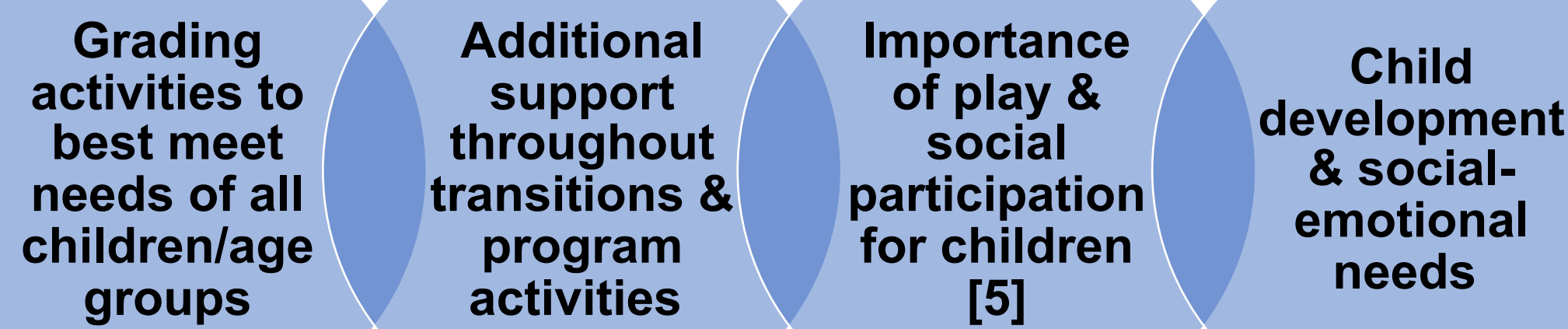


## Introduction

- **Club Rec:** summer program in Arlington, MA offered to children in grades K-6.
- **Program evaluation** of Club Rec's staff orientation & summer programming was completed summer 2021 & informed **implementation & evaluation** completed summer 2022.
- American Camp Association defines **inclusion** as "the intentionality in bringing together and leveraging differences to be beneficial to a process or group in pursuit of organizational objectives" [2].
- Literature suggests many **youth workers** are "seasonal staff members with varying professional academic backgrounds" [1].
- **Ongoing training on inclusion** for Club Rec staff members identified as needed to best support staff & summer program participants.
- While valuable, training on inclusion & child participation is often **infrequently** provided to camp counselors, supporting the need for this training at Club Rec [4].

### Connection to Occupational Therapy



## Procedures

### Staff Training

45-min training on inclusion during staff orientation

"Topics of the Week" reinforcement trainings on inclusion

On-site staff mentoring

### Staff Surveys

Pre-Survey (before staff orientation)

Post-Survey 1 (after staff orientation)

Post-Survey 2 (end of summer)

### Interviews & Field Notes

Interviews with children at beginning & end of weeks at Club Rec

Daily field notes based on observations

On-site support for Club Rec participants

## Participants

### Staff Members (counselors, specialists, directors):

- Ages 18 or older
- Attended Club Rec staff orientation
- Staff member at Club Rec for summer 2022

### Club Rec Participants:

- Children entering grades 2-6
- Attending 3 or more 1-week sessions at Club Rec for summer 2022

**Inclusion mentoring/training also provided to staff that do not fit above inclusion criteria.**

## Findings

### Qualitative Analysis:

1. Read through interviews & field notes
2. Assign codes to qualitative data
3. Organize codes into themes

### Quantitative Analysis:

1. Descriptive statistics utilized to find counts & % totals
2. Organize data graphically to show % across pre-post-post survey

