

GAN IZZY

policy

2024

INTRODUCTION

Camp Gan Israel of Westport, CT is part of the world's largest network of Jewish camps. We take great pride in offering a program that is safe, fun and educational to promote each of our camper's physical, emotional, social and spiritual growth. Presented here are policies that ensure these goals are met. These policies are designed to comply with the American Camp Association accreditation standards.

Codes in parenthesis correspond to American Camping Association accreditation standard number. For more information on ACA accreditation visit [*www.campparents.org*](http://www.campparents.org).

SITE AND FOOD SERVICE (FA)

CONDITIONS OF FACILITIES, EQUIPMENT, AND VEHICLES (CR.5.1)

- Camp Gan Israel prides itself in having a safe and welcoming facility for our campers. Our space is rented from Coleytown Elementary School/Town of Westport and is maintained by their staff to meet the highest standards of cleanliness and safety.
- Coleytown Elementary School/Town of Westport provides the staff to clean and maintain their facilities. In addition Camp Gan Israel contracts staff to clean and maintain and meet the highest standard of cleanliness and safety during ongoing activities.
- The Camp Director does a walkthrough of camp each morning to ensure that the camp meets all cleanliness standards.
- If a staff member sees a maintenance concern, he/she should communicate with the camp director. Repairs and corrections will be performed on a priority basis.
- Each classroom is equipped with garbage cans, next to the eating area is a garbage can, and all around the campsite there are garbage cans. All garbage cans are emptied at least once daily.
- The building is to be cleaned every single day after camp. Janitorial staff sweep floors and wipe down tables. Garbage and Diaper Genies should be emptied and new bags should be prepared for the next day. (This includes bathrooms and classrooms.)

EQUIPMENT MAINTENANCE AND SAFETY CHECKS (PD.2.1)

- The Head Counselor is responsible for safe storing and the maintenance of all of our equipment used for camp activities. Equipment should be stored in the designated areas. (PD.2.1-A)
- The Camp Administrator maintains equipment and replaces equipment as needed. (PD.2.1-B)
- Equipment used for electives are always provided by vendors. Assurances of safe, well maintained and in good repair are required and responsibility of vendors. This includes equipment used for magic, cooking, golf, art, hip hop, tennis, drumming, theater, and sports.
- All equipment used for specialized activities are solely provided by vendors. Camp Gan Israel requires vendors to give assurances that equipment is appropriate to the size and ability of the user (PD.2.2-A) and they conduct safety checks of the equipment.(PD.2.2-B).

PLAYGROUND SAFETY

- Our Playground is inspected at the beginning of each day by the counselor of the first group to use the playground. All safety concerns are reported to the Camp Director immediately. (FA.8.1)

HEALTH CARE PLAN (HW.9)

- Camp Gan Israel's Health plan is reviewed every year by a licensed physician, who also serves as a consultant with access by phone throughout the summer. (HW.9.1)

REVIEW OF FOUNDATIONAL PRACTICES

- The Camp Director must review the Foundational Practices recommended by the ACA on an annual basis and record the results of the review. The Board of Directors is to hear a summary of this report in their annual meeting.

INCIDENT ANALYSIS (AD.14.2)

- Camp Gan Israel annually reviews and analyzes incident reports to collect data as to when and where incidents, accidents and injuries may have occurred. The data is reviewed by the Camp Director as well as by the Board of Directors of Chabad of Westport, CT to ensure that our policies, protocols and risk-management plan are adequately addressing any risk or hazard.
- The director will coordinate with Healthcare professionals, insurance personnel, legal consultants and other camp directors to identify steps to reduce incidents, accidents and injuries.
- Procedures are modified and changes are implemented based on the results of this annual review. The Camp Director is responsible for coordinating with legal personnel, health-care personnel and other appropriate advisors to maintain safe and effective strategies.

