone.
- I think I have become more outgoing and more of a leader
- I am more confident and comfortable talking in front of and leading a group of younger campers
- I have matured and become more responsible.
- I have changed so much, I am more outgoing with the campers and can lead them in the tribe talks and activities. I know how to work as a team with my peers and those older than me. (adult leaders).
- I have become more confident and comfortable talking with adults and younger kids and I am more prepared to have discussions with adults and plan events with them.
- I learned how to work well and tolerate kids younger than me. I am more patient.
- I think that by practicing being enthusiastic most of the time, I am more excited for many activities.
- I feel that I am more responsible as a person.
- I have grown through learning how to communicate and work with all ages, personalities and ESPECIALLY different maturities. Each year I come to camp, I grow more as a young adult and it continues to teach me and prepare me for difficulties ahead.
- I have changed with some leadership skills. I feel like I can do more it is just I don't get the opportunities to do it.
- I feel like I have changed as I learned how to lead, interact with kids of several different age groups and I also learned that camp is a great way to meet new friends and have fun.
- I feel I have changed because I have had a lot of responsibility with being in charge of a tribe and it showed me a lot.
- good
- I am able to communicate better with younger kids and adults
- Having more friends
- more responsible
- Leadership qualities
- I feel more responsible

- confident & ready to take the world
- I feel like I have become a better leader
- I have become much better at communication with others.
- I feel I became a better leader
- gotten more responsible
- I haven't
- I will be leaving with more friends
- more confident
- I now respect and understand all kids at camp
- I have changed my attitude towards youth members
- I have been able to teach younger kids
- It was good and I am a better person
- I have more friends.
- An awesome teen staff
- Helped me to be a better person
- I am a better person
- I have more patience
- I am more know on what are goal is for camp. (For everyone to have fun)
- great
- become more of leader
- I can talk in front of people
- I have gotten out of my comfort zone a lot more.
- leadership
- I feel that I have become more responsible
- I was less social with younger kids and adults. Camp as staff makes you feel like your thoughts matter. I became more social really understanding with little kids.
- I feel more confident in my leadership and my team work abilities.
- Being less shy & outgoing
- I was given more responsibility and freedom that made me feel a sense of validation. I also met a lot of new people.
- I feel I have changed as a result of being a teen staff by being able to communicate easier with people
- more confident & independent
- I feel more mature and responsible
- I have changed a bit not as much as I was thinking.
- now I can communicate with younger peers
- I feel that I have become better at control different situations.
- I feel that I have become more confident in myself and my ability to work with others.
- more outgoing and comfortable in a group setting
- None what to ever
- I feel that teen staff has made me a more confident, compassionate, charismatic, and positive person.
- I feel I became even more responsible due to the fact that I was a king, and was one of the main go to staff for both the campers and adults.
- At the staff training before the camp I witnessed many of the other staffers acting in inappropriate perverse ways. Many using profane language and listening to dirty music. I was a little hesitant about going to the actual camp with this behavior. It was a clear red flag and I

should have listened to my instinct. I know that I really should have paid attention to my previous experiences and learned from them.

- I feel stronger in my ability to communicate w/ others + dedication to work
- I changed by interacting more with the campers and understanding them.
- I feel like I have become slightly more outgoing. I also feel that I have made more friends.
- I am happier with myself and my abilities. Also I feel known how to make responsibility for my actions.
- I feel I have changed positively because I am opened up new experience that I cannot receive at home. I know my own worth and others as well.
- a little more confident in myself
- I feel that I changed a lot as a teen staff.
- I feel i've begun to care more for others
- I am more outgoing
- more confident in my abilities
- I've grown in more of a social aspect with people
- I learned to believe more in myself and work with others
- I feel more comfortable with who I am and ready to take on anything
- I am more apart of camp events, and I am more helpful!
- I think I can go with the flow better and accept the things that happen to me
- I'm more responsible. I have to worry about making camp a great experience for campers not just myself.
- I have become a better leader and learned how to plan and organize events.
- I've become more comfortable with myself and learned to not be scared to be myself and even talk about my bisexuality
- I'm more confident
- I have definitely learned about myself a bit more and my ability to do things alone.
- more open and confident
- I feel that I am more confident and outgoing that ever before
- I feel I have developed a sense to be more respectful to younger generations
- I feel like I have changed a lot because of being teen staff
- I feel like I can be more patient
- I feel more ept as a social/team facilitator. Which makes me work even better in a group.
- I'm more willing to work with/hang out with people my own age
- I feel it helped me get out of my shell
- It was ok
- I feel that I have changed and developed a sense of leadership.
- I better understand the minds of the youth.
- Understand kids and there music choice
- Nothing really
- I feel more confident when it comes to leading.
- I feel that I have connected better with the campers than I did when I was a camper.
- Learned better ways to connect with the kids
- I feel that that I have changed in my ability to share ideas without being overly self conscious.
- I was able to connect with the campers better and earn their respect.
- I feel like I can work better with other teens.
- It was about the same and I didn't really change.
- we can hate people with a passion
- I'm pretty mad tbh (to be honest). I can work better as a team

