

JOURNEY TO EXCELLENCE

WHO IS AND ISN'T USING IT

AND WHY?

This paper is intended to be used as a training tool for districts as well as councils to help determine if units are using Journey to Excellence? I have compared the Quality Unit Award from 2010 to the first year of Journey to Excellence. I have consulted with units that have in the past completed the Quality Unit award but have not participated in Journey to Excellence in 2011 and also with units who have participated in 2011 Journey to Excellence to see what their responses to the criteria that were needed to meet the different award levels.

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In 2011 it was decided that the Centennial Quality Award Program would be replaced with Journey to Excellence.

We need to take a step back and define what the Centennial Quality Award Program was. This program was originally introduced as the National Quality Award Program from 1996 to 2006. From 2007 to 2010 years it became the Centennial Quality Award Program. This program was designed to recognize units, districts, councils, areas, and regions in achieving to provide an excellent quality program to aid in the growth of our youth in America.

Journey to Excellence has become the newest program introduced in 2011 in our Council. It provides the same aims as the previous program but have different levels for success. By doing this it provides the group some choices on the level of achievement they wish to pursue. The objective areas include advancement, activities, building membership, retention, training, leadership, service projects, camping, adult participation, budgets and meetings.

[Type here]

Troop Participants

		2010 <u>Quality Unit</u>	2011 <u>JTE</u>	2012 <u>INFO</u>
Packs:	39		DROPPED	
	119	DROPPED		
	132			
	134	X	X	
	135	X		DROPPED
	136	X		
	139			
	144			
	145		X	
	147			
	165			
	172			DROPPED
	174			
	184			
	518			
	523	X	X	
	538			
	540	DROPPED		
	562			
	575			
	576			
Troops:	100			
	134	X	X	
	144			
	147	X		
	149			
	163		X	
	165			DROPPED
	172			
	523	X	X	
	557			
	560			
Crews	154			
	164			DROPPED
	175	DROPPED		

BLUE = UNITS WHO PARTICIPATED IN QUALITY UNIT OR JOURNEY TO EXCELLENCE OR BOTH

BLUE WITH RED "X": ARE THE UNITS ORIGINALLY TARGET FOR THISIS

PURPLE = DROPEED UNITS IN 2010, 2011, AND 2012

2010 Centennial Quality Commitment and Achievement Form for Council Award

"To improve the QUALITY of program in every unit in America!"

Council _____ Area _____ Region _____

As leaders of our council, we are dedicated to achieving the following criteria for the 2010 Centennial Quality Award:

Criteria for Award	2009 Actual	2010 Goal	2010 Actual	Yes/No Achieved
1. We will have at least 60 percent of our traditional units earn the Centennial Quality Award for this year.	Yes/No	Yes/No	Yes/No	Yes/No
2. We will organize _____ new units in 2010.				Yes/No
3. We will achieve _____ percent growth in traditional membership OR a _____ percent gain in traditional density, PLUS increase or maintain the number of Exploring members.				Yes/No
4. We will increase the district's retention of youth from _____ percent last year to _____ percent.				Yes/No
5. We will achieve a balanced 2010 operating budget with income of \$_____ over expenses.				Yes/No
6. Through our district commissioner staffs, we will work to retain _____ percent of the units in our council.				Yes/No
7. We will recruit and train an additional _____ unit commissioners, increase commissioner unit visits per unit by commissioners to _____ per year, and improve the commissioner-to-unit ratio.	_____ _____ _____	_____ _____ _____	_____ _____ _____	Yes/No Yes/No Yes/No
8. We will recruit and train _____ additional district committee members and increase the average number of members per district over last year.				Yes/No Yes/No
9. We will add _____ commissioned youth-serving executives or maintain the approved staff size.				Yes/No
10. Have an active endowment committee, and secure _____ new endowment gifts this year.	Yes/No _____	Yes/No _____	Yes/No _____	Yes/No Yes/No

Reviewed and approved on this date _____ by:

_____	_____	_____
Council president	Council commissioner	Scout executive
_____	_____	_____
Area president	Area commissioner	Area director

Based on our evaluation of the criteria (complete after the year ends December 31):

____ Yes, we have achieved the 2010 Centennial Quality Council Award.

____ No, we did not achieve the award for 2010, but have developed an action plan to accomplish it for next year. The action plan includes:

Reviewed and approved on this date _____ by:

_____	_____	_____
Council president	Council commissioner	Scout executive
_____	_____	_____
Area president	Area commissioner	Area director

2010 Centennial Quality Commitment and Achievement for Council Award Interpretation of Criteria

"To improve the QUALITY of program in every unit in America!"

