

---

# INCLUSION TRAINING GUIDE FOR JEWISH SUMMER CAMPS

A PROJECT OF



In Partnership with



---

Generous funding for this guide has been provided by:



To download the complete guide: [Jewishcamp.org/InclusionResources](https://Jewishcamp.org/InclusionResources)

# INTRODUCTION

Dear Friends and Colleagues in the Jewish Disabilities Inclusion Field,

The Foundation for Jewish Camp (FJC) and the National Ramah Tikvah Network (NRTN) are receiving an unprecedented number of calls and emails from camps wishing to start programs for people with disabilities, expand services, or become more inclusive. Camp directors and staff members are actively seeking guidance, support, and resources.

Proudly, we see that attention to including campers with disabilities is exploding as a priority across movements, and organizations with interest in overnight camping, day camping, vocational training programs, family camps, and more! We therefore welcome you to this Resource Guide, which we hope will evolve through use and feedback, as a regularly updated, hands-on, online resource assisting you in all aspects of your work with campers with disabilities.

FJC is grateful for the generous support of UJA-Federation of New York – Neshamot Fund, and our partner, NRTN on development of this Guide. Through the collaborative efforts of Lisa Tobin, Director of the Disabilities Initiatives at the Foundation for Jewish Camp (FJC) and Howard Blas, Director of the National Ramah Tikvah Network, this co-branded resource has emerged. In an effort to get useful training material in the hands of camp personnel in time for the 2015 camp season, Lisa and Howard, their teams at FJC and NRTN, and many helpful colleagues in the disabilities camping field have worked tirelessly to collect, organize, and bring online the many useful resources in this guide.

Whether you are a camp director, inclusion specialist, director of a disabilities camping program, counselor, or activity specialist, there is something here for you! We see this project growing and expanding over time. This first version offers basic information on the history of disabilities camping, models of camping for people with disabilities, benefits of camping for both campers with disabilities and the typical camp community, overviews of various disabilities, and many useful tools for day to day work with campers.

You will read materials designed by FJC, you will “hear” the voice of Tikvah, the pioneers in the field of disabilities camping since 1970, and you will see forms and resources which have been contributed by several partners in the field. For this reason, some terms and names of programs or divisions (for example *zimbudia* or *solelim*) may sound camp- or movement-specific.

This guide is designed to be used optimally by various camp stakeholders. Feel free to go directly to the section most useful by clicking through to what you need immediately, on the chart of Links by Use/Stakeholder, just above the complete Table of Contents.

## USERS' GUIDE

We have created this online resource guide to share information and resources which will help you feel more confident in your work with children with disabilities.

- Camp directors may want to take a look at sections pertaining to inclusive camping for people with disabilities, successful inclusion in Jewish summer camp, inclusive camps, specific disabilities and related activities, communicating with parents, staff training, and people first language.

- Inclusion Coordinators will find it particularly useful to access certain materials like intake forms, people first language and general information on inclusive camping before the summer, while other materials like staff training (role-plays, sensitivity activities, values based on Jewish texts, and people first language) may be useful while camp is in session.

- Counselors, division heads, inclusion coordinators, program directors and camper care teams may find such tools as social stories, visual schedules, and tips on managing camper behavior, and speaking to the bunk about inclusion and disabilities to be particularly useful.

It is our hope that this guide will continue to evolve, and that we will continue to update the guide and add new resources. We welcome your feedback and encourage you to share new materials with us.

As this resource guide expands, we would like to offer an updated list of all Jewish camp programs in the US and Canada serving campers with disabilities. In addition, we would like to offer a list of professionals and other organizations in the field serving people with disabilities. In order to offer the most comprehensive list, we ask you to complete the form below so we can include you and your organization in future updates to this guide.

We wish all of you a successful 2015 camping season and offer our support in your work. If you would like to contact Lisa or Howard, our contact information is below:

**Lisa Tobin**

[lisa@jewishcamp.org](mailto:lisa@jewishcamp.org)

646-278-4515

**Howard Blas**

[howardb@campramahne.org](mailto:howardb@campramahne.org)

413-374-7210

*In addition, we would like to offer a list of professionals and other organizations in the field serving people with disabilities. In order to offer the most comprehensive list, we ask you to email your contact information to [inclusionresourceguide@jewishcamp.org](mailto:inclusionresourceguide@jewishcamp.org) so we can include you and your organization in future updates.*