PROTECTIVE HEADGEAR (PD.12)

- When camp goes biking, helmets must be worn by all cyclists on 2-wheel bicycles. Helmets must be checked for correct fit before biking. (PD.12.1)
- When camp goes go-karting, all staff and campers are required to wear helmets, provided by the go-karting facility. Helmets are checked for proper sizing. (PD.12.2)
- Camp Gan Israel chooses go-karting facilities that utilize roll bars and restraint devices in their go-karts. (PD.10.1)
- All active participants in any adventure/challenge activities are required to wear proper headgear, provided by the vendor. These helmets are ASTM approved and fit comfortably, don't obscure vision and have chin straps. In the event the vendor doesn't provide Camp Gan Israel will purchase appropriate headgear. The vendor will still be responsible to make sure all proper use, fit and safety of products (PD.12.3).
- All active participants in any boarding , in-line skating, and hockey activities are required to wear proper headgear, provided by the vendor. These helmets are ASTM approved and fit comfortably, don't obscure vision and have chin straps. In the event the vendor doesn't provide Camp Gan Israel will purchase appropriate headgear. The vendor will still be responsible to make sure all proper use, fit and safety of products (PD.12.4).

PROGRAM ELIGIBILITY (AD.32.1)

- Most Camp Gan Israel activities are geared for campers of all levels of ability. However, there may be trips that have rides or attractions that are only available to campers of a certain height and age.
- Camp Gan Israel's annual overnight camping is only available to campers 7 years and older.

SPECIALIZED ACTIVITY OPERATING PROCEDURES

ACCESS OF SPECIALIZED ACTIVITY AREAS

- All specialized activities on camp grounds are provided and monitored solely by vendors who are qualified to do so. In addition all specialized activity areas are supervised by staff and access is controlled by the qualified instructors and camp staff. (FA.13.1)

PROCEDURES FOR SUPERVISING CAMPERS IN PUBLIC AREAS (AD.22.1)

- Campers are told to remain with their counselors at all times. Campers are never allowed to be without counselors. Campers must always be accompanied by a counselor when using restrooms. All camp behavior rules should be enforced – even more strictly when campers are off campus. Specifically, campers must: (AD.22.1-B)
 - Stay with their group
 - Report to meeting areas on time
 - Listen to all staff member instructions.
- On out of camp trips the camp will maintain at least the age appropriate staff to camper ratios as advised in other ACA Standards with at least 2 staff members for every 10 campers (ST.41). The director and section heads will determine if proper supervision is being maintained. (AD.22.1-A)
- Counselors will remain with their groups. Each trip will be led by a section head or the Camp Director who will circulate amongst all groups to determine if proper supervision is being maintained.
- On trips counselors, section heads and Camp Director will be in constant contact via cell phones and radios.
- On full day trips, the camp will get together for periodic check-ins for a headcount. Upon entering the Public Attraction, counselors will be visually shown the meeting area.

- At Public Attractions, the campers will be divided according to age and fear factor. The counselors will ask their campers what rides they would prefer to go on. After determining where each camper fits, the section head will split the campers into groups.
- Campers are advised that if they become lost or separated, they should inform a Camp Gan Israel staff member, uniformed security guard or policeman. All campers will be wearing the camp T-shirt. All counselors are equipped with pouches that contain all vital information regarding their campers. The Camp Director will have all vital information for the entire camp.
- In the event of a camper going missing, camps missing person protocol should be followed (AD.22.1-C)

STAFF RESPONSIBILITY WHEN OFF-SITE OR WITH PUBLIC PROVIDERS (PD.39.1)

- When on trips to public facilities, or when public providers are used for specialized program activities our staff are trained in the following supervisory roles and responsibilities:
- To be present and attentive to the campers at all times and keep count of campers continuously.
- To be responsible for inappropriate behavior or conflicts that arise amongst campers.
- To set a good example of cooperation and participation in the specialized activity, as well as modeling proper safety techniques as appropriate.
- Staff are responsible for the health and welfare of campers and should follow emergency procedures outlined. The Camp Nurse or staff member trained in first-aid/CPR and use of AED is always on duty and accessible. (AD.22.1-A, ST.7.1,ST.7.2)
- If a problem arises, staff are to follow outlined communication procedures to inform the head counselor or camp director as necessary. (AD.34.2)

