

Summer Day Camp GUIDE

A Compilation of Tools & Resources
Volume 2





Summer Camp

GUIDE

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Marshfield Clinic
Health System



Summer Day Camp Institute on Leadership



Series Description

The Summer Day Camp Series on Leadership offers a collection of insightful webinars designed to enhance leadership skills in camp settings. Topics include best practices for managing staff, effective feedback techniques, navigating challenging conversations, and preparing staff for success. Additionally, the series covers creative programming ideas to enrich the camper experience. Ideal for camp directors, managers, and anyone involved in camp operations, this series provides practical strategies to create a positive and productive camp environment.





Webinar

[Manage Like a Coach](#)

In 'Manage Like a Coach,' you'll learn essential coaching techniques to enhance your leadership skills in youth work and out-of-school time programs. This video covers practical strategies for motivating and guiding young people, fostering a positive and supportive environment. Perfect for youth work professionals, it provides actionable insights to help you inspire and empower the next generation. Watch to transform your management approach and make a lasting impact on the youth you serve.



Articles and Guides

[Practice-Based Coaching \(PBC\)](#)

This comprehensive guide outlines six core domains of coaching: Preparation, Collaborative Partnerships, Goal Setting, Focused Observation, Reflection, and Professional Development. It's ideal for youth program leaders looking to build coaching capacity.



Webinar

[Taking the "Ack!" Out of Feedback](#)

'Taking the Ack! Out of Feedback' offers valuable insights into delivering constructive feedback in a way that is positive and effective. This video provides youth work professionals and out-of-school time staff with practical techniques to communicate feedback that encourages growth and development. Learn how to create a supportive environment where feedback is seen as an opportunity for improvement rather than criticism. Perfect for anyone looking to enhance their communication skills and foster a culture of continuous learning.



Articles and Guides

[Feedback Without the Fallout](#)

This article promotes giving feedback with empathy and clarity to support team growth. It suggests using structured models and daily routines to make feedback a natural, constructive part of camp culture.



Webinar

[Challenging Conversations 101](#)

This webinar explores strategies for navigating challenging conversations, emphasizing emotional awareness, patience, and constructive dialogue while fostering educational equity and collaborative problem-solving.



Articles and Guides

[Difficult Discussions - Tips for Tackling Conversations You Don't Want to Have](#)

This resource offers a comprehensive framework for preparing and engaging in difficult conversations, including emotional regulation, perspective-taking, and outcome planning.



Webinar

[Empowering Camp Conversations](#)

This webinar from the ACA discusses strategies for preparing camp staff for success, emphasizing tailored training, adaptability to challenges like high staff turnover, and effective communication to meet evolving needs.



Webinar

[Preparing Your Staff for Success](#)

This webinar discusses strategies for preparing camp staff for success, emphasizing tailored training, adaptability to challenges like high staff turnover, and effective communication to meet evolving needs. Well supported staff are the backbone of any quality summer program.



Articles and Guides

[Summer Camp Guidebook](#)

This comprehensive guide from WOSTA outlines a framework for staff training covering seven topics from safety to behavior guidance. The guide includes recorded webinars, podcast episodes, additional resources and reflection questions to support camp directors in delivering high-quality staff training.



Podcast

[Camp Code Podcast](#)

This podcast from the ACA focuses on staff training, onboarding, and leadership development in camp settings. Ideal for directors and team leads.



Webinar

[Creative Day Camp Programming](#)

This webinar showcases innovative and engaging programming ideas for creative day camps, specifically designed for youth work professionals and out-of-school time staff. It highlights a variety of activities that foster creativity, teamwork, and fun, ensuring a memorable experience for all participants. Watch to discover practical tips and inspiring examples that can be easily implemented in your own programs to enhance the overall camp experience.



Articles and Guides

[Site Leaders Guide to Summer Program Planning](#)

This guide from the National Afterschool Association covers the many aspects of creative and intentional program planning from curriculum and project-based learning to guest speakers and field trips.