USER/STAKEHOLDER	EASY LINKS
<p><b>Pre-Camp</b>  Board/Lay Leaders  Directors/ADs  Camp Leadership  Inclusion Team  Education Staff  Seasonal Directors  New &amp; returning counselors  Camp MDs &amp; RNs  Dining Hall Leaders  Vocational Directors</p>	<p><a href="#">Inclusive Camping for People with Disabilities</a>  <a href="#">A List of Inclusive Camps</a>  <a href="#">Successful Inclusion in Jewish Summer Camp</a>  <a href="#">People First Language</a>  <a href="#">Pre-Camp Resources</a>  <a href="#">Sample Intake Forms</a>  <a href="#">Marketing</a>  <a href="#">Communication with Parents</a></p> <p><b>Glossary</b></p>
<p><b>Staff Training</b>  Director/ADs  Division Heads  Inclusion Leaders  Camper Care Team  Yoetzot  Seasonal Directors  Counselor Trainers  Vocational Directors</p>	<p><a href="#">People First Language</a>  <a href="#">Specific Disabilities and Related Activities</a>  <a href="#">Understanding The Role of Behavior in Communicating</a>  <a href="#">Communicating About Campers Within Camp: Some “Who’s” and “How’s”</a>  <a href="#">Text Based Jewish Values for Inclusive Communities</a>  <a href="#">Staff Training – A Treasure Chest</a>  <a href="#">Role Plays and Inclusion Activities</a>  <a href="#">Games &amp; Activities to Introduce Inclusion and Supporting Diverse Needs</a>  <a href="#">Anticipating, Understanding, and Managing Behavior</a>  <a href="#">Behavior Planning Charts</a>  <a href="#">Behavior and Social Skills Tips</a>  <a href="#">Visual Schedules, Social Stories, and Other Planning Tools</a>  <a href="#">Visual Schedules</a>  <a href="#">Social Stories</a>  <a href="#">General Group and Activity Planning Guidelines, Inclusion/Shadow Counselors</a></p> <p><b>Glossary</b></p>
<p><b>Use with Camper w/Disabilities</b>  Bunk Counselors  Specialists  Teachers  Camp MDs &amp; RNs  Camp Rabbis  Inclusion Staff  Camper Care Staff  Vocational Mentors</p>	<p><a href="#">Understanding The Role of Behavior in Communicating</a>  <a href="#">Anticipating, Understanding, and Managing Behavior</a>  <a href="#">How and when do inclusion directors keep in touch with parents?</a>  <a href="#">Behavior Planning Charts</a>  <a href="#">Behavior and Social Skills Tips</a>  <a href="#">Visual Schedules, Social Stories, and Other Planning Tools</a>  <a href="#">Visual Schedules</a>  <a href="#">Social Stories</a></p> <p><b>Glossary</b></p>
<p><b>Bunk/Group Use</b>  Bunk Counselors  Specialists  Teachers  Camp MDs &amp; RNs  Camp Rabbis  Inclusion Staff  Camper Care Staff  Vocational Mentors</p>	<p><a href="#">Building an Inclusive Community – Activity Plan</a>  <a href="#">Overnight Camp Sample Picture Schedule</a>  <a href="#">Behavior and Social Skills Tips</a>  <a href="#">Text Based Jewish Values for Inclusive Communities</a>  <a href="#">The Ramapo Toolbox: Creating Environments that Support Success</a></p>

## Table of Contents

<b>Chapter 1: Inclusive Camping for People with Disabilities</b>	<b>8</b>
Research on Serving Children with Disabilities at Jewish Overnight Camps	8
History of Tikvah Programs in the Ramah Camping Movement	9
History of Union for Reform Judaism (URJ) Programs for Campers with Disabilities	9
About Yachad	11
History of Keshet and its Work in the Area of Jewish Camp	12
Ramah Tikvah Survey Results: The Positive Impact of Disabilities Programs on the Camp Community	13
Where to Begin? Developing a Successful Program Which Is Supportive of Campers with Disabilities and Seamlessly “Fits In” at Camp	14
A Range of Inclusive Models to Consider for Supporting Campers with Disabilities	15
A Definition of Inclusion at Camp	15
Other Approaches to Supporting Campers with Disabilities	16
Other Program Approaches	16
A Word about Day Camping	17
<i>A List of Inclusive Camps</i>	18
<b>Chapter 2: Successful Inclusion in Jewish Summer Camp</b>	<b>21</b>
Inclusion is an Attitude and Approach, not a Place or a Program:	21
Inclusion Opportunities throughout Camp	21
General Group and Activity Planning Guidelines for Inclusion/Shadow Counselors	21
Self-Assessment on Inclusion	22
Steps to Achieving Full Inclusion	23
<b>Chapter 3: People First Language</b>	<b>28</b>
Words Matter: “What Do We Call Him?”	28
About People First Language	28
<b>Chapter 4: Pre-Camp Resources</b>	<b>31</b>
Sample Job Description and Qualifications for Camp Inclusion Director:	31
Sample Counselor Evaluation Form	32
The Intake and Admission Process and Preparing Campers for Camp	35
Suggestions for Effectively Communicating with Families of Campers with Disabilities during an Intake	36
The Telephone Intake: Balancing Compassion with Obtaining Relevant Information	37
BRIEF TELEPHONE SCREEN FORM	38
<i>Sample Intake Forms</i>	40
Intake Form 1	40
Intake Form 2	43
Intake Form 3	49
Parent Interview	59
SENSITIVE TOPICS TO ADDRESS WITH PARENTS/ GUARDIANS	63
Camper Intake (Questions to be asked at a Home Visit)	64
School Staff or Therapist Intake	65
Information Release Form	68
Mission Statement on Website	69
<b>Chapter 5: Summer Communication</b>	<b>70</b>
Ongoing Communication with Parents/Communicating About Campers within Camp	70
How and when do inclusion directors keep in touch with parents?	70
Communicating About Campers Within Camp: Some “Who’s” and “How’s”	71