### Data Analysis Process

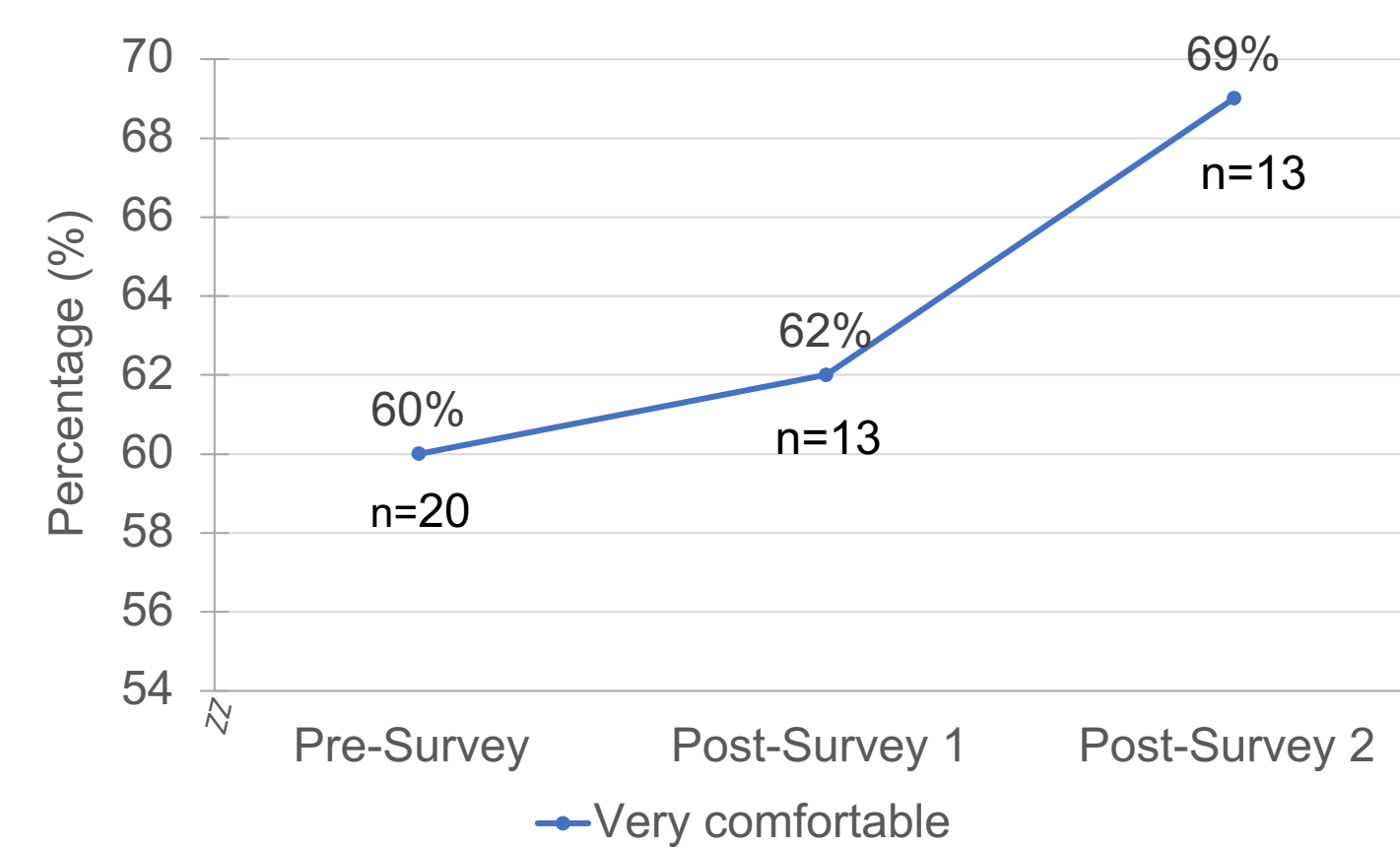
Triangulate data across interviews, field notes, & surveys to inform recommendations, next steps, & Arlington Recreation Department

## Pre-Post-Post Survey

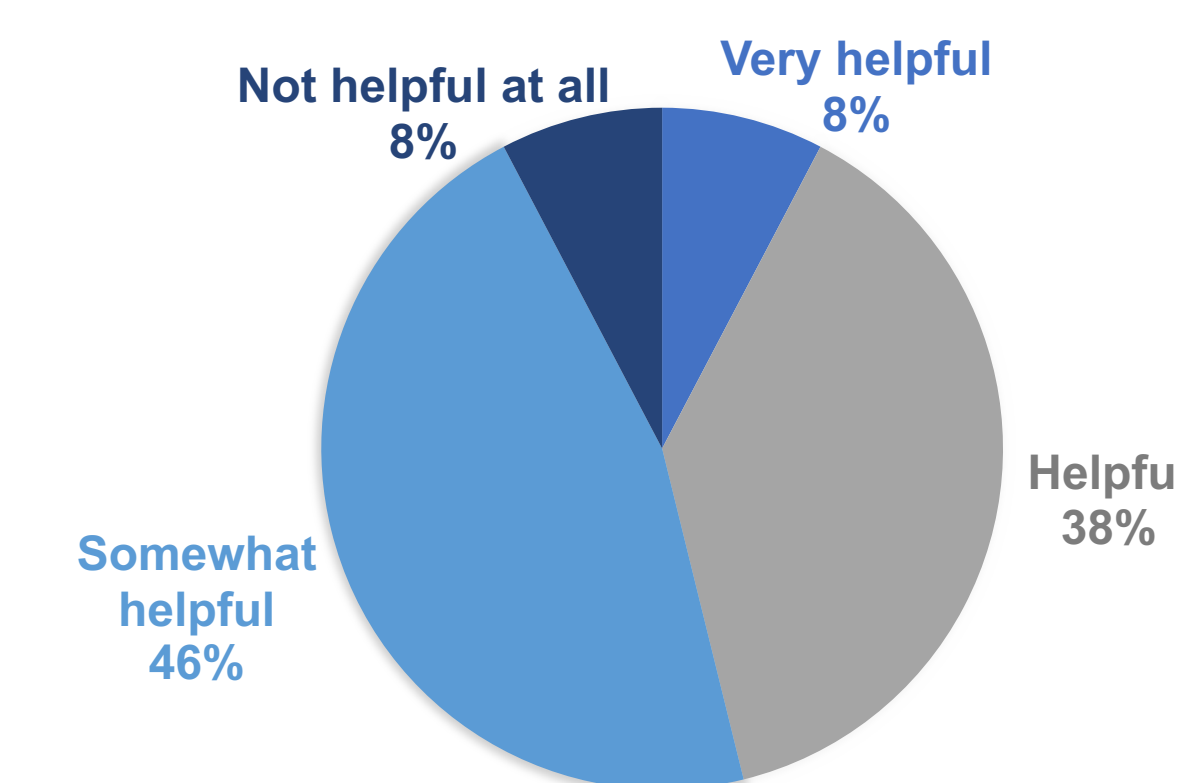
**Goal:** Evaluate effectiveness of inclusion training held during staff orientation & "Topics of the Week" reinforcement trainings throughout summer.