- I have become more responsible.
- As a teen staff, I have changed my outlook about camp, working with little young children. Camp is now more about staying a week in nature, instead of a week without internet, & children need a leader AND friend, so I learned to provide both.
- I feel more confident about leading discussions and games.
- Being a teen staff has changed me because I have learned how to work efficiently & how to think ahead to what I might need to do in the future.
- I felt more comfortable as a teen staff. I felt more comfortable because I felt I didn't have any pressure.
- I am more responsible person. I am more aware of the impact I can make on other people.
- I have changed quite alot. All the kids I met were really open even if I had to change plans. I was really nervous on how the kids would enjoy camp & used those nerves to help them feel welcomed.
- I feel more comfortable being around a bunch of little kids, and more friendly
- learning that people are very different and random things annoy people
- I feel my abilities to take charge & deal appropriately with difficult situations has drastically changed in a positive direction, as a result of being a teen staff.
- I have matured, allowed myself to be thrown into awkward situations.
- I have changed because now I believe I can make responsible decisions and take care of small lives.
- I feel that I have been able to be more helpful. I have been part of a team and work with others.
- I feel that I am more responsible because everyday I had to make sure I had everything I need and I had to make sure I had all of my tribe together.
- Generally I haven't really changed as a leader, but gained new experiences to refer to.
- I feel like I have gained more responsibility over all as a teen.
- I feel that I can lead a group of kids successfully.
- I gained better social skills because I did not know a lot of teen staff and I had to assert myself.
- I have seen leadership from a different perspective.
- I've learned how to behave around kids better.
- more responsible
- I feel like I have become more compassionate and youth oriented through working with kids. It has helped me continue to grow in my realization of the responsibility I have to take both at camp and in my daily life. Camp is a positive experience that changes me for the better every time!
- I feel that I enjoy being with a small team a lot more.
- I feel I can more effectively run staff trainings and participate in committee meetings
- I have more confidence
- More of a leader.
- I feel I can implement different leadership styles
- I can speak up for myself
- I feel I've matured since I've become staff
- I have learned to be more patient in unideal situations like lack of sleep.
- I have grown to be a better leader, more disciplined, fair, and responsible.
- I feel like I have learned to take on responsibility and am more disciplined.
- I used to be very shy and since becoming a counselor I can be very outgoing compared to what I used to be able to do.
- A better leader
- I've become happier, better understanding, and responsible person.

- having gone through this year as a tribe leader, I now know what it is like having people rely on you to make tough decisions and the stress that it may cause.
- I am less shy, and more quick thinking when things don't go as planned.
- I have more experience in helping others
- I have grown as a leader and an individual. I love camp
- I was more comfortable in front of people/happier
- I feel like I have gained a family of people who love and support me and I can do the same to them.
- Happier
- I'm more comfortable around kids because they listen.
- Not much, I have done these types of things before.
 - I realized that I may want to work with kids in the future. I have undeniably gained skills also.
 - I have gotten more compassionate
 - Making camp fun for kids
 - I feel like I am more understanding and I am better with kids.
 - I will always be more patient now as a result of an experience.
 - I feel like I am more patient, understanding of rowdy campers who just want to stay awake at night. I also became more assertive.
 - better at listening, communicating

What was the best part of participating as a teen staff in this program?