<b>Chapter 6: Text Based Jewish Values for Inclusive Communities</b>	<b>72</b>
How Do Jewish Texts Approach Individuals with Disabilities?	72
<b>Chapter 7: Staff Training – A Treasure Chest</b>	<b>75</b>
Staff Week Topics to Discuss	75
Staff Week Sample Schedule 2014 from Ramah New England	77
Code	77
Schedule	77
An Alternative Staff Week Schedule	82
<i>Role Plays and Inclusion Activities</i>	86
Role Play Suggestions	88
Building an Inclusive Community – Activity Plan	89
Sensitivity Activity	94
Inclusion Counselor Training	96
Experiential Activities	99
Games and Activities to Introduce the Themes of Inclusion and Supporting Diverse Needs	100
Positive Exposure: The Spirit of Difference	107
Understanding The Role of Behavior in Communicating (Behavior Management Session for Staff)	107
<b>Chapter 8: Specific Disabilities and Related Activities</b>	<b>111</b>
Seizure Disorders	111
Autism Spectrum Disorders (PDD-NOS—Pervasive Developmental Disorder—Not Otherwise Specified)	112
Attention Deficit Hyperactivity Disorder	117
Communication Disorders	119
Hearing Impairments	120
Learning Disabilities	122
Intellectual Disabilities	124
Physical Disabilities	127
Vision Impairment	127
<b>Chapter 9: Anticipating, Understanding, and Managing Behavior</b>	<b>130</b>
The Ramapo Toolbox: Creating Environments that Support Success	134
Setting Camper Goals, Tracking Them and Achieving Them!	136
Individualized Camper Program 1 (sample form)	138
Individualized Camper Program 2 (sample form)	140
Daily Camper Report form: (used at Camp Harlam)	150
Sociogram Form: (used at URJ Camp George and Camp Harlam)	152
2014 Camp Harlam Sociogram Form	152
<i>Behavior Planning Charts</i>	154
Behavior Chart 1	154
Behavior Chart 2	155
Behavior Chart 3	156
Positive Plan of Action	157
Processing Graphic Organizer	158
Five Point Scale	159
<i>Behavior and Social Skills Tips</i>	160
Behavior Tip Sheet	160
Integrating Social Skills	160
Responding to Behavior Challenges	162
General Tips and Strategies (these will vary from camper to camper)	163

Effective Praise	163
<b>Chapter 10: Visual Schedules, Social Stories, and Other Planning Tools</b>	<b>165</b>
Visual Schedules	165
Division Detailed Schedule	166
Day Camp Sample Picture Schedule	168
Overnight Camp Sample Picture Schedule	169
<i>Social Stories</i>	174
Social Story: Winning and Losing	175
Social Story: Hands are for High-Fives!	175
Social Story: Trying New Things at Camp	175
Social Story: Winning & Losing at Camp	175
Social Story: Bees and Bugs Live Outside at Camp	176
Social Story: How to be a Good Camper	176
Social Story: How to Keep Friends	177
Social Story: I Try to Keep My Hands to Myself	178
Social Story: Words That Help and Words That Hurt	179
My Love Tov – My Good Heart	182
My body is Holy and Good—Worksheet	185
<b>Chapter 11: Speaking to the Bunk About Inclusion and Disabilities</b>	<b>188</b>
Tips for speaking to a group about a camper with disabilities	188
Tips for speaking 1:1 with a child who is having difficulty accepting/understanding a child with a disability in the group	190
Bunk Conversations about Disabilities	191
Celebrating Difference with Campers in an Inclusion Program	193
<b>Chapter 12: Glossary</b>	<b>196</b>
<b>Chapter 13: Bibliography and Sources</b>	<b>198</b>