Use this information to guide your understanding of the criteria. The Centennial tab on MyBSA under the Program section helps monitor your progress towards achievement. Use actual numbers from the previous year to guide your improvement as you establish your goals. (If any of the criteria are at an agreed-upon number, then the goal might be to maintain them for this year.) Additional details and other resources in support of the Centennial Quality Awards program can be viewed by going to MyBSA, then clicking on Resources, and Council and District Operations.

After you have completed the form, submit it to the area for recording and filing. The first page is the council copy; the second page is the area copy.

1. **Centennial Quality Units.** At least 60 percent of the traditional units in the council qualified as national Centennial Quality Units this year. Note: New units organized during the year can also qualify for the award.
2. **New Units organized.** Establish a number of new units to be organized. Use the district new-unit charts and determine how many new units are needed to serve the youth population in the council.
3. **Membership or density growth.** Record membership growth of traditional members or an agreed-upon gain in traditional density, PLUS increase or maintain the number of Exploring members.
4. **Youth retention.** Using the retention figures from MyBSA, increase the total retention of youth members by the percentage your council and area leadership agreed upon.
5. **Finance.** Achieve a balanced 2010 operating budget. (Your 2010 operating budget should include a net result of excess of revenues over expenses by a specified amount.) The budget should be approved by the council and area leadership.
6. **Unit retention.** Establish a percentage of units to retain based on last year's retention rate. Work with all district commissioner staffs and establish a rechartering goal for the council.
7. **Commissioner service.** Add an agreed-upon number of new unit commissioners, increase unit visits per unit by commissioners to a specified number per year, and improve the ratio of commissioners to units.
8. **District committee.** Recruit an agreed-upon number of new district committee members to increase the average number of members per district over last year.
9. **Youth-serving executives.** Add a specified number of commissioned youth-serving executives based on your strategic plan, or maintain the strategic plan approved staff size.
10. **Endowment.** Have an active endowment committee. Secure a specified number of new endowment gifts this year.

Additional goals. When the area leadership meets with the council as a part of the **annual local council charter review meeting**, they will review other important items. These may include, but are not limited to: the council's long-range strategic plan, functioning Key 3s in every district, balanced growth, active risk-management committees, annual conferences with chartered organization leaders, and other important priorities.

2010 Centennial Quality Commitment and Achievement Form for District Award

"To improve the QUALITY of program in every unit in America!"

District _____ Council _____

As leaders of our district, we are dedicated to achieving the following criteria for the 2010 Centennial Quality Award:

Criteria for Award	2009 Actual	2010 Goal	2010 Actual	Yes/No Achieved
1. At least 60 percent of our traditional units will earn the Centennial Quality Award for this year.	Yes/No	Yes/No	Yes/No	Yes/No
2. We will organize _____ new units in 2010.				Yes/No
3. We will achieve _____ percent growth in traditional membership OR a _____ percent gain in traditional density, PLUS increase or maintain the number of Exploring members.				Yes/No
4. We will increase the district's retention of youth from _____ percent last year to _____ percent.				Yes/No
5. We will achieve finance goals as approved by the council and district leadership. \$_____				Yes/No
6. Our district commissioner staff will work to retain _____ percent of the units in our district.				Yes/No
7. We will recruit and train an additional _____ unit commissioners, increase commissioner unit visits per unit to _____ per year, and improve the commissioner-to-unit ratio.	_____ _____ _____	_____ _____ _____	_____ _____ _____	Yes/No Yes/No Yes/No
8. We will recruit and train _____ additional district committee members and increase the number of members over last year.				Yes/No

Reviewed and approved on this date _____ by:

_____	_____	_____
District chair	District commissioner	District executive
_____	_____	_____
Council president	Council commissioner	Scout executive

Based on our evaluation of the criteria (to be completed after the year ends December 31):

___ Yes, we have achieved the 2010 Centennial Quality District Award.
 ___ No, we did not achieve the award for 2010, but have developed an action plan to accomplish it for next year.

Reviewed and approved on this date _____ by:

_____	_____	_____
District chairman	District commissioner	District executive
_____	_____	_____
Council president	Council commissioner	Scout executive

2010 Centennial Quality Commitment and Achievement of District Award Interpretation of Criteria

"To improve the QUALITY of program in every unit in America!"

Use this information to guide your understanding of the criteria. The Centennial tab on MyBSA under the Program section helps monitor your progress towards achievement. Use actual numbers from the previous year to guide your improvement as you establish your goals. (If any of the criteria are at an agreed-upon number, then the goal might be to maintain them for this year.) Additional details and other resources in support of the Centennial Quality Awards program can be viewed by going to MyBSA, then clicking on Resources, and Council and District Operations.

After you have completed the form, submit it to the council for recording and filing. The first page is the council copy; the second page is the district copy.