- Leading and playing with the younger kids.
- Getting to know more staff, friends, people
- getting to see how things go on behind the scenes
- Being able to be a part of someone else's first camping experience.
- Being able to make sure 4-H camp week 1 as best as it can be.
- It was fun.
- I think the best part is being able to teach kids new things and help them throughout the week so they will love 4-H and want to be a better staffer as well.
- Being able to watch the kids grow and become more confident in themselves with our help.
- Helping younger kids have fun and focused
- All of the other staffers.
- Hanging out with other staff
- Being able to have freedom to make my own decisions and still become a better person.
- It was nice to help the campers and teach them things.
- The experience and people
- The best part of participating was getting the opportunity to speak in front of large groups, planning and leading. I also loved how the other staff members made me feel like family.
- Getting to work with kids and meeting a lot of amazing people
- Forming the relationships I have now with the adults and the campers.
- Making friends and having fun!
- Meeting new people and learning a lot. Growing as a person in my leadership skills.
- I have made real bonds with my fellow staff members and I have learned actual life skills that I will use in the real world.

- getting to have a position of authority was nice, it let me in on what was happening and let me boss the campers around (not really)
- Getting to have authority but also creating friendships with campers.
- I was "in" on more of the jokes and I was able to know more information about the camp week.
- The best part about working as a teen staff is the amount of trust and respect that you receive.
- The best part of participating this program is when I have the whole group of children looking at me, knowing they are relying on me and knowing that I can lead them and show them the way. Also, successfully leading an event that everyone loved!
- I felt my planning skills for sure have improved. I have had some past leadership skills but having to help plan camp for the campers and make sure it is a blast for them makes me feel like I have to succeed further.
- All of it. Everything has been the best part, I have loved every single minute of it.
- Meeting the campers and having them look up to you.
- letting me color group have fun
- associating with kids and doing campfire
- I get to meet new people
- participating in everything and making new friends
- Making more friends
- kids come to me with questions
- new friends
- You become friends with kids and can become a role model
- Spending time with the kids and my friends.
- I was able to make new friends and have fun.
- meeting all other teen staff
- staying up later
- meeting new people and being able to lead
- getting to help the kids have fun
- The campfire at the end of the day
- You get to see how happy the kids are after participate
- Getting to have a say in group activities
- Daily leader
- hanging out with the kids
- Helping
- Being a daily leader
- Meeting new people & having fun with my friends
- To be able to lead my group
- everything
- being able to go to camp and participate in leading people
- Helping little kids
- Everything! I loved it
- counseling
- Feeling like a leader & helping kids to have a good time
- Making long last friends and memories with campers, staffers & adults
- Learning how I can use my creativity and ideas to help the campers camping experience more fun and entertaining
- You get to see the staff's perspective and not the campers
- I would've liked to see some of the executive staff including more people.
- getting to know new people

- bettering my friendships & relationship w/ the campers
- Knowing that I could help others
- I can do what ever I want and won't get in trouble for it.
- Meeting people with similar interests
- We got to see the behind the scenes action
- The family like relationship we share and being close friends
- seeing how much the kids enjoyed the activities we planned for them
- nothing. just more ways to feel awful to my higher ups.
- Interacting with the campers and staffers. Making deep and meaningful relationships with the youth through to the adults.
- Being able to run an entire camp with my fellow staffers while the adults are simply in the background
- Learning how to deal with people and understanding how the mind and thought process works around certain people and under different circumstances
- Being able to somewhat lead young campers + developing friendships.
- That I helped out the campers...I enjoy it when many campers call me their favorite staffer and tell me that they wished that I led the team.
- The best part was being able to help the cubs and just help but as much as possible.
- Friends and getting to know the kids and adapting to their personalities.
- I made a lot of friends and felt like I belonged here.
- learning more about leadership
- The best part was to be more in charge.
- working with both campers and staff
- Making new friends
- the family bonds created
- Being able to put things on for the kids
- connection with new people and learning new things
- Getting to see the campers grow over the years and making friends
- I was able to encourage kids more, now that they listen to me due to me having a higher position in camp.
- Creating closer bonds with my fellow staffers
- Being a leader and a role model that someone could look up to
- The friends and leadership skills I learned
- Being with my best friends in the while world and just having
- The ability to work hard constantly and make a clear difference
- I got to meet a lot of great people and kids and we laughed a lot and had a lot of fun.
- you get to see how events are fun and participate in them as an example for campers
- The best part is the support from other teen staff/adult staff.
- being immersed in friendship by kids and staff
- To make friends and learn a lot of more skills that I knew I didn't have
- Being a staffer
- Meeting new people and getting to know them while leading
- The best part was getting to work with the kids and value them in my cabin
- spending time with my friends
- It was good
- The best part of participating in all of the team building activities.
- My favorite part of my participating
- Giant swing