CRITERIA FOR SELECTING PUBLIC PROVIDERS OF SPECIALIZED PROGRAM ACTIVITIES (AD.45.1)

- Camp Gan Israel only uses public providers of specialized activities where an adequate number of instructors/leaders whose qualifications have been verified by the provider are present.
- These providers must also use equipment that is appropriate in size and type and be in good repair and meet national standards and requirements.

- These providers require all participants to participate in safety orientation
- Have established and available safety and emergency procedures for activities offered.
- Any adventure or challenge activities meet nationally recognized guidelines for construction and maintenance.(AD.45.2)
- Any Horseback/Pony Riding activities must provide physically sound horses, equipment that are safe and suitable for the ability and skill levels of all participants (AD.45.3)

CAMP SWIMMING/BOATING PROGRAM

GENERAL

- Each aquatic activity shall be staffed by certified lifeguards in accordance with the ratios established for the activity. There must be a person or persons certified in Standard First Aid and age-appropriate CPR and a stocked first-aid kit at each aquatic activity. (AD.46,AD.47)
- Campers and Staff will be oriented in rules and boundaries before each activity. (PA.9.1-A)
- Campers and staff must follow all safety rules as posted at waterfront areas. Staff accompanying campers are expected to assist in enforcing rules and in keeping their campers always in sight.
- The pool will be inspected by the lifeguard prior to swimming to ensure it has:
 - Access controlled to the pool (PA.9.1-C)
 - Facility is in good repair (PA.9.1-D)
- If severe weather approaches (thunder and lightning) all waterfront areas will be closed and campers must leave the area immediately. Other weather conditions (fog, high winds, mist) which may close down the waterfront areas will be up to the discretion of the waterfront director and/or camp director. (PA.9.1-B)
- The following ratios must be maintained when we go swimming or longshore sailing: (ST.42.1)
 - Lifeguard/Camper 1:10
 - Staff/Camper 1:10
 - A minimum of one other staff member, besides the lifeguard, must be present to assist in an emergency.

POOL

- A certified lifeguard must always be present when swimming occurs. (PA.9.1-C)
- Reaching devices, backboards and rescue tubes as well as first aid kits are made available by the swimming facility. Lifeguards must check before each swim that they are in good repair. (PA.9.1-E)
- Campers must always be supervised at the changing room by at least 2 staff members. (ST.35.2)

LAKE

- Camp Gan Israel performs their watercraft activities at Longshore. Longshore staff hold current appropriate watercraft, First Aid and CPR certifications. (AD.47)
- All campers and staff must properly wear a personal flotation device (PFD) while in a canoe, kayak or any watercraft. (PA.12.1)
- All staff and campers are instructed in safety rules and given basic instruction, including dry land practice before going out on the lake. (PA.14.1) Training to include:
 - Boat handling, boarding, debarking, trimming, loading, and changing positions
 - Donning and use of PFD
 - Self-rescue in case of capsizing or swamping
- A staff member (watcher) must always be present on the shore.
- There will be 2 certified boating instructors present at all times. The overall ratio of one staff person for each ten participants must be maintained at all times. (ST.42.2)
- Before boating, staff at Longshore, will orient staff and campers to the rules and boundaries of the lake and the boat. (PA.9.1-A)
- At Longshore, facilities are well-maintained and appear to be in good repair (PA.9.1-D). Rescue equipment is readily available and in good repair. (PA.9.1-E)

STAFF RESPONSIBILITY AT PUBLIC AQUATIC FACILITIES (PA.9.1)

- Each counselor is responsible to ensure that their campers follow these regulations.
- Staff members are responsible to keep their campers in sight at all times.
- Staff are responsible to resolve behavior management issues.
- If a camper seems in distress, alert the lifeguard immediately. When an injury is involved, follow emergency procedures outlined above.
- The Head Counselor will supervise the entire staff to make sure that everything runs smoothly and on schedule.