1. **Centennial Quality Units.** At least 60 percent of the traditional units qualified as Centennial Quality Units this year.
Note: New units organized during the year can also qualify for the award.
2. **New units organized.** Establish a number of new units to be organized. Use district new-unit charts and determine how many new units are needed to serve the youth population in the district.
3. **Membership growth or density.** Record membership growth of traditional members or an agreed-upon gain in traditional density, **PLUS** increase or maintain the number of Exploring members.
4. **Youth retention.** Using the retention figures from MyBSA, increase the total retention of youth members by the percentage your council and district leadership agree upon.
5. **Finance.** Achieve finance goals as approved by the council and district leadership.
6. **Unit retention.** Establish a percentage of units to retain based on last year's retention rate. Work with the commissioner staff and establish a rechartering goal.
7. **Commissioner service.** Add an agreed-upon number of new unit commissioners, increase commissioner unit visits per unit to a specified number per year, and improve the ratio of commissioners to units.
8. **District committee.** Recruit an agreed-upon number of new district committee members to increase the number of members registered and active over last year.

Additional goals. When the council leadership meets with the district leaders as part of the **annual Key 3 planning meeting**, they will review other important items. These may include, but are not limited to: every district position filled with an active, registered volunteer; camp attendance; participation in district and council events; balanced growth; annual conference visits with chartered organization leaders; and other important items.



2010 Centennial Quality Commitment and Achievement Form for Council Award

"To improve the QUALITY of program in every unit in America!"

Council _____ Area _____ Region _____

As leaders of our council, we are dedicated to achieving the following criteria for the 2010 Centennial Quality Award:

Criteria for Award	2009 Actual	2010 Goal	2010 Actual	Yes/No Achieved
1. We will have at least 60 percent of our traditional units earn the Centennial Quality Award for this year.	Yes/No	Yes/No	Yes/No	Yes/No
2. We will organize _____ new units in 2010.				Yes/No
3. We will achieve _____ percent growth in traditional membership OR a _____ percent gain in traditional density, PLUS increase or maintain the number of Exploring members.				Yes/No
4. We will increase the district's retention of youth from _____ percent last year to _____ percent.				Yes/No
5. We will achieve a balanced 2010 operating budget with income of \$_____ over expenses.				Yes/No
6. Through our district commissioner staffs, we will work to retain _____ percent of the units in our council.				Yes/No
7. We will recruit and train an additional _____ unit commissioners, increase commissioner unit visits per unit by commissioners to _____ per year, and improve the commissioner-to-unit ratio.	_____ _____ _____	_____ _____ _____	_____ _____ _____	Yes/No Yes/No Yes/No
8. We will recruit and train _____ additional district committee members and increase the average number of members per district over last year.				Yes/No Yes/No
9. We will add _____ commissioned youth-serving executives or maintain the approved staff size.				Yes/No
10. Have an active endowment committee, and secure _____ new endowment gifts this year.	Yes/No _____	Yes/No _____	Yes/No _____	Yes/No Yes/No

Reviewed and approved on this date _____ by:

_____	_____	_____
Council president	Council commissioner	Scout executive
_____	_____	_____
Area president	Area commissioner	Area director

Based on our evaluation of the criteria (complete after the year ends December 31):

____ Yes, we have achieved the 2010 Centennial Quality Council Award.

____ No, we did not achieve the award for 2010, but have developed an action plan to accomplish it for next year. The action plan includes:

Reviewed and approved on this date _____ by:

_____	_____	_____
Council president	Council commissioner	Scout executive
_____	_____	_____
Area president	Area commissioner	Area director

2010 Centennial Quality Commitment and Achievement for Council Award Interpretation of Criteria

"To improve the QUALITY of program in every unit in America!"

Use this information to guide your understanding of the criteria. The Centennial tab on MyBSA under the Program section helps monitor your progress towards achievement. Use actual numbers from the previous year to guide your improvement as you establish your goals. (If any of the criteria are at an agreed-upon number, then the goal might be to maintain them for this year.) Additional details and other resources in support of the Centennial Quality Awards program can be viewed by going to MyBSA, then clicking on Resources, and Council and District Operations.

After you have completed the form, submit it to the area for recording and filing. The first page is the council copy; the second page is the area copy.

