

What is Scouting's Journey to Excellence?

- The new performance assessment, communication and recognition program for Councils, Districts and Units.
- A means of encouraging excellence in providing a quality program at all levels of the BSA.

SMART Goals

Specific, Measurable, Attainable, Realistic, Timely



What do your Scouts want from your Pack/Troop?

Fun, Adventure, Excitement, New Opportunities

Cubs: Chance to be with and know adults

Boy Scouts/Crew: Chance to be a leader; Be with and get to know adults

What do you want (probably) from your Unit?

Fun; Rewarding; Chance to help youth; Chance for service; Efficient;

Help from others; Not take too much of your time; Be and feel successful

What do **your Scout's parents** want from your Unit?

Growth; Improved character; Scout has fun and is happy;

Safe, Well Organized, Not too expensive; Doesn't take too much time;

Opportunity for youth to do service

What does **Scouting** want from your Unit?

Serve youth; Use BSA methods and policies; Be strong, healthy and growing



Journey to Excellence helps you get there. It brings:

- A **framework** for planning
- A **method** for evaluating
- **Assessment** of how you're doing in the key areas found in great Packs and Troops
- **Guidance** in areas where you might do better
- Specific **guidelines and standards** of what is good performance
- **Warning** of potential problem areas
- **Recognition** for your good performance
- **Benchmarking** to get ideas and tips from other good units



You assess your performance in key areas including*

- **Advancement**
- **Outdoor (Camping – BS)**
- **Service Projects**
- **Training**
- **Membership**
- **Retention**
- **Leadership**
- **Budget**

*List for Venture Crews is slightly different

In each area, you rate your performance against specific standards
Gold, **Silver**, **Bronze** or did not meet minimum standard

And did you show improvement?

You make your rating as part of your charter renewal



Emphasis of Journey to Excellence

Continuous Improvement is a Goal

- Did your unit do measurably better in key areas than last year
- OR are you already performing at a high level in those areas

Either way, you can qualify for the standard



Emphasis of Journey to Excellence

- Program and Participation in the Unit (Membership) are most important factors
- Administrative factors are considered
- Factors which are early indicators of Pack/Troop/Crew strength and health are identified and assessed



Here's a Cub Pack Example

Advancement – Increase the percentage of Cub Scouts earning rank advancements

Bronze – Have 55% of Cub Scouts advance one rank OR have a 2 percentage points increase – 100 points

Silver – Have 75% of Cub Scouts advance OR 55% advance, and have a 2 percentage points increase - 200 points

Gold – Have 90% of Cub Scouts advance, or 75% and have a 2 percentage points increase – 400 points



Here's another Pack Example

Outdoor activities - The pack has activities in the outdoors.

Bronze – Have three outdoor activities during the year -
75 pts

Silver – Have four outdoor activities during the year -
150 pts

Gold – Have five outdoor activities during the year -
300 pts



Here's a Troop Example

Short Term Camping – The troop conducts short term or weekend campouts throughout the year.

Bronze – Conduct 4 short term campouts - 50 points

Silver – Conduct 8 short term campouts – 100 points

Gold – Conduct 10 short term campouts – 200 points



Here's another Troop Example

Advancement - Increase the percentage of boy scouts earning rank advancements.

Bronze – have 55% of boy scouts advance one rank OR have a 2 percentage point increase – 75 points

Silver – have 60% of boy scouts advance OR have 55% advance and have a 2 percentage point increase – 150 points

Gold – have 65% of boy scouts advance OR have 60% advance and have a 2 percentage point increase) - 300 points



Here's a Crew Example

Activities - The crew has regular activities throughout the year reflecting the interests of the youth members.

Bronze – Have carried out at least four activities - 100 points

Silver – Have carried out at least five activities – 200 points

Gold – Have carried out at least six activities – 400 points



Here's another Crew Example

Youth leadership - The crew has elected youth leaders who are leading the crew activities.