Webinar

[Cultivating Staff with a Healthy Organizational Culture](#)

This webinar explores how youth-serving organizations can intentionally build supportive, inclusive, and growth-oriented workplace environments. Aimed at youth work professionals and out-of-school time staff, it highlights strategies for fostering staff well-being, strengthening team dynamics, and aligning organizational values with daily practices. Viewers will gain practical tools to create a culture where staff feel valued, motivated, and empowered to thrive—ultimately enhancing the impact on the youth they serve.

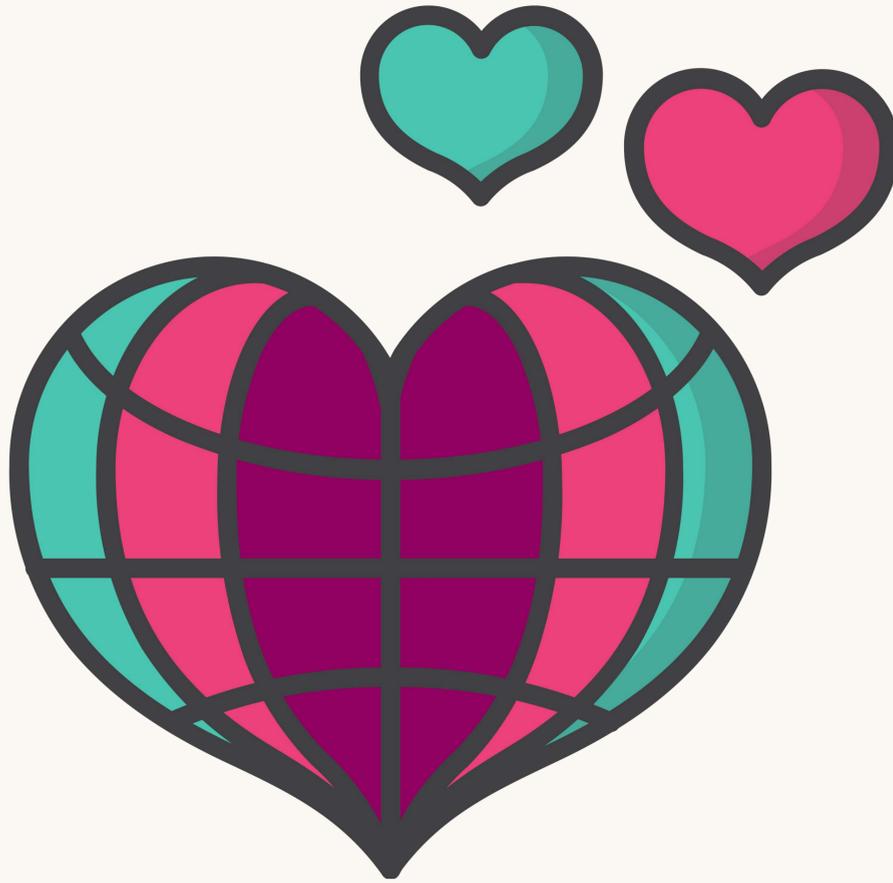


Podcast

[Creating a Culture of Belonging](#)

This podcast episode focuses on how to build inclusive, values-driven camp environments where staff and campers feel seen and supported.

Summer Day Camp Institute on Behavior Guidance



Series Description

The Summer Day Camp Series on Behavior Interventions offers a collection of essential webinars designed to enhance understanding and application of trauma-informed care and behavior management strategies. Topics include creating a trauma-informed culture, developing positive coping skills, and utilizing the dimensions of wellness for self-care. Additionally, the series covers creating supportive environments in Out-of-School Time (OST) settings. Ideal for camp directors, managers, and staff, this series provides practical tools and strategies to support both staff and campers through challenging times.



[Trauma Informed Culture and Supervision](#)



Webinar

This webinar discusses the impact of trauma and chronic stress on staff in the out-of-school time field. It emphasizes the importance of creating a trauma-informed culture within organizations to support staff well-being and prevent burnout, compassion fatigue, and moral injury. The presentation includes strategies for identifying warning signs of trauma in staff, fostering open communication and support, and implementing practical changes to improve workplace culture and supervision practices. The webinar stresses the need for a holistic approach to wellness and the importance of recognizing intersectionality and individual staff experiences.