1. **Centennial Quality Units.** At least 60 percent of the traditional units in the council qualified as national Centennial Quality Units this year. Note: New units organized during the year can also qualify for the award.
2. **New Units organized.** Establish a number of new units to be organized. Use the district new-unit charts and determine how many new units are needed to serve the youth population in the council.
3. **Membership or density growth.** Record membership growth of traditional members or an agreed-upon gain in traditional density, PLUS increase or maintain the number of Exploring members.
4. **Youth retention.** Using the retention figures from MyBSA, increase the total retention of youth members by the percentage your council and area leadership agreed upon.
5. **Finance.** Achieve a balanced 2010 operating budget. (Your 2010 operating budget should include a net result of excess of revenues over expenses by a specified amount.) The budget should be approved by the council and area leadership.
6. **Unit retention.** Establish a percentage of units to retain based on last year's retention rate. Work with all district commissioner staffs and establish a rechartering goal for the council.
7. **Commissioner service.** Add an agreed-upon number of new unit commissioners, increase unit visits per unit by commissioners to a specified number per year, and improve the ratio of commissioners to units.
8. **District committee.** Recruit an agreed-upon number of new district committee members to increase the average number of members per district over last year.
9. **Youth-serving executives.** Add a specified number of commissioned youth-serving executives based on your strategic plan, or maintain the strategic plan approved staff size.
10. **Endowment.** Have an active endowment committee. Secure a specified number of new endowment gifts this year.

Additional goals. When the area leadership meets with the council as a part of the **annual local council charter review meeting**, they will review other important items. These may include, but are not limited to: the council's long-range strategic plan, functioning Key 3s in every district, balanced growth, active risk-management committees, annual conferences with chartered organization leaders, and other important priorities.



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. All have completed <u>This Is Scouting</u> , <u>Fast Start</u> , <u>training</u> , and <u>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</u> training and in <u>OWLS</u> training.	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 benefitting 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
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 May 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.	Pack committee meets at least six times a year.	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.

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 Cub Scout rank advancements (Bobcat, Tiger, Wolf, Bear, Webelos, Arrow of Light) earned since your 2010 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 that rechartered (C) or separated/reregistered (D), divided by the number of youth members on the pack's previous charter renewal (E), less the number of youth who age out or graduate (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.



Scouting's Journey to Excellence
2011 Troop Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Advancement: Increase the percentage of Boy Scouts earning rank advancements.	Have 55% of Boy Scouts advance one rank or have a 2 percentage points increase.	Have 60% of Boy Scouts advance, or 55% advance and have a 2 percentage points increase.	Have 65% of Boy Scouts advance, or 60% and have a 2 percentage points increase.	75	150	300
2	Retention: Improve retention rate.	Retain and re-register 76% of eligible members, or have a 2 percentage points increase.	Retain and re-register 80% of members, or retain and re-register 76% and have a 2 percentage points increase.	Retain and re-register 85% of members, or retain and re-register 80% and have a 2 percentage points increase.	75	150	300
3	Building Boy Scouting: Have an increase in membership or be larger than the average size troop.	Have a net gain of one member over last year, or have at least 14 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	Trained leadership: Have a trained and engaged troop committee.	Have a Scoutmaster, an assistant Scoutmaster, and a committee with at least three members with all completed <u>This Is Scouting</u> , <u>Fast Start training</u> , and <u>Youth Protection training</u> or, if new leaders, within three months of joining.	Bronze level, plus all must have completed <u>Leader-Specific Training</u> or, if new leaders, within six months of joining.	Silver level, plus hold youth officer elections and installation before November 15.	75	150	300
5	Short-term camping: The troop conducts short-term or weekend campouts throughout the year.	Conduct four short-term overnight campouts.	Conduct eight short-term overnight campouts.	Conduct 10 short-term overnight campouts.	50	100	200
6	Long-term camping: The troop participates in a long-term camp.	The troop participates in a long-term camp.	60% of Scouts attend a long-term camp.	70% of Scouts attend a long-term camp.	50	100	200
7	Patrol method: The troop uses the patrol method.	The troop has patrols, and each has a patrol leader. There is an SPL if more than one patrol. The PLC meets four times a year. The troop holds patrol leader training.	PLC meets six times a year, including an annual planning meeting.	PLC meets 10 times a year, including an annual planning meeting, and one Scout attends NYLT.	50	100	200
8	Service projects: The troop participates in service projects, with one benefitting your chartering organization. The projects and hours are entered on the Journey to Excellence website.	Participate in four service projects.	Participate in five service projects.	Participate in six service projects.	50	100	200
9	Webelos-to-Scout transition: Have a Webelos-to-Scout transition plan.	With a pack or Webelos den, hold two joint activities, one of which is a Webelos parent orientation and camp promotion meeting.	Recruit two Webelos Scouts.	Recruit five Webelos Scouts.	50	100	200
10	Budget: The troop 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 Scouts participate in the budget planning process.	Earn the Bronze and Silver levels, plus budget is completed by May 31 for the next program year.	25	50	100
11	Court of honors/parents meetings: Scouts are awarded their badges at court of honors.	Scouts are awarded badges at least twice a year at court of honors, where troop plans are reviewed with parents.	Three court of honors are held with families attending.	Four court of honors are held with families attending.	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.			50		
13	Annual assessment: Completion of this form.	Conduct an annual troop assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

Points _____

To earn Bronze: Complete 11 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.

