

Campers and Behavior: Skyline's approach

Definitions

Behaviors: Skyline views behaviors as an expression. Behaviors express social and emotional needs, tools still needed for learning and development, and basic needs that a person is not receiving. They are a form of communication and we try to not reduce or oversimplify them to 'good' or 'bad' behaviors. Staff respond to the behaviors by looking at what that camper may be communicating. This relies on staff's connection and relationship with the campers and requires them to be curious.

Behavior Plans: Behavior plans are a chart that we use to clearly define a camper's individual goals and make notes throughout the day about their progress towards those goals. It serves as a communication tool with families about the day, and communication with staff so we can all be consistent in working with the camper.

Bullying: Aggressive behavior in which someone intentionally and repeatedly causes another person harm. Bullying can take the form(s) of physical contact, words, or more subtle actions.

Interventions: Interventions are actions that are put into place in response to a behavior. Interventions directly correlate with the behavior so that we can have clear communication with the camper and usually are a tool to help the camper with the behavior. Examples include goodbye routines at drop off, establishing quiet/safe places for a camper to process feelings and cool down, or giving them a fidget to use during the gathering to help with focus.

One-on-one: This is when a staff works directly with a camper. We expect that this will be needed at some points throughout the day. Where it becomes challenging is when it is more constant. The challenge is that we staff within ratios and when a staff is working one-on-one it impacts staffing so that there are less with the whole group.

P.E.A.C.E Conversations: The acronym stands for Pause, Explain, Ask, Compromise, and Explore. The process is used to facilitate conversations about disagreements or challenges that campers or groups/cabins are having while at camp. It requires facilitation from a staff member and active participation from the campers. The process is completed step by step as a way to problem solve how to move forward and overcome hurdles that arise as we learn to be in community with each other. They can happen right away or after a period of time if campers need to cool down and process what happened individually. Counselors communicate with support staff and directors when these conversations happen so that we can monitor the progress moving forward and/or check back in if we need to revisit any compromises/agreements made.



Behavior Levels:

Green Flag Behaviors - These are things that do happen, are typically developmentally appropriate, and are not necessarily good/bad - just things we want you to know. Expect us to communicate about these behaviors.

Yellow Flag Behaviors - These are behaviors that raise some concern for us and we will implement some sort of action to make changes. We will discuss these with you and work together to take action moving forward.

Red Flag Behaviors - These are non-negotiables for us. Strong possibility that camper(s) will need to be sent home.

Green Flag Behaviors

Examples: <ul style="list-style-type: none">• Tried something new that was outside of their comfort zone• Was involved in a P.E.A.C.E conversation• Accidentally hurt someone doing an activity• Made a new friend• Had a small disagreement with a staff member and/or another camper that was worked out• Observations that we notice and want to share with you about their experience and/or growth we are seeing• Information/updates on things they are working on	Actions we may take <ul style="list-style-type: none">• Provide positive reinforcement for trying new things and being kind• Share a kudos with the campers• Share our observations with families and other staff at camp
	When & How we Communicate <ul style="list-style-type: none">• At check in and out each day for Day Camp• At check out for Overnight Camp• Phone Call home for overnight camp• Emails home for both Day and Overnight camp if it needs sharing but not urgently

Yellow Flag Behaviors

Examples: <ul style="list-style-type: none">• Physical aggression - this is when it happens for the first or second time• Swearing or profanity use• Not respecting the boundaries of staff or other campers• Requires one-on-one to get through a transition in the day (this is for cases where we are noticing a regular pattern forming)• Not connecting with others or participating in activities• Homesickness - will contact the parent/guardian if persists for more than 24 hours• Not getting along with someone in their cabin/group and we are going to make changes• Wandering or running away from the group• Using a phone while at camp (unless prearranged for our campers with special needs)• Bullying	Actions we may take: <ul style="list-style-type: none">• Have the camper(s) leave the activity they are at to speak with a support staff and/or director• Implement intervention strategies that directly correlate to the behavior• Create a behavior plan to assist in communication with the family• Ask the camper to leave early for the day if they are in day camp
	When & How we Communicate <ul style="list-style-type: none">• For these scenarios we will contact you via phone call or email to discuss with you the specific details of what happened and how we will proceed.• For our day camp families we may speak to you at check out once we are aware of all the details from the staff and camper(s) involved.

Red Flag Behaviors

Examples: <ul style="list-style-type: none">• Behaviors that occur regularly and camper is not responding to interventions in place• Regular physical aggression that causes injuries to staff or other campers, and other interventions have not resulted in change• Requiring persistent one-on-one help from staff to get through the day• Reveals that they are self harming• Continuing to run away from the group and not responding to interventions in place	Action we may take: <ul style="list-style-type: none">• Have the camper(s) leave the activity they are at to speak with a support staff and/or director. We may keep them out of the program until family arrives to pick them up depending on the situation.
	When & How we Communicate <ul style="list-style-type: none">• For these scenarios we will contact you via phone call to discuss with you and make arrangements for picking up your camper.• For Day camp families the nature of the event and its frequency will determine if the camper is going home just for the week or if it will be the remainder of the summer.