EMERGENCY PROCEDURES (AD.19.1)

- Count to ten and evaluate the overall situation. Do not rush or panic.
- Take charge. Be firm and clear with your instructions to campers and staff. Use a calm tone of voice.
- CALL 9-1-1 if there is severe bleeding, breathing difficulty or serious injury beyond your first aid training. If possible send someone else to make the call. When in doubt, Call 9-1-1.
- The staff member with the highest level of appropriate certification is delegated the responsibility to aid the injured party. Give priority attention to caring for the needs of the victim. The person rendering first aid must enter the information in the camp health log within 12 hours of the incident.
- Delegate another staff member to ensure the safety of other campers by taking them away from the immediate scene and organizing singing, games, or other activities. Retain one staff member at the scene of the accident with the victim.
- Contact the Camp Nurse as soon as possible. Provide a clear description of the emergency and your location.
- Notify the Camp Director or other administrative staff in the camp office. If someone else answers the call, tell them: “This is an emergency, I must talk to the Camp Director.” Do not discuss the situation with them.
- Fill out the Incident Report. (AD.14.1)

STAFF TRAINING (ST.25.1,ST.26.1)

- Staff Training begins even before staff are hired by way of informal conversations and zoom meetings where they are oriented to the Camp vision and mission.
- Once staff are hired, they participate in the following pre-camp training exercises:
 - Once staff arrive in camp, at least three days before camp starts, they participate in specific job training in camp that includes “a day in camp” simulation. (ST.26.1)
 - Our Staff Handbook & Training Guide is an excellent outline of our program and policies. All Staff receive a copy of this and use it as a reference during pre-camp training and as a resource throughout the summer.
 - Staff also review the evaluation forms that will be used to determine their competence and success in fulfilling their responsibilities. This ensures that the staff are aware of what is expected of them.

- In our pre-camp training session, we discuss the following:
 - camp focus, mission, intended outcomes (ST.25.1-A)
 - developmental needs of campers (ST.25.1-B)
 - objectives and safety considerations for programs (ST.25.1-C)
 - behavior management and camper supervision (ST.25.1-D)
 - staff expectations, personnel policies, and sexual harassment policies (ST.25.1-E)
 - child abuse (ST.25.1-F)
 - emergency procedures (ST.25.1.G)

STAFF HIRING POLICIES (AD.24.1)

APPLICATION

- Application packets, including the appropriate application forms and job descriptions, shall be available for job inquiries. Application forms and information are also available on our website www.ganisrael.com. (AD.24.1)
- All staff – long- and short-term, seasonal and year-round, part- and full-time – must complete the Camp Gan Israel staff application form available online before hire. References will be checked and screening will take place as follows (AD.26, AD.25.2).
- Year-round staff must complete the Camp Gan Israel Application Form, available in Camp Office. Criminal background checks are required at least every 5 years for Year-round staff and when considered necessary by Camp Director or Board of Directors, in addition to the annual screening (AD.26). Screening includes a review of their performance reports and any incident reports that they may have been involved with. (AD.26)

ANNUAL SCREENING (AD.27)

- All camp staff – year round, part time, paid and volunteer – that have unsupervised contact with campers must have the following screening annually, regardless of previous employment with Camp Gan Israel.
 - Voluntary Disclosure Form, signed annually. (AD.27.1)
 - A check of the National Sex Offender Public Website using True Hire. (AD.27.2)
 - For Seasonal Staff, New and Returning: A criminal background check, using True Hire (AD.26.1, AD.25.1))

NEW STAFF SCREENING (AD.25)

- Following are steps in the screening process for new staff applicants of Camp Gan

Israel that are to be completed, depending on position:

