



## Launch Pad Fellowship 2010 Expectations and Director Information

### Who can participate in Launch Pad?

**Application:** Camps apply to participate in the Foundation for Jewish Camp's Launch Pad Fellowship by having the camp director complete an Action Plan and application. Camps are selected based upon their desire and capability to enhance the Jewish staff culture at their camp. Preference will be given to applications that indicate the ability to evolve and enhance professional growth within the camp structure.

**Fellows:** Camps send a cohort of a **minimum of three** Fellows who will be serving in leadership and supervisory positions, and returning to camp for the full summer of 2010. Participants must:

- Be available to participate in all aspects of the program
- Have completed at least 2 years of college
- Be seasonal staff
- Be supervisory staff at camp for the first time

Once a camp receives notice of their acceptance to Launch Pad, each potential Fellow submits an application to their camp. The camp collects those applications and submits them as a group to FJC. Please note that this year, a maximum of **four** spots will be given to each camp. FJC will determine the final number of Fellow spots available for each camp accepted into the program.

**Launch Pad Point Person (LPP):** Camps appoint a member of their leadership team to guide the Launch Pad Fellows through the summer. The responsibilities include conference calls prior to the Seminar, supervising and supporting Fellows over the summer, gathering the Fellows to meet with Fellows over the summer (whether during a site visit or conference call) and reporting to FJC. This person needs to have served as a staff member at their camp for at least four years with supervisory experience, to ensure that they already have a pre-existing relationship with the Fellows and with the supervisory structure of the camp. The LPP should have ample time in his/her work responsibilities to serve as the LPP over the summer.

**Returning Camps please note:** *The Launch Pad Point Person (LPP) serves in a different capacity than the Advisor Mentor Coach (AMC) did in prior years. Since the program emphasis is on self-empowerment, FJC expects the Fellows to take on more responsibility. Therefore, the role of the AMC has transitioned into the role of the LPP. As a result, while the LPP oversees the work of the Fellows at camp, it is the Faculty Advisor that supports the Fellows in designing the Action Plan at the seminar. Due to the focus Fellow empowerment, the LPP does not attend the Seminar or receive a stipend(as in years past).*

## Pre-Summer Components

**Director Participation:** Directors are required to participate in a conference call with their Launch Pad Point Person and their camp's Faculty Advisor to determine their goals in participation. An additional call with the Fellows and Launch Pad Point Person is also recommended.

**Launch Pad Point Person Participation:** The Launch Pad Point Person is required to participate in a conference call with their camp director and their camp's Faculty Advisor, as mentioned above. An additional call with the Fellows and Faculty Advisor prior to the Seminar is also recommended.

**Fellow Participation:** Fellows participate in a four-day professional development Seminar in May designed by a team of informal Jewish educators who bring expertise in supervisory and leadership training to create a meaningful experience for Fellowship participants. Fellows learn how to integrate Jewish values into their camp supervisory activities. Course are elective-based and online pre-registration is required in March.

**Faculty Advisor:** Prior to the seminar, camps will begin working with a Launch Pad Faculty member who will be advising their camp throughout the Launch Pad experience. This individual relationship enables camps to be better prepared to implement programs best suited to each individual camp.

**Action Plan:** The outline, completed by the camp director as part of the application process, will be given to Fellows to use at the Seminar to guide them, with the help of the Faculty Advisor, in designing a complete Action Plan. When noted in the application, directors may defer to Fellows to determine certain areas of the Action Plan.

## Summer Implementation

**Launch Pad Fellow Group Action Plan:** Directors select the format for the system to ensure that the design is feasible within camp life and Fellows design the content. Recommended formats and content can be found in the Director Outline of the Launch Pad Action Plan. There are four main components to the Action Plan:

**1) "Mentoring Up" Program:** Launch Pad Fellows are expected to choose a member of the senior leadership team at camp to serve as a mentor for them during the summer season. In this program, Fellows will gain insight from observing this mentor in their role at camp. At the Seminar, the Fellows will be given tools on how to best learn from a mentor at camp. Please note that Fellows can choose different mentors, or the entire group can choose the same person. Mentors should be available to the Fellows to answer questions, but will not be required to perform any additional work when agreeing to serve as a mentor.

**2) Jewish Staff Enrichment:** Each Fellow commits to enhancing Jewish content in the staff experience, utilizing programming modeled at the Seminar. These projects should reflect the camp's goals and philosophy. One enhancement must be with the staff that the Fellows directly supervise and the other may be for a larger group.

**3) The Art of Transitioning – A Self Reflective Process:** At the Seminar, Launch Pad Fellows will be given the opportunity to assess themselves on their competency in basic supervisory skills and develop goals for the summer. These goals will be revisited with their LPP during weekly meetings, as they reflect on their personal and professional growth in their new role.

**4) Weekly Meetings:** Fellows meet weekly for at least one hour with their Launch Pad Point Person to reflect on their learning and support each other in the work they are doing.

**Faculty Advisor Summer Support:** FJC is currently in the process of determining the type of faculty summer support that will be conducted for Launch Pad camps. This support may be provided in the form of a site visit to the camp by the faculty advisor, or a conference call conducted via phone and/or web-cam. Directors may request which type of visit they feel their camp would best benefit from, and FJC will review these requests and inform camps of the outcome of this needs assessment.

## Ongoing Expectations and Compliance

**Communication:** The Launch Pad Point Person is responsible for communicating with and responding to FJC staff and Launch Pad Faculty through email, conference calls and/or other methods.

**Reporting:** The Director and Launch Pad Point Person is responsible for collecting data as needed for FJC to evaluate the impact of the program. The LPP will be expected to prepare a report on implementation. This report will include the Fellows' Art of Transitioning – A Self Reflective Process; Directors will then submit this report via email after reviewing it.

**Communications Compliance:** Your camp's participation in a Foundation for Jewish Camp (FJC) Program offers an opportunity to increase community awareness and support of the work that is being conducted by both your camp and FJC. Details will be provided in the Launch Pad participant agreement letter regarding how to do so.

### Timeline for application and dates of Fellowship

Date	Event
24-November	Camp applications available
15-Dec	Camp applications due
15-Jan	Camp acceptances announced; Fellows applications available
05-Feb	Fellows applications due
05-Mar	Fellows announced and registration is open
March TBD	Required: Conference call with Director, Launch Pad Point Person and Faculty Advisor to review Action Plan
March TBD	Recommended: Conference call with Launch Pad Point Person, Fellows, and Faculty Advisor to review program goals
29-Mar	Registration closes
21-24 May	Fellow Seminar
03-Jun	Action Plan augmented by Fellows due
June 21 - July 30	Potential Dates for Faculty Advisor site visits*
05-Aug	End of summer Launch Pad Report, written by Launch Pad Point Person, due for camps that end before August 15 <sup>th</sup>
12-Aug	End of summer Launch Pad Report due for camps that end after August 15 <sup>th</sup>
*visits should occur no earlier than the second week of first session and no later than first week of second session; weekdays only.	