Scoutmaster _____ 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 Troop 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 troop may qualify by meeting a specific standard or by showing measured improvement.

1	Total Boy Scout rank advancements (Tenderfoot, Second Class, First Class, Star, Life, Eagle) earned since your 2010 charter renewal date (A), divided by total Boy Scouts/Varsity Scouts at the current charter renewal date (B). Total = A / B.
2	Number of youth members that rechartered (C) or separated/reregistered (D), divided by the number of youth members on the troop's previous charter renewal (E) less the number of youth who age out (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	Have a troop committee. All SM, SA, and MC (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new leaders, complete within three months of joining.
5	Conduct short-term (at least one overnight) campouts throughout the year.
6	Boy Scouts/Varsity Scouts attend any in-council or out-of-council long-term summer camp (of at least three days and nights), high-adventure experience, jamboree, or serve on camp staff within the past year, divided by the Boy Scout/Varsity Scout membership on 6/30/2011.
7	The troop is separated into patrols and each patrol has an elected patrol leader. If the troop has more than one patrol, there is an elected senior patrol leader. If the troop has more than one patrol, the PLC meets at least four times each year. The troop holds patrol leader training each year.
8	The troop 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.
9	Hold at least two activities with a pack or Webelos den, one of which is a new parent orientation and camp promotion meeting, and recruit new Webelos Scouts into the troop.
10	The troop has a written budget that is reviewed at all troop committee meetings, and the troop follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the troop treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
11	The troop holds at least two court of honors, where parents are invited and Scouts are awarded badges. The troop's program plans are reviewed with the parents.
12	Complete the troop'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 troop's performance: To determine the troop'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 11 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 the charter partners.



Scouting's Journey to Excellence

2011 Crew Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Activities: The crew has selected an area of specialization and has carried out activities in its area of specialization.	Have carried out at least four activities in its area of specialization.	Have carried out at least five activities in its area of specialization.	Have carried out at least six activities in its area of specialization.	100	200	400
2	Building Venturing: Have an increase in membership or be larger than the average size crew.	Have a net gain of one member over last year, or have at least six members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
3	Retention: Improve retention rate.	Retain and re-register 60% of eligible members or have a 2 percentage points increase.	Retain and re-register 70% of members, or retain and re-register 60% and have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 70% and have a 2 percentage points increase.	75	150	300
4	Youth leadership: The crew has elected youth leaders who are leading the crew activities.	Have an elected president, vice president, secretary, and treasurer, and they are leading the activities of the crew.	50% of the youth participate in Venturing Leadership Skills course.	70% of youth participate in Venturing Leadership Skills course.	75	150	300
5	Service projects: The crew participates in service projects, with one benefitting 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.	75	150	300
6	Trained leadership: Have a trained and engaged crew committee.	Have an Advisor, an associate Advisor, and a committee with at least three members. All have completed This Is Scouting , Fast Start training , and Youth Protection training or, if new, complete within three months of joining.	Bronze level, plus all must have completed Leader-Specific Training . If new, complete within six months of joining.	Silver level, plus hold youth officer elections and installation before November 15.	75	150	300
7	Super activity: The crew participates in a super activity.	Participates in a super activity.	55% of youth attend a super activity.	75% of youth attend a super activity.	75	150	300
8	Parents meetings: The crew involves parents.	Hold at least two parent meetings where crew activities and plans are reviewed.	50% of families attend two parent meetings.	65% of families attend two parent meetings.	25	50	100
9	Budget: The crew has a budget and follows BSA policies relating to fundraising and fiscal management.	Have a written budget planned by the youth and committee, continually review the budget, and follow BSA policies.	Earn the Bronze level, plus the budget is completed by May 31 for the next program year.		25	50	
10	Reregister on-time	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			50		
11	Annual assessment: Completion of this form.	Conduct an annual crew assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

Points _____

To earn Bronze: Complete 9 of 11 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). Total points _____

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

We certify on our honor as Venturers and Venturing leaders that these requirements have been completed.

Crew president _____ Crew secretary _____

Advisor _____ 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 Crew 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. The crew youth leaders should take the lead in making this assessment. In each area, the crew may qualify by meeting a specific standard or by showing measured improvement.