[Supporting Professionals Who Support Families: A Parallel Process](#)



Articles and Guides

Working with youth and families is a rewarding and challenging experience. Programs can provide support to professionals in ways that mirror the supports that professionals provide to parents. This process, referred to as the parallel process, occurs when similar practices are reflected in different parts of an organization, community, or system, as well as in the services provided to families. Explore this resource from Head Start to learn more about the parallel process.

[Developing Positive Coping Skills in Times of Challenge & Adversity](#)



Webinar

This webinar features Matthew Cook, a camp director with extensive experience working with children facing medical trauma. Cook introduces the “Behavior Development Model,” emphasizing a coaching approach (CDP: Contain, Discuss, Plan) over behavior management. The model prioritizes building relationships, understanding children’s needs, and fostering a sense of belonging to promote positive behavioral choices. The webinar also addresses the lasting impact of the pandemic on children and the importance of trauma-informed care.

[Developing Positive Behavior at Camp: Contain-Discuss-Plan](#)



Articles and Guides

This article presents a structured approach to managing challenging behaviors in youth camp settings using the Contain-Discuss-Plan (CDP) model. The model emphasizes emotional regulation, relationship-building, and proactive problem-solving, making it especially useful for youth-serving professionals in out-of-school time and camp environments.

[Utilizing the Dimensions of Wellness for Self-Care](#)



Webinar

Discover how the Eight Dimensions of Wellness can be a powerful framework for self-care and professional resilience. This video explores practical strategies to nurture emotional, physical, social, and other key areas of well-being—essential for those supporting youth in dynamic, high-impact environments. Learn how to model wellness for young people while sustaining your own energy and purpose. Perfect for youth workers, educators, and OST staff looking to integrate holistic wellness into their daily practice.

[Creating a Healthier Life](#)



Articles and Guides

This comprehensive guide from the Substance Abuse and Mental Health Services Administration (SAMHSA) introduces the Eight Dimensions of Wellness and offers practical, culturally sensitive strategies for improving well-being across emotional, physical, occupational, and other domains. It’s ideal for professionals looking to integrate wellness into their personal and professional lives.

[Creating Trauma Informed Care Environments in OST](#)



Webinar

This video introduces foundational principles of trauma-informed care and how they can be applied in out-of-school time (OST) settings to create safe, supportive environments for youth. Learn how trauma impacts behavior and development, and explore practical strategies for fostering trust, consistency, and emotional safety. Designed for youth workers and OST staff, this session emphasizes the importance of empathy, structure, and relationship-building in trauma-responsive programming. Equip yourself with tools to better support young people and promote healing-centered engagement.

[Enhancing Trauma-Informed Practices When Working with Children](#)



Articles and Guides

Being trauma-informed means recognizing and understanding the profound impact trauma can have on a child's behaviour, emotions, and overall well-being. It involves using this knowledge to intentionally create environments that prioritize safety, provide support, and empower children to heal and thrive.

Summer Day Camp Institute on Staff Wellness



*S*eries Description

The Summer Day Camp Series on Staff Wellness offers a range of insightful webinars aimed at promoting the well-being of camp staff. Topics include understanding generational differences, effective self-care and staff care strategies, and building resilience through improved communication. Additionally, the series covers managing stress, planning resources for staff well-being, and creating an engaging and supportive work environment. Ideal for camp directors, managers, and HR professionals, this series provides practical tools and strategies to foster a healthy, productive, and motivated team.





Webinar

[Defining the Generations](#)

This video explores the defining traits, values, and historical influences of multiple generations—from Baby Boomers to Gen Z and beyond. Gain insights into how generational identity shapes communication styles, work habits, and youth engagement. Designed for youth-serving professionals, this overview helps bridge generational gaps and foster stronger connections with both colleagues and the young people they support. A valuable tool for building empathy, understanding, and effective intergenerational collaboration in OST settings.



Articles and Guides

[Gen Z Staff: What Exactly Are They Looking For?](#)

This article highlights key trends such as their desire for flexibility, meaningful experiences, and mental and emotional well-being. Gen Z values work-life balance, opportunities for personal growth, and environments that support their individuality and social connections. The article encourages camp leaders to adapt their recruitment and retention strategies to align with these evolving expectations.