- Working with the other teen staff
- I took on a great responsibility and I feel that I fulfilled my position as Jr. Director.
- The best part was connecting and making friends with the other JC's.
- Making the playlist for the dance and the other JC's.
- The best part of participating as a teen staff was helping the younger camp members at the waterfront.
- We all got along as a JC group.
- All JC's got along together and we didn't yell at each other.
- We all got along and didn't yell at each other.
- All JC's got along and didn't yell at each other.
- Working with a great team of teen staff. We all got along
- Working with little children. Making friends
- During staff time off, I was able to talk w/ the other staff, and laugh w/ them, the know that there were others at this camp who were like me.
- The best part of teen staff was becoming close with the other staff while having a great time at camp.
- The best part of participating as a teen staff in the program is that I gained a couple new friends & I became closer to some others. Also, I get the experience of being able to be a role model to little children & teens alike.
- I got more oportunities than if I was a camper. What I mean by this is I had more to do than a camper, like commitments.
- Getting the opportunity to work with other youth to acheive a common goal by working together
- Getting to know all the youth & other staffers (adults & teen). By the end I felt like the kids were my kids & it was very much a family setting.
- The other staffers
- making best friends
- The best part of participating as a teen in this program has been delivering the "camp experience" to first time campers.
- having fun
- The best part was seeing all the hard work pay off @ the end of the day when the kids had smiles on their faces.
- I was able to be part of a team and hang out with kids all day. :)
- Meeting new people
- Meeting the kids, they were all so great & fun to be around.
- The best part was getting to make more friends on staff and interacting with the kids.
- Getting to meet new people.
- The last day of camp for staff when we raided the kitchen for food.
- getting to know other staff
- I had great learning experiences and it was fun working with kids.
- tribe time
- I honestly enjoy the people the most out of everything at camp. Working as a cohesive group with fellow staffers and campers is such a great experience - especially outdoors.
- Being able to make new friends
- Having a major part in making sure the kids had a great week at camp
- meeting new people
- Leadership
- Getting to know all the campers & other staff

- The friends and kid relationships
- Making friendships that I know will last a long time
- The people and memories made. also the experience of nature and outdoors.
- Being 1st in line for food, and helping kids learn while having fun.
- Getting to know my campers and getting to lead a group and be responsible for someone other than me
- I loved working along side all the teen staff members that I have come to be very close with.
- Being a leader
- The pact & relationships involved
- having the ability to lead campers in activities and watching them grow at camp.
- Working with the other counselors and the kids.
- The people I met who became my friends
- Working with the staff, especially Dan and Jaime, and working with the home sick kids because it helped me grow and make me feel good because I helped someone.
- The campfire
- All the amazing campers and staff I was able to work with.
- The people & experience
- Seeing the awed faces of the kids while learning.
- Seeing a little more closely at how kids learn and interact with each other.
- The best part as chillin' with the kids just messing around & having a good time.
- meeting new people
- Having fun with campers while being safe
- I loved bonding with the kids and making strong relationships with the other teen counselors.
- The best part was building relationships with all of the campers.
- The best part was bonding with the campers/other teen staff.
- meeting members from our county

What could be done to make your experience as a teen staff even better?