1	The crew has selected an area of specialization and has carried out at least four activities in that area.
2	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.
3	The number of youth members that recharter (A) or separated/reregistered (B), divided by the number of youth members on the crew's previous charter renewal (C) less the number of youth who age out (D). Total = (A + B) / (C - D).
4	The crew has elected youth leaders as president, vice president, secretary, and treasurer who are leading the activities of the crew.
5	The crew 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.
6	Have a crew committee. All NL, NA, and MC (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training, or new leaders complete them within three months of joining.
7	The crew participates in at least one super activity of at least three days and nights, divided by the number of Venturers on 6/30/2011.
8	Involve crew members' parents by having at least two parent meetings where crew activities and plans are reviewed and at least one parent from each family attends.
9	The crew has a written budget that is reviewed at all crew committee meetings, and the crew follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the crew treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
10	Complete the crew's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
11	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

Scoring the crew's performance: To determine the crew's performance level, you will use the above information to determine the points earned for each of the 11 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 9 of the 11 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.

Scouting's Journey to Excellence

2011 Ship Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Activities: The ship has selected an area of specialization and has carried out activities in its area of specialization.	Have carried out at least four activities in its area of specialization.	Have carried out at least five activities in its area of specialization.	Have carried out at least six activities in its area of specialization.	100	200	400
2	Building Sea Scouts: Have an increase in membership or be larger than the average size ship.	Have a net gain of one member over last year, or have at least six members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
3	Retention: Improve retention rate.	Retain and re-register 60% of eligible members or have a 2 percentage points increase.	Retain and re-register 70% of members, or retain and re-register 60% and have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 70% and have a 2 percentage points increase.	75	150	300
4	Youth leadership: The ship has elected youth leaders who are leading the ship activities.	Have an elected boatswain, boatswain's mate, yeoman, and purser, and they are leading the activities of the ship.	50% of the youth participate in Sea Scout quarterdeck training.	70% of youth participate in Sea Scout quarterdeck training.	75	150	300
5	Service projects: The ship participates in service projects, with one benefitting 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.	75	150	300
6	Trained leadership: Have a trained and engaged ship committee.	Have a Skipper, a mate, and a committee with at least three members. All have completed <u>This Is Scouting</u> and <u>Youth Protection training</u> or, if new, complete within three months of joining.	Bronze level, plus all must have completed <u>Sea Scout Adult Leader Basic Training</u> . If new, complete within six months of joining.	Silver level, plus hold youth officer elections and installation before November 15.	75	150	300
7	Super activity/Long Cruise: The ship participates in a super activity/long cruise.	Participates in a super activity/long cruise.	55% of youth attend a super activity/long cruise.	75% of youth attend a super activity/long cruise.	75	150	300
8	Parents meetings: The ship involves parents.	Hold at least two parent meetings where ship activities and plans are reviewed.	50% of families attend two parent meetings.	65% of families attend two parent meetings.	25	50	100
9	Budget: The ship has a budget and follows BSA policies relating to fundraising and fiscal management.	Have a written budget planned by the youth and committee, continually review the budget, and follow BSA policies.	Earn the Bronze level, plus the budget is completed by May 31 for the next program year.		25	50	
10	Reregister on-time	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter.			50		
11	Annual assessment: Completion of this form.	Conduct an annual ship assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

Points

To earn Bronze: Complete 9 of 11 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 Venturers and Venturing leaders that these requirements have been completed.

Ship Boatswain _____ Ship Yeoman _____

Skipper _____ 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 Ship 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. The ship youth leaders should take the lead in making this assessment. In each area, the ship may qualify by meeting a specific standard or by showing measured improvement.

1	The ship has selected an area of specialization and has carried out at least four activities in that area.
2	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.
3	The number of youth members that recharter (A) or separated/reregistered (B), divided by the number of youth members on the ship's previous charter renewal (C) less the number of youth who age out (D). Total = (A + B) / (C - D).
4	The ship has elected youth leaders as boatswain, boatswain's mate, yeoman, and purser who are leading the activities of the ship.
5	The ship 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.
6	Have a ship committee. All Skippers, mates, and members of committee (paid or multiple registration) have completed This Is Scouting and Youth Protection training, or new leaders complete them within three months of joining.
7	The ship participates in at least one super activity/long cruise of at least three days and nights, divided by the number of Sea Scouts on 6/30/2011.
8	Involve ship members' parents by having at least two parent meetings where ship activities and plans are reviewed and at least one parent from each family attends.
9	The ship has a written budget that is reviewed at all ship committee meetings, and the ship follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the ships purser's book, and any other publication that the council has developed for fundraising and fiscal management.
10	Complete the ship's charter renewal paperwork, including all required signatures, and submit completed forms to the council service center before the end of the charter year.
11	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

Scoring the ship's performance: To determine the ship's performance level, you will use the above information to determine the points earned for each of the 11 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 9 of the 11 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.