Bronze – Have an elected president, vice president, secretary, and treasurer, and they are leading the activities of the crew - 75 points

Silver – 50% of the youth participate in Introduction to Leadership Skills for Crews (ILSC) course - 150 points

Gold – 70% of youth participate in Introduction to Leadership Skills for Crews course - 300 points



How is your overall rating determined?

- You receive points in each of the categories
Gold, **Silver**, **Bronze** or no rating (no points)
- Your total points are added to give your total score
- Requirements are weighted as they correlate most with success receiving the most points
- No one requirement is mandatory
- Your total score determines your overall rating - For **2011**: **Bronze** is **700** plus complete 10 of 13 (Packs) requirements, [11 of 13 (Troops) or 9 of 11 (Crews)], **Silver** is **1000** plus Bronze, **Gold** is **1600** plus Silver and Bronze
- Journey to Excellence assessment is made at the time of your rechartering – but monitored throughout the year



Recognition

- Units with a satisfactory performance receive the **Bronze** level of recognition
- On a voluntary basis, units which do better than satisfactory receive higher recognition
 - Silver** level - Excellent Performance
 - Gold** level - Outstanding Performance
- Recognition items include a ribbon, plaque and patches for the uniform



Scouting's Journey to Excellence

2011 Pack Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Advancement: Increase the percentage of Cub Scouts earning rank advancements.	Have 55% of Cub Scouts advance one rank or have a 2 percentage points increase.	Have 75% of Cub Scouts advance, or 55% advance and have a 2 percentage points increase.	Have 90% of Cub Scouts advance, or 75% and have a 2 percentage points increase.	100	200	400
2	Retention: Improve retention rate.	Retain and re-register 68% of eligible members or have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 68% and have a 2 percentage points increase.	Retain and re-register 80% of members, or retain and re-register 75% and have a 2 percentage points increase.	100	200	400
3	Building Cub Scouting: Have an increase in membership or be larger than the average size pack.	Have a net gain of one member over last year, or have at least 19 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	Outdoor activities: The pack has activities in the outdoors.	Have three outdoor activities during the year.	Have four outdoor activities during the year.	Have five outdoor activities during the year.	75	150	300
5	Trained leadership: Have a trained and engaged pack committee.	Have a Cubmaster and a committee with at least three members. All dens have leaders. The entire committee has completed <u>This Is Scouting, Fast Start training, and Youth Protection training</u> or, if new, complete within three months of joining. Den or pack meetings have started by October 31.	Bronze level, plus all must have completed <u>Leader-Specific Training</u> or, if new, complete within six months of joining.	Silver level, plus pack participates in <u>BALOO training</u> and in <u>OWLS training</u> .	50	100	200
6	Day/resident camp: The pack participates in Cub Scout day camp or Cub Scout resident camp.	The pack participates in Cub Scout day camp or Cub Scout resident camp.	25% attend Cub Scout day camp or Cub Scout resident camp.	40% attend Cub Scout day camp or Cub Scout resident camp.	50	100	200
7	Service projects: The pack participates in service projects, with one benefiting your chartering organization. The projects and hours are entered on the Journey to Excellence website.	Participate in two service projects.	Participate in three service projects.	Participate in four service projects.	50	100	200
		By May 31, the pack					



	on the Journey to Excellence website.						
8	Leadership planning: Next year's leaders are identified early.	By May 31, the pack committee recruits/confirms pack and den leadership for the next year.	Earn the Bronze level, plus the pack holds its fall recruitment by September 30.	Earn the Bronze and Silver levels, plus every leadership position is filled by October 15.	50	100	200
9	Webelos-to-Scout transition: Have a Webelos-to-Scout transition plan with a troop or troops.	With a troop, hold two joint activities, one of which is a parent orientation and camp promotion meeting.	60% of Webelos register with a troop.	80% of Webelos register with a troop.	50	100	200
10	Budget: The pack has a budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Have a written budget reviewed at committee meetings and that follows BSA policies.	Earn the Bronze level, plus Cub Scouts' ideas are used in the budget planning process.	Earn the Bronze and Silver levels, plus budget is completed by August 31 for the next program year.	25	50	100
11	Pack and den meetings: Packs and dens have regular meetings.	Hold nine pack meetings a year, with one meeting reviewing program plans and asking for parental involvement. Dens meet twice a month.	Meet the Bronze level plus, pack committee meets at least six times a year.	Meet the Bronze level plus, pack committee meets at least 10 times a year.	25	50	100
12	Reregister on-time	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			25		
13	Annual assessment: Completion of this form.	Conduct an annual pack assessment using this form, and submit it completed and signed with the charter renewal forms.			25		

Points

To earn Bronze: Complete 10 of 13 Bronze requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).