- *Verification of previous employment (AD.25.2)*
 - At least two checks of previous work (or volunteer) history completed for all staff.
 - For administrative staff, verification of previous employment is directly related to the position required.
 - Previously employed Camp Gan Israel staff will be hired based on the merit of our experience with the staff member. This applies to both seasonal and year-round staff.
- *Reference checks (AD.25.2)*
 - At least one acceptable personal reference received for all staff. Reference forms are to be sent from the Camp Gan Israel office and returned directly to the office.
 - At least one acceptable job-related reference received for all seasonal and full-time administrative and program positions. Applicants to complete form authorizing camp to seek reference. Forms sent from Camp Gan Israel office and returned directly to that office.
- *Verification of degree/license/certification*
 - Random spot check of educational information supplied by administrative, program director, and environmental education applicants.
 - Copies of license/certification required for health care personnel, and waterfront personnel.
- *Criminal background checks (AD.25.1)*
 - Satisfactory background checks required for all new year-round staff, and seasonal staff with supervisory contact with children or youth groups.
- *Drug/alcohol tests*
 - Bus drivers who are required to have commercial drivers licenses must comply with state mandatory drug-testing programs.
 - Camp staff personnel policies specify other circumstances when drug or alcohol testing may be done.
- *Personal interview (AD.25.3)*
 - Personal interviews are to be conducted with staff as follows:
 - Seasonal summer staff – Camp Director will interview all seasonal camp staff – preferably in person but at least by phone or web conference for all positions.
 - Interview includes an outline of the nature and diversity of the total camp

population, and general characteristics of the camp and programs offered.

(AD.28-B)

OUR STAFF, OUR CAMPERS AND OUR COMMUNITY - A WORD ON DIVERSITY (CR.1)

- One of the main goals of our camp is to provide education in Judaism and Jewish culture. We hire local staff who are aware of the needs of local children. A significant number of our counselors are recruited from Rabbinical Colleges and Jewish teaching seminaries.
- The children in our camp come from a variety of backgrounds. This is especially true as regards to their levels of religious observance. Special training is given to enhance sensitivity to these different backgrounds. The counselors meet regularly with the camp director to discuss any issues and concerns that may arise during camp.
- All Camp activities; including but not limited to song, activities, and learning activities, surround the central theme of “love thy neighbor as thyself”. Much focus is given to this. Parents can learn more about this on our website and all email communication.

PERSONNEL POLICIES (AD.29)

- Employment at Camp Gan Israel Day Camp is based on qualifications and verification of references, and abide by general Equal Employment Opportunity policies, open to all people regardless of race, color, religion, gender, national origin, age, disability or veteran status
- Remuneration and Benefits
 - Chabad Salaried Workers – Some of our employees work for Chabad of Westport, CT year round. Camp Gan Israel Day Camp relies on their yearly contract with Chabad of Westport, CT.
 - Camp staff will be paid only for days worked. Raffles and incentives will be given based on good performance and behaviors. All checks will be distributed at the end of each session or as determined in individual contracts. Specific benefits are outlined in the contract, discussed during the interview and contract signing.
- Time Off/Absence
 - Time off and absences are addressed in the employment contract, and discussed during interviews and the 3-day staff training.
 - Camp is in session for 6 weeks, not including July 4th. Staff are required to attend training prior to the start of camp.