Scouting's Journey to Excellence
2011 Team Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	Advancement: Increase the percentage of Varsity Scouts earning rank advancements and Varsity awards.	Have 55% of Varsity Scouts advance one rank or earn the Varsity Letter or Varsity Denali award, or have a 2 percentage points increase.	Have 60% of Varsity Scouts advance one rank or earn the Varsity Letter or Varsity Denali award, or have 55% advance and have a 2 percentage points increase.	Have 65% of Varsity Scouts advance one rank or earn Varsity Letter or Varsity Denali award, or have 60% and have a 2 percentage points increase.	75	150	300
2	Retention: Improve retention rate.	Retain and re-register 76% of eligible members, or have a 2 percentage points increase.	Retain and re-register 80% of members, or retain and re-register 76% and have a 2 percentage points increase.	Retain and re-register 85% of members, or retain and re-register 80% and have a 2 percentage points increase.	75	150	300
3	Building Varsity Scouting: Have an increase in membership or be larger than the average size team.	Have a net gain of one member over last year, or have at least 14 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	Trained leadership: Have a trained and engaged team committee and advisors.	Have a Coach, an assistant Coach, and a committee with at least three members. The entire committee has completed This Is Scouting , Fast Start training , and Youth Protection training or, if new leaders, within three months of joining.	Bronze level, plus all leaders must have completed Leader-Specific Training or, if new leaders, within six months of joining.	Silver level, plus hold youth team leadership elections and installation before November 15.	75	150	300
5	Five fields of emphasis: The team conducts regular activities in the five fields of emphasis.	Conduct activities from three of the five fields of emphasis.	Conduct activities from four of the five fields of emphasis.	Conduct activities from all five fields of emphasis.	50	100	200
6	Long-term high-adventure: The team participates in at least one high-adventure activity.	The team participates in high-adventure activities.	60% of Scouts attend a high-adventure activity.	70% of Scouts attend a high-adventure activity.	50	100	200
7	Team/squad method: The team uses the team/squad method.	The team has squad and program managers, and each squad has a squad leader. There is a captain. The TLC meets four times a year. The team holds team leadership training.	TLC meets six times a year, including an annual planning meeting.	TLC meets ten times a year, including an annual planning meeting, and one Scout attends NYLT.	50	100	200
8	Service projects: The team participates in service activities, with one benefitting your chartering organization. The activities are entered on the Journey to Excellence website.	Participate in four service activities.	Participate in five service activities.	Participate in six service activities.	50	100	200
9	Scout-to-Varsity transition: Have a Scout-to-Varsity transition plan.	With a troop, hold two joint activities, one of which is a Varsity parent orientation and a Varsity Scout introduction.	Recruit two Boy Scouts.	Recruit five Boy Scouts.	50	100	200
10	Budget: The team 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 Scouts participate in the budget planning process.	Earn the Bronze and Silver levels, plus have the budget completed by August 31 for the next program year.	25	50	100
11	Courts of honor/parents meetings: Varsity Scouts are recognized for their Varsity awards.	Scouts are recognized for awards at least twice a year at courts of honor, where team plans are reviewed with parents.	Three courts of honor are held with families attending.	Four courts of honor are held with families attending.	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.			50		
13	Annual assessment: Completion of this form.	Conduct an annual team assessment using this form, and submit it completed and signed with the charter renewal forms.			50		

Points _____

To earn Bronze: Complete 11 of 13 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).

To earn Silver: Complete 11 of 13 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).

To earn Gold: Complete 11 of 13 requirements, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

Total points _____

We certify on our honor as Varsity Scout leaders that these requirements have been completed. Team # _____

Team Coach _____ 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 Team 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 team may qualify by meeting a specific standard or by showing measured improvement.

1	Total Varsity Scouts earning awards (Varsity Letter and Denali) and Scout rank advancement (Tenderfoot, Second Class, First Class, Star, Life, Eagle) since your last charter renewal date (A), divided by the number of boys you started your charter renewal year with (B1) plus all new boys who joined or transferred into the team at any time during the current year (B2). Advancement = $A / (B1 + B2)$.
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	Have a team committee. All VC, VA, and MC (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new leaders, complete within three months of joining.
5	Conduct regular activities in the five fields of emphasis.
6	Varsity Scouts attend any in-council or out-of-council high adventure activity (of at least three days and nights), high-adventure experience, jamboree, or serve on camp staff within the past year, divided by the Varsity Scout membership on 6/30/2011.
7	The team is separated into squads and each squad has an elected squad leader. There is an elected team captain if the team has more than one squad. The TLC meets at least four times each year. The team holds leadership training each year.
8	The team participates in at least four service activities during the year and enters them on the Journey to Excellence website. The activities may be completed as joint activities with other organizations. At least one activity must benefit the chartered organization.
9	Hold at least two activities with a troop, one of which is a parent orientation to Varsity Scouting and high-adventure meeting, and recruit new Varsity Scouts from a Boy Scout troop into the team.
10	The team has a written budget that is reviewed at all team committee meetings, and the team follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the team treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.
11	The team holds at least two courts of honor, where parents are invited and Varsity Scouts are recognized for Varsity awards or rank advancements. The team's program plans are reviewed with the parents.
12	Complete the team'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 team's performance: To determine the team'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 11 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 the charter partners.



