

Areas of Core Competencies for Camp Professionals

Competency Content Area	Core Competency Descriptor*	Competency Aspiration+
Youth and Adult Growth and Development	Understand and apply to the camp experience how all youth and/or adults learn and develop in physical, social, emotional, and cognitive domains	Adopt a systematic approach to embrace inclusive positive youth and adult development practices in the camp experience
Learning Environment and Curricula	Create an environment that provides learning experiences that meet each individual's needs, capabilities, and interests in ways that complement developmental tasks in all domains	Provide support for the development of learning skills that complement individual learning styles to minimize learning loss, increase learning readiness, and acquire specific content knowledge appropriate to the camp's mission and goals
Program Planning	Design and implement appropriate youth/adult programs that engage and empower participants	Provide programs/curricula that support mission, goals, and desired intentional outcomes of the camp experience
Participant Observation, Assessment, and Evaluation	Observe, assess, and evaluate to document that program/curricula meets the needs of the participants as well as the stated goals of the program	Implement systems for observation, assessment, and evaluation as a way to benchmark program practices, improve program quality, and document participant growth and learning

Professionalism and Leadership	Serve youth/families/adults in a professional manner and participate in the community as a representative of the camp profession	Serve youth/families/adults in a relevant, up-to-date, and ethical manner that demonstrates a strong sense of professionalism through evidence-informed professional practice
Health and Wellness	Establish and maintain an environment in which program and management practices support the physical and emotional well-being of the camp community	Establish a camp community that fosters wellness as well as encourages healthy lifestyle choices
Risk Management	Establish and maintain an environment in which risk assessment and management practices are implemented	Establish and maintain proactive risk management practices that address safety within the camp experience and environment for staff and participants
Cultural Competence	Create an environment that builds capacity within the camp community to understand, accept, value, and honor the unique contributions of all people	Maintain an inclusive camp community that eliminates stereotypes, bias, and bullying based on differences that include but are not limited to age, gender, ability, race, ethnicity, religion, sexual identity, and socioeconomic status
Families and Community Connections	Understand the role of the family and community in the development and growth of participants	Maintain connectedness and civic engagement within communities by linking camp processes and outcomes to external communities



Establish a learning environment Build participants' appreciation of that capitalizes on the experiential nature as well as model practices opportunities offered within the that promote stewardship and Nature and Environment camp setting to facilitate an sustainability emotional connection to — and stewardship of — nature Develop and implement sound Develop a business model and business practices that include practices that are implemented in fiscal responsibility, marketing, an ethical and responsible manner **Business Management** and adhere to legal policies and e-business, and other technological and Practices practices resulting in customer applications satisfaction and organizational sustainability Design and administer policies and Develop systematic personnel practices focused on staff policies and practices to promote **Human Resources** recruitment, selection, training, and professional development, diversity, organizational behaviors, retention that align with Management and leadership development that organizational goals support all staff needs Develop and maintain Develop and maintain structures, infrastructures of the program site spaces, and properties in safe, wellto support sustainable and safe maintained, and inviting conditions operations that follow sound that promote the well-being of Site/Facility Management environmental management participants and the camp setting as well as encourage organizational practices sustainability

^{*} Within each of our competencies, a defined knowledge base and specific skills/abilities and aspirations will continually evolve to keep pace with changing workplace expectations, social issues, and professional demands that emerge from the field. For example Certificates of Added Qualifications will have specific skills and abilities for each competency and future e-courses will have skills and knowledge areas correlated to ACA core competencies.

[†]Aspiration level indicates behaviors evident when one successfully meets competency allowing knowledge and skills to translate into practice.