- All staff are expected at camp by 8:30 A.M. for a daily staff meeting. The day is over at 4:00 P.M. No one is to leave prior to 4:15 P.M., unless approved by the Division Head.
- Staff members who are frequently late, absent or unavailable for their regular duties are subject to salary deductions, poor ratings on evaluations, and/or dismissal.
- Staff Performance Evaluation
 - Staff members are evaluated on a regular basis. They have a right to review their evaluations. Poor evaluations may result in a decision not to rehire a staff member or perhaps even to terminate a staff member's employment during that camp season.
- Severance and Grievance
 - If a staff member's behavior is found to be unsatisfactory, he or she will receive a verbal warning, and the next time be written up. If his or her unsatisfactory behavior continues, he or she may be suspended or dismissed. Any of the above will be based on the seriousness of the behavior. Salaries will be prorated. Camp Gan Israel reserves the right to terminate employment at any time.
- Grievances can be addressed to the Camp Director or the President of the Chabad of Westport, CT Board of Directors. Contact information can be obtained on ***www.jewishwestport.com***
- Work Rules
 - Inappropriate touching of campers whether of corporal punishment or of a sexual nature will not be tolerated and shall be grounds for immediate dismissal.
 - Staff must wear neat clean clothes. Casual attire as befitting a summer camp is appropriate .All staff must wear sneakers every day—no crocs, flip-flops or sandals. Our counselors do not change for swimming. The camp reserves the right to tell someone to “cover up” if deemed appropriate
 - Sexual harassment of campers or fellow employees is grounds for immediate dismissal.
 - Staff members must remember that they are working with children. They should be with their group and attentive at all times. They should try to work with the campers in a kind but firm manner.
 - Use of alcohol, drugs or other illegal controlled substances while on the job is cause for immediate termination as an employee of Camp Gan Israel.

- At no time is a staff member permitted to leave during camp hours unless he or she receives written approval in advance from a director or the Camp Administrator.
- Absolutely no cell phones, iPods or other electronic devices are allowed on campgrounds at any time between 8:30 A.M. and 4:00 P.M. If for any reason someone is talking, texting, emailing, or otherwise using his or her cell phone, iPod, or other electronic device, it will be immediately confiscated
- Absolutely no posts of pictures or names of campers are permitted on any staff member's Facebook page or any other site. Doing so is grounds for dismissal.
- Work rules are briefly outlined in the contract, discussed during the interview and contract signing, specifically reviewed during staff training, and included in this handbook.

CAMPER SUPERVISION RATIOS (ST.35)

- It is the policy of Camp Gan Israel that campers must be supervised at all times. 50% of supervisors (Staff Members counted for staff/camper ratio) must be at least 18 years of age. (ST.35.5) All Staff members must be over 16 years of age, and at least 2 years older than the campers they are supervising. (ST.35.4)
- For our Blg Gan Division (aged 5 and up) there must be a minimum of 1 counselor to 8 campers (ST.35.1)
- At times when campers are changing, a minimum of two staff members must be present in the room. Campers who need supervision in the bathroom should use a bathroom closest to the bunk. (ST.35.2)
- On Overnights a minimum of 2 staff members must be present in camper's sleeping bunks (ST.35.3)
- When camp is on a trip we provide extra supervision. We provide 2 staff members for every 10 campers. (ST.35.3)
- There should NEVER be one camper and one counselor alone in a private place at any time. (ST.36.1)

CAMP STAFF RESPONSIBILITIES (AD.28.1-A, ST.28.1)

- Each staff member receives a detailed description of his/her responsibilities prior to accepting the job. (AD.28.1-A) In addition:
- Head counselors should circulate the camp making sure that the campers are at the right activities at all times. They should also make sure the counselors are dealing with

campers in an appropriate fashion.

- Activity heads must be present at all times when campers are attending their special activities.
- Counselors must be with their campers throughout the day. They should not leave their group just because children are being supervised by a special camp activity leader.
- In case of behavior problems counselors should contact the Head counselor. If the problem is not resolved the camp director should be contacted.
- Staff are responsible to follow the Emergency Plan and Health & Wellness guidelines defined in the Staff Handbook & Training Guide.

