



1. How long have you known the applicant and in what capacity?
2. How well does the applicant work with her peers?
3. What leadership qualities does this applicant have?
4. When and where have you observed the applicant working with younger children?
5. How responsible is the applicant in fulfilling assigned tasks?
6. Do you have any concerns about this applicant?

## THE CHARACTER OF A PA1

### Benton Day Camp

In order to be a Program Aide Level 1 (PA1), the applicant must demonstrate the following five characteristics in the 2020-2021 School Year. These characteristics are expected of all PA levels, staff and volunteers.

#### Positive Attitude

PA's need to approach all camp activities with a **can-do attitude**. You are there to participate in the designated activity and help the girls in your unit do the same. If the activity isn't something you're very good at, this is the time for you to **role model for your girls that practice leads to greater proficiency**. If the designated activity isn't something you particularly enjoy, you need to **keep those negative feelings to yourself**, and help the girls get the most out of the given activity. When unexpected or challenging situations arise, you need to **work with your fellow PA's and Unit Leader(s) to find a positive path forward**.

#### TEAM Player – Together Everyone Achieves More

As a PA, you are part of the Day Camp leadership team. You are expected to **work cooperatively with other team members toward achieving group goals**. You are there to **help others learn new skills** and to support a positive, enjoyable camp experience for everyone, girls and adults alike. As a team member, **you need to ask for help when facing situations that feel challenging**. On the flip side, **you need to recognize when others need help and offer to help as best you can**. Team members support one another. They understand and demonstrate the importance of working together.

#### Manage Emotions Appropriately

Volunteering at Day Camp offers many opportunities for new adventures and fun times with friends. It also includes situations – and campers – that are difficult and challenging. This is when it is most important that you draw on your TEAM and the Girl Scout Law to help move the situation (or camper) in a positive direction. **Engaging in negative behaviors that draw attention to yourself, such as angry outbursts, sulking, refusal to talk or respond to others, or walking away from the group or activity**, only work to make the situation worse for everyone. If you find that you are **having trouble controlling your emotions, be honest with yourself and fair to those around you: reach out for help** before the situation escalates.

#### Respect Authority

“Respecting yourself and others” in the Girl Scout Law means **showing the type of respect for others that you want them show for you**. You cannot expect others to listen to you until you learn to listen to others. At camp, this means you need to **listen attentively (with your eyes and ears), follow instructions** (whether from a Unit Leader, activity leader or other authority figure), **and acknowledge and obey camp rules**. You also need to **take correction from authorities respectfully**. Respecting and following the camp rules and procedures allows us all to have a fun – and SAFE—camp experience.

#### Appropriate Language

Choose **words that encourage others**. Choose language that **builds team unity and goals**. Use **constructive words, not destructive words**. Use words that are **considerate and caring, not negative and demeaning**. Recognize how **gossip, slander and mean words can be hurtful not just to individuals, but to the group as a whole**. If your words aren't friendly and helpful in improving the situation or don't create a positive space for the person you're talking about, you need to think about whether you should speak them. And when you **need help figuring out what words to use or how to improve a situation or relationship, reach out to others** in the leadership team.

Please comment on how the applicant has demonstrated the 5 characteristics of a PA in the 2020-2021 school year.

**Positive Attitude**

**TEAM Player – Together Everyone Achieves More**

**Manage Emotions Appropriately**

**Respect Authority**

**Appropriate Language**

Thank you for your time and consideration in filling out this form. If we should have any further questions about this applicant, may we contact you later?    Yes    No

Name (please print): \_\_\_\_\_

Signature: \_\_\_\_\_

Phone Number: ( \_\_\_\_\_ ) \_\_\_\_\_ Date: \_\_\_\_\_

Email: \_\_\_\_\_