



Yitro Leadership Program Information

For questions and to request an application for Yitro II, please contact Rebecca Leibowitz, Yitro Program Manager: Email: RebeccaL@jewishcamp.org, Phone: 646-278-4519

Applications must be received no later than 12 pm EST on October 31, 2011. Upon receipt of your application, a phone interview will be scheduled. Candidates will be notified of acceptance status in mid-February, 2012.

Eligible candidates are:

- Full-time, year-round assistant, senior assistant and associate camp directors of non-profit residential Jewish camps.
- Have been in their position for at least one year.
- Involved in cultivating and managing the staff culture at their camp.

Yitro II Program Overview

With the continued support of the AVI CHAI Foundation, the Foundation for Jewish Camp will build upon the success of Yitro I to provide training for a second cohort of up to twenty Jewish camp assistant, senior assistant and associate directors from a diverse cross section of residential Jewish summer camps. Over the course of nineteen months, participants will convene for five sessions for a total of nineteen days of intensive training. Using experts and recognized leaders from various disciplines, the program will challenge the fellows to widen their lens of Jewish leadership in order to enhance the staff culture and experience at their home camps in order to improve the product of Jewish summer camp. Furthermore, the Yitro Leadership Program will build a network of camp assistant, senior assistant and associate directors who will support one another in becoming Jewish leaders and educators.

The curriculum will be constructed upon concrete organizational principles based upon the assistant director's role and responsibilities at camp such as staff management, assessing and creating change in communities, large group management, delivering and receiving feedback, staff morale, facilitating meetings, strategies for behavior intervention, problem analysis and resolution, and mission-based decision making. Yitro II Participants will:

- Experience personal and professional growth in order to improve camp training, including real focus on integrating Jewish content.
- Improve and hone skills regarding camp staff leadership development, supervision, management and mentorship.
- Explore the Jewish foundations of these skills in order to utilize Jewish stories, values and texts in their approach to summer staff leadership development.
- Engage in conversation of the mission of his/her camp with his/her camp director.
- Create and implement an individual action plan in full consultation with and supported by the Yitro II faculty and his/her camp director.
- Engage in cohort learning and collaboration for two hours a month in between sessions.
- Receive a visit from the Yitro II faculty advisor during the summer.

- Participate in the pilot of a new assessment tool that evaluates the summer staff's experience and satisfaction at camp.

Yitro II Leadership Program Required Dates: April 2012 – October 2013

April 22-25, 2012	Session I
Summer 2012	FJC Site Visits
October 24-29, 2012	Session II <i>This is an intensive week that includes a Shabbat experience; Camp Directors or a direct supervisor must be present October 24-25</i>
January 7-9, 2013	Session III
March 10-12, 2013:	Session IV <i>Intentionally linked to ACA Tri-State</i>
Summer 2013	FJC Site Visits
October 14-16, 2013	Session V

Core Components:

Five Sessions:

The Yitro Leadership Program consists of five sessions over the course of nineteen months. There is also an expectation of approximately two hours of collaborative work and cohort learning every month in between sessions. In an effort to create as many opportunities as possible to learn about the field of Jewish camp, sessions will be held at retreat centers that are connected to camp sites, if and when possible. Please note that Jewish dietary laws will be observed at all FJC events.

Faculty Advising Support

Each Fellow will be assigned a Faculty Advisor. This person will work closely with the participant throughout the Yitro II Program to be a primary resource for learning and leadership development during and in between sessions. Additionally, summer site visits will be conducted by the Yitro II Faculty to the camp during the summer.

Leading the Summer Leadership Team Grants

In the spring of 2013, participants will be invited to apply for spring leadership retreat grants. These grants will provide the resources needed to bring presenters, create curriculum, and/or lay the groundwork for the changes to the staff culture and Jewish program at camp. Fellows will be encouraged to collaborate and share resources to implement these programs.

Ongoing Professional Development Grants

Each Fellow will be invited to apply for a professional development grant. Fellows will work with their Yitro Faculty to determine a class, program, or other method that would enhance the Fellows' skill-set at camp. Grants will be made available to each Fellow for their professional development in support of their action plan. Examples of uses of the money could include visiting another Yitro camp, Hebrew program to help communicate better with Israeli staff, or a management class at the local college.

Staff Satisfaction Index

Each camp will be asked to pilot a specially designed staff satisfaction assessment tool to aid in measuring the social environment, Jewish life and staff experiences produced at each camp. The results from Year Two will be compared to Year One in order to measure the outcomes of the Yitro II program.