

# **Performance Evaluations**

Every volunteer and staff member is evaluated by their group leader at the end of their work week. These evaluations are reviewed each year by the Camp Escapades Coordinating Team and are used to assist in the selection of the following year's Co-leaders, Counselors, and Volunteers.

The following rating scale is used:

- 5 – Great job! Promote if possible. Proactive in their role. Able to anticipate needs. Willing to help out in any way needed. Highly recommended as staff for next year.
- 4 – Good job! Needs additional experience before promoting. Recommend to continue in the same type of position next year.
- 3 – Fulfilled his/her duties without undue direction or assistance.
- 2 – Needed consistent reminders and/or assistance to fulfill his/her duties.
- 1 – Not a good match for Camp Escapades.

Every year there are more applicants for Camp staffing positions (Co-leader, Counselor, and Volunteers) than there are positions available. If a staff member is interested in having or keeping their position, a leader must make a recommendation to do so.

## **Volunteer of the Week:**

One volunteer per group will be recognized and rewarded for exceptional work and attitude shown throughout the week. Each Group Leader, in collaboration with their Co-Leader and Camp Activity Leaders, will select the volunteer to receive this award. This award will be given out each Friday following completion of clean up and inventory.