



Call for 2012 Summer Programs Residential Staff



ALL PROGRAMS ARE HELD ON THE CAMPUS OF

The CBK Summer Programs offer rising 4th through 11th graders the opportunity to focus on one intensive course of study using a combination of enrichment, acceleration, and compression models that are designed to intellectually challenge very bright students. Students are a part of our living and learning community, also being challenged by leadership skills and interpersonal relationships that blossom in the corresponding residential program of recreational experiences and socioemotional development. Many students find that life-long friends are made during this program – an invaluable support network for students who sometimes have difficulty finding safe spaces to take healthy risks and pursue self-identity. The talent development model focuses on an integration of just these factors – courses that stimulate and push students' ability level and pace with their personal interests and motivations, while offering a social structure for achieving a broader sense of self-worth and contribution to the community as a whole.

Position Description for Residential Assistants

The main role of residential staff in these programs is to develop our living community, provide structured, enthusiastic, student-interest-driven recreational time for students, and offer social and emotional support with some limited counseling during the program. RAs are assigned a wing of up to 16 students, depending upon the program. Students qualify for the program by earning the required admissions scores through Academic Talent Search testing or through the comprehensive portfolio process. However, there are no prerequisites for social health and students vary across the spectrum in their comfort with the community, personal leadership skills, and healthy self-identity.

We have two days of training the Friday and Saturday prior to each program that run from 8am-7pm with move-in occurring Thursday; the first Sunday is the opening ceremony and course orientation beginning with a residential staff meeting prior to check-in and coverage at DIA if necessary, check-in 11:30-1:30, opening ceremony 2-3, and orientation into the evening. The rest of the week, the residential staff commitment follows a schedule that varies a bit by program but generally falls between the hours of 7am-11pm, with morning and afternoon breaks. Residential staff are on call for the duration of the program, and must be on site over night with a rotating overnight duty schedule. All meals, lodging, and activity fees are provided in addition to the pay. Weekends are scheduled with the full residential staff and two- and three-week programs include 1-2 days off. The final Saturday of each program we have check-out and closing ceremony 7:00am to noon or so. Residential staff are expected to work in collaboration with the instructional staff and campus representatives and report to the Residential Director. The CBK Executive Director and staff will regularly observe classes and residential experiences throughout the program.

RA pay is: SHINE \$400 (+\$440 in room/board benefits); GLOW \$800 (+\$860 in room/board benefits); and Luminary \$1200 (+1240 in room/board benefits).

Specific RA responsibilities are as follows:

- Correspond with Residential Director regarding specific ideas for training day, activities, diversity issues, wing/community development and leadership components prior to program start.
- Attend residential and full staff training days prior to the program. Be prepared to move in Friday night and stay for duration of program.
- Arrive Friday with all wing decorations prepared and theme ready to go – be familiar with student names, home towns, and classes.
- Build collegiality with instructional staff – attend a class or two when possible during off time.
- Possess some counseling skills to assist students and/or staff struggling during program and to work through conflict resolution or de-escalation in the event of problems.
- If assigned to DIA for check-in/check-out, handle transportation of students, baggage, security, and gate management with students traveling by air.
- Willingness to take initiative in working with student groups, developing activities, or handling issues.
- Supervise, support, and entertain assigned wing for duration of program.
- Be on site and on call at all times unless scheduled for time off during program.
- Be readily available in the event of student intervention. Safety and supervision critical roles.
- Supervise and advise in dining hall regarding meal choices or seating arrangements.
- Be a role model for positive energy and enthusiasm during recreational time.
- Facilitate nightly wing meetings and convey critical program information.
- Be the first one up and last one to bed on wing.
- Complete 2-3 overnight rounds duties.
- Attend approximately three hour-long lunch staff meetings and potentially two or three short meetings with instructional staff during the program.
- Prepare professional narrative individual student evaluations prior to final Friday of program.
- Attend closing ceremony on final day of program.

Application Process for Residential Staff

The Center for Bright Kids holds the philosophy that living and learning communities are critical to the full development of summer programs participants. We expect sensitivity to student backgrounds and challenges, innovative activities, positive leadership, student-centered facilitation of community, and enthusiasm for program design. We invite you to participate in this rejuvenating, invigorating summer opportunity to work with kids who possess high interest and high ability.

To apply, please submit to cbk@centerforbrightkids.org, attention to Dr. Rushneck:

- A cover letter indicating your interest in a specific program or programs and brief rationale
- A full resume tailored to residential life experience or experience working with youth

We will accept applications through May 1st, 2012, and hire on a rolling basis and pending enrollments. A phone interview process will follow and potential residential staff must complete a background check through CBK in order to be hired. Please see our website for specific information on the history, mission, and vision of CBK, as well as specific program schedules and details at www.centerforbrightkids.org