To earn Silver: Earn the Bronze award, plus earn 1,000 points (from Bronze, Silver, or Gold points list).

To earn Gold: Earn the Bronze award, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

Total points

We certify on our honor as Scout leaders that these requirements have been completed.

Pack # _____

Cubmaster _____ Committee chair _____

Commissioner _____ Level achieved _____ Did not achieve _____

This form should be turned in to the Scout service center with your charter renewal paperwork.



Scouting's Journey to Excellence

2011 Pack Performance Recognition Program

Journey To Excellence, the new performance recognition program, changes the basic way we measure and recognize success in the Boy Scouts of America by moving away from measuring process and moving to measuring performance. Below provides specific information to help you understand the criteria and exactly what data will be used to determine the three levels of performance. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. In each area, the pack may qualify by meeting a specific standard or by showing measured improvement.

1	Total number of Cub Scouts advancing at least one rank (Bobcat, Tiger, Wolf, Bear, Webelos, Arrow of Light) since your last charter renewal date (A), divided by total Tiger Cubs, Cub Scouts, and Webelos Scouts at the current charter renewal date (B). Total = A / B.
2	Number of youth members on this year's recharter (C) divided by the number of youth members on last year's recharter (D) plus any additional youth members (E) minus any transfer outs or age outs (F). Total = (C) / (D+E-F).
3	At charter renewal time, have an increase in the number of youth members over the number of youth members on the previous year's charter renewal.
4	The pack has activities in the outdoors, which could include outdoor pack meetings, hikes, pack campouts, parades, outdoor service projects, etc.
5	Have a pack committee. All CM, CA, MC, TL, DL, DA, WL, and WA (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new, complete within three months of joining. Den or pack meetings have started by 10/31/2011.
6	Cub Scouts attend an in-council/out-of-council Cub Scout day camp and/or Cub Scout resident camp in 2011. Silver and Gold levels are total number of Cub Scouts attending (G) divided by total number of Cub Scouts registered as of 6/30/2011 (H). Total = G / H.
7	The pack participates in at least two service projects during the year and enters them on the Journey to Excellence website. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization.
8	The pack recruits or confirms the next year's leadership, including CM, DLs, and WLs, by 5/31/2011. The pack holds its fall recruitment event by 9/30/2011.
9	Hold at least two joint activities with a troop or troops, one of which is a new parent orientation and camp promotion meeting, and have graduating boys register with a troop. If pack has no Webelos Scouts, this requirement is met at the Bronze level.
10	The pack has a written budget that is reviewed at all pack committee meetings, and the pack follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the pack treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
11	Have at least nine pack meetings within the past 12 months, with one of those meetings being to review the pack's program plans and asking for parental involvement in the pack. All dens meet at least twice each month during the program year.
12	Complete the pack's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
13	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

Scoring the pack's performance: To determine the pack's performance level, you will use the above information to determine the points earned for each of the 13 individual criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one requirement. Bronze level requires earning 10 of the 13 criteria plus 700 points, Silver level requires earning the Bronze level and 1,000 points, and Gold level requires earning the Bronze level and 1,600 points.

Performance measures already being considered for inclusion in the 2012 council performance recognition program will involve collecting feedback and improved scores on customer satisfaction surveys sent to parents, youth members, and charter partners.