CAMP GOALS AND OUTCOMES (CR.2.1, CR.2.2)

- To provide opportunities that stimulate the development of each camper's self-esteem.
 - Each camper will select their own electives.
 - Each camper will participate in at least one activity to promote self-esteem, which could include arts & crafts, values clarifications, music, sports or special hunts and activities.
 - Campers will participate in getting-to-know-you games during the first 24 hours of camp.
 - Staff will provide the campers with positive comments and encouragement throughout their stay.
 - Each camper is given a form to take home to share with his or her parents indicating what program and skill requirements he or she has worked on.
- To help each camper appreciate the natural surroundings and take an active role in the stewardship of our environment.
 - Each camper will have the opportunity to participate in some nature activity, which could include one of the following: hiking, environmental activities, or other appropriate activity.
 - At the beginning of each session, the campers will discuss as a group the importance of taking care of their camp and the type of things that they need to do such as picking up litter, not picking flowers, respecting property (no graffiti), and conserving water.
 - Campers and staff will participate in recycling of materials such as aluminum cans, cardboard, and paper in clearly marked recycling bins.
 - Each unit will be encouraged to perform a service project at camp to help the environment such as picking up litter and recycling.

- To provide situations for each camper to set goals and challenge themselves while discovering his or her own skills and abilities.
 - Each camper will participate in at least two activities during the week that will personally challenge the camper - such as arts and crafts, relay races, and learning.
 - Campers will have the opportunity to work in small groups during activities and bunk time with each camper taking on different roles.
 - Campers will learn at least one new skill while at camp.
- To provide exposure to Jewish culture and practices in a fun, non-judgmental and hands-on way.
 - Campers will participate in daily activities and arts & crafts sessions that educate them in specific Jewish cultural concepts.
 - Campers will learn and sing camp songs and hear stories that contain themes of Jewish culture and practice.
 - Each camper will bring home Challah bread that he/she shapes and bakes.
- To increase the camper's network of Jewish friends
 - By virtue of the fact that the campers are attending a Jewish camp they meet many new Jewish friends
 - Reunions and holiday activities are scheduled periodically throughout the year to maintain friendships.

TRAINING FOR GOALS: (CR.2.3)

- Many of our counselors come to our camp from Rabbinical Colleges and Seminaries. Work in our camp is part of their preparation for ordination. They already come well trained and knowledgeable in Judaism.
- During staff training and throughout the summer counselors review various methods to achieve the desired outcomes and goals. (CR.2.3)
- Parents are sent these goals as part of the Parent Handbook upon registration. Counselors educate campers on the goals of camp. (CR.2.4)
- Our specialty staff (coaches, artists, music teachers) are all highly trained professional teachers.
- The Camp Director has been working in the camping profession for over 25 years. One of the director's main duties is to design a program filled with opportunities for children to have fun!

- These goals are written in specific behavioral objectives that address the developmental needs of the campers. Evaluations on progress are performed on a bi-weekly basis or as often as necessary as determined by the Camp Director.

EVALUATION OF CAMP PROGRAMS:

- At the end of the summer a review of all the goals and results is performed. A summary report is compiled and discussed between the Head Counselors and the Director.
- The results of this meeting will suggest which programs/goals were more successful and which goals should be included in future summers.

PARENT & CAMPER COMMUNICATION

- The parents and campers are informed of their goals and progress throughout the summer by email and notes sent home. If there is a special milestone reached or a severe setback, a phone call is made that day to the parents.

PARENTAL INVOLVEMENT/PERMISSION

- The parents and our guardians of each camper must sign a permission form/waiver allowing the child to participate in all activities.
- A calendar of our major activities and trips is sent in the registration packet and is also available on our website, ***www.ganisrael.com***. Parents may choose to have their child/ren not participate in individual activities and should notify the Camp Director or Head Counselor in writing.
- On our registration form, the parents also allow their child's photographs to be used in marketing and advertising as well as posted online on our website ***www.ganisrael.com***.
- We keep the parents advised of our activities through periodical emails, our website, ***www.ganisrael.com***, and a calendar that is sent to all enrolled camper's families before the summer begins. A daily blog is maintained as well as daily photo/video galleries to give up-to-date information on camp's activities.
- In addition, parents are able to contact the director on his cell phone at all times, using the number that is provided to the parents on all documentation that goes home with the camper.