- Make planning meetings and being more flexible.
- Being a staff not a tribe leader.
- more staff rewards/privileges , more responsibility
- Some effort by counselors to recognize our hard work. Debbie Ball actually did this.
- Have more "team bonding" between the staff.
- Nothing
- nothing :)
- Help out more
- If all of the other staffers and counselors were not so rude and bossy.
- I do not know.
- Appreciation
- Nothing..camp is awesome!
- Nothing.
- More accountable facilities. Lots of things were breaking.
- Maybe having a little more time when it is just the staff. Sometimes it gets overwhelming.

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- Have nap time during the day at camp designated.
 - I could be more attentive.
 - Training for becoming a staffer and learning how to do the things staffers need to do which we are doing with tribe leaders.
 - More acknowledgment of good actions and more feedback and guidance after mistakes and bad actions.
 - More cats
 - More cats!
 - Some of the activities, etc could be organized better, and Tribe Leaders could be treated more like one of the staff.
 - It is already such a fantastic experience, I do not know how it could be improved.
 - To make my staff experience better....well there is not really anything I can really think of, this place is great!
 - I was a tribe leader and felt like we were underrated. They don't let us push ourselves to our limits. We have potential, we just need to let them see what we can do.
 - More training while at camp because we have training and help before camp but not while at camp.
 - nothing, camp is great!
 - nothing
 - having more people to learn from
 - even teams
 - To be placed in correct standing positions
 - don't shut down camp
 - nothing, everyone has fun + is happy from how is has always been.
 - equal teams
 - Smaller groups
 - They could be a later make up time.
 - fair groups
 - Better point system, most trust with adults.
 - having more fair groups cause a few things felt rigged
 - everything is already great
 - Been more involved with my kids
 - If the bathrooms were flushable!
 - Nothing
 - I liked it as it is
 - Don't shut down this camp
 - That everything teen staff was nice to the kids and other teen staff
 - Not shut down camp
 - n/a
 - Nothing. I don't want to change camp at all it is perfect.
 - nothing
 - nothing
 - nothing
 - not much really.
 - don't shut down camp
 - More staff training & learning how to connect w/kids.
 - I could of participate more in activities.

- Have more of a training on how to work better with the campers and how to work with unexcited campers to make them participate more.
- Not being super shy
- one thing that could have made my experience better is more free time
- More guidance in regards to what my staff position fully entails. & having a set-in-stone schedule/plan everyday & feeling more comfortable w/ the adults, more help from adults.
- Switch out staff within teams
- Dirty Abby and Gabby! I did not sign up to disrespect 4-h and to have the executive staff disrespect it. I don't want to be staff next year unless you fix that.
- more training. clearer/more structured instructions, schedules and rules.
- It would be nice as a 1st year staffer, to feel more included by the elder and executive staff.
- Have everyone be encouraging towards other staff and making sure everyone has a great camp experience staff included.
- more recognition
- having some control over my job instead of being treated like a camper to my higher ups. less abusive power.
- Occasionally the adults would be overbearing and micromanage and it would have been nice to have a more hands off approach. Also some adults have very aged old fashion views that are toxic to camp.
- planning better
- A better choice of staff would have made such a huge difference. The type of people chosen as staff was lazy careless and somewhat laughable.
- More participation as a staffer (more responsibility w/ campers + jobs)
- I would like to be given more respect by fellow staffers. I would also prefer more respectable and responsible staffers,
- Maybe the staff could have more ice breakers so new staff could get to know each other.
- proofreading
- We could prepare ourselves better and familiarize ourselves with the rules and what is right and wrong.
- nothing
- More experience and asking questions
- update on my progress as a staff member
- nothing
- communication
- More participation with staff
- If I thought things more through and participated more. also more communication between others
- More communication to the staff from the adults and knowing us on a more personal level
- Becoming executive!
- less adult movement, more responsibility and respect given to the staffers; that would make it feel more like out camp and give us more reason to perform out duties successfully.
- a better staff party
- None! I had a wonderful time.
- let us be ourselves even if that means were overly comfortable with each other. we're not worried about our sexuality so you shouldn't either.
- More inclusion with the executive staff
- I'm pretty satisfied. I would love more arts and crafts to do whatever.