Here's how you might calculate the points for a typical Pack

	Bronze	Silver	Gold
1) Advancement	100	<u>200</u>	400
2) Retention	<u>100</u>	200	400
3) Building Cub Scouting	<u>75</u>	150	300
4) Outdoor Activities	<u>75</u>	150	300
5) Trained leadership	50	100	<u>200</u>
6) Day/Resident Camp	50	<u>100</u>	200
7) Service Projects	50	100	200
8) Leadership Planning	50	<u>100</u>	200
9) Webelos to Scout Transition	50	100	<u>200</u>
10) Budget	25	<u>50</u>	100
11) Pack and Den Meetings	25	50	100
12) Re-register On Time	<u>25</u>		
13) Annual Assessment	<u>25</u>		
SUM	300	450	400

Bronze is earned because the Pack achieved 10 of 13 requirements. Total of 1150 points. Since **Silver** is 1000 and **Gold** is 1600, this pack qualifies for the **Silver** award.



Here's how you might calculate the points for a typical Troop

	Bronze	Silver	Gold
1) Advancement	75	<u>150</u>	300
2) Retention	<u>75</u>	150	300
3) Building Boy Scouting	<u>75</u>	150	300
4) Trained Leadership	<u>75</u>	150	300
5) Short Term Camping	50	100	<u>200</u>
6) Long Term Camping	50	<u>100</u>	200
7) Patrol Method	50	100	200
8) Service Projects	50	<u>100</u>	200
9) Webelos to Scout Transition	50	100	<u>200</u>
10) Budget	25	<u>50</u>	100
11) Courts of Honor/Parent Meetings	25	50	100
12) Re-register On Time	<u>50</u>		
13) Annual Assessment	<u>50</u>		
SUM	325	400	400

Bronze is earned because the troop achieved 11 of 13 requirements. Total of 1125 points. Since **Silver** is 1000 and **Gold** is 1600, this troop qualifies for the **Silver** award.



Here's how you might calculate the points for a typical Crew

	Bronze	Silver	Gold
1) Activities	100	<u>200</u>	400
2) Building Venturing	<u>75</u>	150	300
3) Retention	<u>75</u>	150	300
4) Youth Leadership	<u>75</u>	150	300
5) Service Projects	75	150	<u>300</u>
6) Trained Leadership	75	<u>150</u>	300
7) Super Activity	75	150	300
8) Parent's Meetings	25	<u>50</u>	100
9) Budget	25	50	<u>100</u>
10) Re-register On Time	<u>50</u>		
11) Annual Assessment	<u>50</u>		
SUM	325	400	400

Bronze is earned because the Crew achieved at least 9 of 11 requirements. Total of 1125 points. Since **Silver** is 1000 and **Gold** is 1600, this Crew qualifies for the **Silver** award.



You get Early Warning of Potential Problems

- The form has several requirements shown to be leading indicators of performance
- The more important the requirement, the higher point value it has
- You can be alerted if these requirements become negative and take early action to head off more severe problems



There is incentive for Continuous Improvement

- Better Performance means better Scouting for youth!
- Better Performance can earn a higher level of Recognition
- Key requirements are tracked and improvement can be quickly identified
- Your Council and District can help you find units at the Gold level in areas where you need help
- You may be able to give help in your Gold areas



Requirement Standards May Change Each Year

- Each year, requirements will be reconsidered to reflect improved performance by Units Nationally
- New standards for 2012 will likely be announced in early 2012
 - Performance for 2011 will determine the 2012 standards, so 2011 data will need to be collected and analyzed
- A **Silver** performance for 2011 might only rate **Bronze** in 2012



Journey to Excellence Summary

- Measuring our Continuous Improvement
- Recognizing and Publicizing Outstanding Performance
- Identifying Potential Problems so they can be addressed and corrected
- Encouraging Mutual Assistance and Support
- Building Better Scouting for More Scouts



Journey to Excellence Resources

- Contact at JTE@Scouting.org
- www.scouting.org/Volunteer –
click on “Journey to Excellence”
 - Requirement rating sheets
 - Unit Specific Powerpoint presentations
 - Webinars w/audio
 - Definitions
 - FAQ's

