

Summer Staffer Name \_\_\_\_\_



Devo  
Check-In

Observer Name \_\_\_\_\_

		Does Not Meet Expectations	Sometimes Meets Expectations	Meets Expectations	Exceeds Expectations
<b>PEOPLE FIRST</b>	<b>Relevant Language:</b> Is the counselor/leader using language that is relevant for the age of their campers? Are they sharing personal stories that are appropriate in content and communicated clearly?				
	<b>Conversational Inclusion:</b> Is there groupwide engagement? Is the counselor/leader using campers' names and incorporating campers' answers? Is the counselor/leader creating a conversational environment in which all campers are invited to share?				
<b>RESOURCE STEWARDSHIP</b>	<b>Incorporation of Resources:</b> Is the leader/counselor incorporating available resources (leader guide, rewards/tokens, volunteers, visual aids that are provided)?				
<b>CHRIST-CENTERED TRUTH</b>	<b>Today's Truth Clarity:</b> Is the truth communicated and explained clearly, especially in collaboration with the theme and most importantly, the day's Scripture reference?				
	<b>Bible Utilization:</b> Is the counselor/leader reading from a Bible rather than just a camper book or leader guide?				
	<b>Practical Application:</b> Does the counselor/leader provide age-appropriate practical application for a camper's life? Is there a clear call to action?				

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		Does Not Meet Expectations	Sometimes Meets Expectations	Meets Expectations	Exceeds Expectations
<b>ENVIRONMENTAL EXCELLENCE</b>	<b>Engaging Environment:</b> Does the counselor/leader create an appealing environment appropriate to the campers' age? Is the space organized and clean?				
	<b>Visual Theme Clarity:</b> Is the theme clearly represented in the meeting space/room?				
<b>INTENTIONAL CULTURE</b>	<b>Excitement:</b> Does the counselor create and promote excitement and teamwork within small group times?				
	<b>Inspiration:</b> Does counselor contribute to the goal of helping campers feel like they belong to something bigger than themselves?				
<b>ENGAGING FUN</b>	<b>Fun Atmosphere:</b> Does it appear the counselor/leader is having fun in his/her role? Does it appear the campers are having fun?				
	<b>Fun Inclusion:</b> Does the counselor incorporate elements of fun while teaching campers?				

Summer Staffer Signature \_\_\_\_\_

Date \_\_\_\_\_

Observer Signature \_\_\_\_\_

Date \_\_\_\_\_