- maybe had staff interact more with each other rather than just campers (more events beforehand) to understand how to run camp
- Nothing. Camp in my opinion is perfect.
- more sleep
- If the camp was longer and if there were more campers
- Haunted house
- As a human you can always be more social, which would have built upon my experience
- More help. My job (host/hostess) is very demanding and often prevents me from being in my cabin with my girl(s), so better job distribution.
- more help in my area
- Better surveys for the kids. Because no child should have to rate these self worth.
- The surveys that were given to the kids were inappropriate.
- I would have liked the kids to understand where I am coming from. The surveys that were given to the kids were inappropriate.
- I feel it was great
- nothing
- More team building as a teen staff rather than just planning.
- Communication between adults and JC's could have improved my experience.
- No getting yelled at.
- In order to make this experience as a teen staff better there should be more communication between adults and youth leaders.
- Have the adults be more cooperative with us and take it easier at us.
- Not get yelled at and to not get our phones taken away.
- Not get yelled at, take phones at the beginning or not at all. Not half way through the week.
- Not yet yelled at and take phones in beginning or not at all.
- Not get yelled at. take phones in the beginning or not at all.
- not get yelled at. phone rules from the start
- More important staff meetings whould be nice. I am now getting up at 07:15 to talk about fashion & gossip. Make it important, & I'll be happy.
- Let the staff walk around alone - don't force them to get a partner to walk b/c it's a hassle if you need to be somewhere
- My experience as a teen staff could be made better if the little things were completely thought through. Like no running on the gravel. But the whole point of the game is to run & get someone's flag.
- Maybe the staff could partake in some events in the triathlon events.
- I received a lot of knowledge to help me before I got to camp. I think overall it was 100.
- Nothing really. Every year, things come up so you can't really prep for the future without it (nothing needs to change).
- Nothing, it was great
- more organization
- I would recommend that all staff are properly equipt w/ small bags of camp "essentials" (i.e. - bug spray, sunscreen, etc.).
- less misqiutos
- To make my staff experience better, more staff bonding would be nice.
- Have an idea of what is going on and be more organized.
- Be more organized and have a better idea of what we are going to do each day.
- More "team building" exersises in training
- To make my experience better in any way would to have no drama and gossip.

- Less drama and rumors. Also older staff bossing younger staff around.
- ALL chaperones should be with kids not on the porch. Also less drama.
- more time off
- briefing on kids who might be difficult to work with
- better bunks/cabins
- I know we do a lot of planning and prep already, but adding more training on what is actually going on at camp rather than hypothetical situations would benefit everyone so camp runs even smoother.
- Maybe more meals with chicken because I love chicken otherwise came was great
- nothing! it was perfect
- become an even better leader
- Be more prepared and scheduled
- to have even more staff bonding get togethers
- Have more teen leaders so we're not spread as far.
- More teen staff bonding
- More staff training and bonding.
- A few more counselors to lighten the load would be nice.
- More leadership roles
- Less involvement of state. This year because of state influence we haven't been able to be as prepared. The person who rep. state hasn't been getting us what we need. NOT Jaime & Dan (they're great)
- this year was definitely more stressful than past years at camp. but that because I had more responsibility being a tribe leader. I was given tons of help when I asked. over all I saw it's fine the way it is.
- Maybe 2 or 3 more counselors. it was a little tight this year.
- Nothing
- It was perfection.
- coming up to camp earlier
- 4-H camp is literally the highlight of my year!
- stay after camp ends
- If we had more "fun" activities.
- Having a better helper or having provided materials for when I taught a lesson.
- hmmm... we could have had options for kids. My kids were complaining about certain stations & I feel we should have an option or avoid a station. Also a few minutes for counselors to get ready in the morning.
- not sure
- More free time with campers
- It would be helpful to have more counselor free time to make our job a little less stressful.
- Something that could have been done was have more active activities.
- Maybe having teen staff camp meetings in mornings so that we know the logistics of the day. Also, more free time for staff.
- possibly another adult volunteer, more counselor's leading