Webinar

[Caring for Yourself and Your Staff](#)

This video highlights the importance of prioritizing wellness not only for yourself but also for your team in youth-serving environments. Learn practical strategies to foster a culture of care, reduce burnout, and support emotional resilience among staff. With a focus on sustainable self-care and leadership practices, this session empowers OST professionals to model and promote well-being across their programs. A must-watch for anyone leading or supporting teams in high-impact youth work settings.



Podcast

[How Teams Can Promote Individual Self-Care](#)

This episode of Beyond the Bell with WOSTA explores how team environments can actively support and encourage personal well-being. It emphasizes that self-care isn't just an individual responsibility—it thrives in cultures where teams model, normalize, and prioritize it. The episode offers practical strategies for leaders and team members to create supportive spaces, reduce burnout, and foster a healthier, more sustainable work culture.



Webinar

[Build Staff Resilience with Improved Communication](#)

Effective communication is a cornerstone of resilient, high-functioning teams—especially in youth-serving environments. This video explores how intentional communication strategies can reduce stress, build trust, and strengthen team dynamics. Learn practical tools to enhance listening, feedback, and collaboration among staff, helping to create a more supportive and sustainable workplace. Ideal for OST leaders and frontline professionals looking to foster a culture of care and connection.



Articles and Guides

[The Value of Discomfort - Creating a Learning Environment for Camp Staff](#)

This article from the American Camp Association emphasizes that discomfort—while often mistaken for being unsafe—is a vital part of learning and growth. It encourages camp leaders to help staff distinguish between true danger and the natural unease that comes with new or challenging experiences. By fostering a culture where discomfort is seen as an opportunity for development, camps can better support both staff and campers in navigating complex topics and building resilience.

[Stress, A Normal Reaction](#)



Webinar

This video explores stress as a natural and universal response to challenging situations, especially in high-demand youth work environments. Learn how to recognize the signs of stress in yourself and others, and discover simple, effective strategies to manage it in healthy ways. By normalizing stress and understanding its impact, OST professionals can better support their own well-being and that of their teams. A valuable resource for fostering resilience and emotional awareness in youth-serving spaces.

[TED Talk: The Cure for Burnout \(hint it isn't self-care\)](#)



Short Video

This video with Emily and Amelia Nagoski explores the hidden causes of burnout and offers practical, science-based solutions. The sisters—both authors and educators—explain that burnout is not just about stress, but about being stuck in the stress cycle. They emphasize that true recovery comes from completing that cycle, not just through typical self-care routines. Their talk is a powerful reminder that connection, rest, and emotional processing are essential to well-being.

[Planning Resources for Well-being in Your Staff](#)



Webinar

Supporting staff well-being starts with intentional planning and access to the right resources. This video guides OST leaders and youth work professionals through strategies for embedding wellness into organizational culture and daily practice. Learn how to assess staff needs, identify meaningful supports, and create sustainable systems that promote resilience and retention. A practical tool for anyone committed to fostering a thriving, healthy team environment.

[Staff Culture: Your Values in Action Part 1 and Part 2](#)



Articles and Guides

The two-part series from the American Camp Association highlights how camp leaders can strengthen staff culture during uncertain times by grounding decisions in core values. It encourages intentional, values-based leadership to reduce stress, foster resilience, and maintain a strong, unified culture. By reframing challenges and engaging staff with purpose, leaders can turn uncertainty into an opportunity for growth and connection.

[If You Build It, They Will Come](#)



Webinar

This video explores how intentional program design and relationship-building can drive youth engagement and participation. Learn how to create welcoming, inclusive environments that reflect the interests and needs of young people. Through practical examples and proven strategies, OST professionals will gain insights into building programs that not only attract youth—but keep them coming back. A valuable resource for anyone looking to strengthen program impact and community connection.

[Youth Engagement Strategies for Camp](#)



Articles and Guides

Interacting and engaging with a large group of kids in a camp or other childcare environment can be a challenging task. Kids are excited and there's more space and less control than a teacher may face in a classroom setting. This resource provides some youth engagement strategies to use with your campers.

Thank You

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In partnership with:



Wisconsin Department of
Children and Families



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