- Selected results represented below. Full data report provided for internal use at Arlington Recreation.

### Encouraging a more hesitant participant to join an activity/game



### How helpful do you think the trainings on inclusion were at the beginning of Club Rec? (n=13)



## Interviews & Field Notes

**Goal:** Fulfill need for greater understanding of inclusion from children's perspectives & on-site experiences [3].

### Beginning of Summer

Nervous feelings (2) - Will it be fun?, Will I make friends?

### End of Summer

No longer feeling nervous (2)

(#) indicates # of children who reported

### End of Summer

- Science activity indicated as least preferred (4)
- All days wished not at Club Rec due to external reasons (3)
- Excitement to see friends (3)
- Mention of friends (5)

## Field Notes Themes

### Camper Engagement

- Activity modification
- Staff participation
- Clear instructions
- Filling downtime
- Equitable participation

### Communication

- With counselors, parents, & children
- Director reinforcement on inclusion
- Facilitate conversations between campers

### Environment

- Awareness/familiarity of spaces
- Welcoming
- Activity/material setup

### Additional Supports

- Staff seeking help
- Modeling for counselors
- Morning drop-off
- Hesitant participants
- Social-emotional needs
- Reservoir

Areas of both implementation & need for ongoing implementation.

## Discussion

### Strengths:

- Including input from both staff members & children
- Incorporate data from children from interviews & natural environment
- Support onboarding & role development for new program inclusion director

### Limitations:

- Not all staff members attended staff orientation
- Varying staff absences throughout summer
- Samples were not identical across pre-post-post surveys
- All staff members who experienced training/mentoring not represented in results because not 18 or older
- Potential staff burnout towards end of summer
- Varying amounts of mentorship provided to Club Rec groups

## Recommendations

**Recommendations informed by field notes, interviews, surveys, & on-site interactions during summer 2022.**

- Create **orientation day for families** at summer program location & at town reservoir beach to create excitement, alleviate first day worries, & create familiarity of spaces.
- Continue **program inclusion director** position in summer 2023. Expand on job description.
- **Continue & refine inclusion training** for staff orientation in 2023 with directors & program inclusion director collaboration.
- Introduce specific **specialist staff training** (science, art, sports) on activity modification & activity planning.
- Consider adjustments to **science activity**.
- Incorporate time during staff orientation to brainstorm **downtime activities** & create resource to refer back to throughout summer.

**Additional recommendations provided for internal use at Club Rec.**

## Next Steps

- **Distribute training module** materials to future program inclusion directors at Club Rec.
- **Utilize data** from pre-post-post survey, interviews, & field notes to inform future summer staff trainings & program inclusion directors at Club Rec.
- **Ongoing implementation** of recommendations from summer 2021 & 2022 to continue maximizing inclusion throughout all contexts within Club Rec.

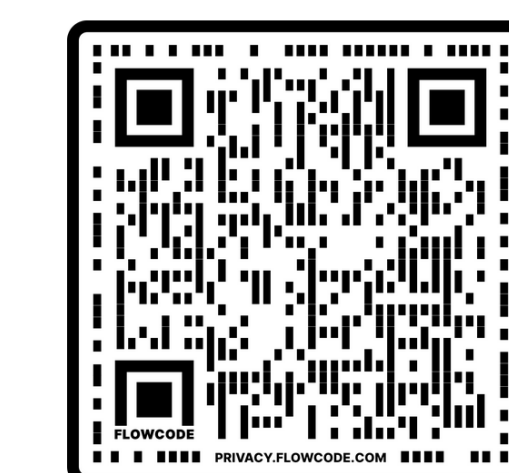
Distribute training modules

Utilize data

Ongoing implementation

## References:

Scan QR code for references



## Acknowledgements:

Thank you to Joe Connelly, Director of Recreation, for his support throughout this project & to all staff members at Club Rec & Arlington Recreation Department.

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