Scouting's Journey to Excellence

2013 District Performance Recognition Program

Flickertail District

Northern Lights Council, Boy Scouts of America

as of December 31, 2013

Item	Objective	Bronze Level	Silver Level	Gold Level	2013 Actual Performance (to date)	Bronze Points	Silver Points	Gold Points
Finance					Category Total Needed for Overall Gold: 225 of 600	Total Points: 0		
#1	Fundraising performance: Achieve district finance goals as defined by the council. 2013 FOS Goal: 2013 Product Sale Goal:	Meet or exceed goal established for bronze. \$29,500 \$114,740	Meet or exceed goal established for silver. \$30,975 \$115,887	Meet or exceed goal established for gold. \$32,450 \$118,182	\$24,426 \$104,487	150	200	400
#2	Fundraising manpower: Achieve district goals related to volunteers involved in fundraising as defined by the council. Fundraising Manpower Goal: (see back for details)	Meet or exceed goal established for bronze. ___ Family FOS Chair ___ Community FOS Chair	Meet or exceed goal established for silver. ___ Family Presenters ___ Community Captains	Meet or exceed goal established for gold. ___ Candy Sale Chair ___ Popcorn Sale Chair - Yes	B: S: G:	75	100	200
Membership					Category Total Needed for Overall Gold: 375 of 800	Total Points: 300		
#3	Market share: Increase market share (CS, BS, Va, Ve, Ex). 2012 Actual: 12.5%	7.5% density or 1% growth in density (i.e. 5.00% to 5.05%)	10% density, or 7.5% and 2% growth in density	15% density, or 10% and 2% growth in density	12.2%	100	200	300
#4	Membership/youth growth: Increase number of registered youth (CS, BS, Va, Ve, Ex). 2012 Actual: 593	Greater than prior year Goal: 594	1% growth over prior year Goal: 599	3.5% growth over prior year Goal: 614	528	100	200	300
#5	Youth retention: Improve retention rate of traditional members. 2012 Actual: 71.3%	63% retention or 2 percentage points increase (i.e. 58%-60%)	70% retention, or 63% and 2 percentage points increase	76% retention, or 70% and 2 percentage points increase	70.5%	75	100	200
Program					Category Total Needed for Overall Gold: 175 of 500	Total Points: 75		
#6	Cub Scout advancement: Increase the percentage of Cub Scouts earning rank advancements. 2012 Actual: 37.5%	50% or 2 percentage points increase	60%, or 50% and 2 percentage points increase	75%, or 60% and 2 percentage points increase	36.5%	25	50	100
#7	Boy Scout advancement: Increase the percentage of Boy Scouts and Varsity Scouts earning rank advancements. 2012 Actual: 50.4%	40% or 2 percentage points increase	45%, or 40% and 2 percentage points increase	50%, or 45% and 2 percentage points increase	46.6%	25	50	100
#8	Cub Scout camping: Increase the percentage of Cub Scouts attending day camp, family camp, and/or resident camp. 2012 Actual: 33.8%	33% or 2 percentage points increase	50%, or 33% and 2 percentage points increase	95%, or 50% and 2 percentage points increase	17.9%	25	50	100
#9	Boy Scout camping: Increase the percentage of Boy Scouts and Varsity Scouts attending long-term camp and high-adventure program. 2012 Actual: 56.8%	53% or 2 percentage points increase	62%, or 53% and 2 percentage points increase	80%, or 62% and 2 percentage points increase	54.1%	25	50	100
#10	Community service: Increase the amount of community service provided by Scouts, Explorers, leaders, and other participants. 2012 Actual: 5.5 hrs. per youth	Average 3 hours per youth member or .2 hour growth (i.e. .8 to 1.0)	Average 4 hours per youth member, or 3 hours and .2 hour growth	Average 6 hours per youth member, or 4 hours and .2 hour growth	3.0 hrs./ youth	25	50	100
Unit Service					Category Total Needed for Overall Gold: 200 of 600	Total Points: 125		
#11	Chartered organization relationships: Conduct a personal visit with a key person in each chartered organization. Total Chartered Organizations: 28	90% Goal = 26	95% Goal = 27	100% Goal = 28	Visits: 23	25	50	100
#12	Commissioner service: Increase the number of registered unit commissioners over prior year. 2011 Commissioners: 4 / Ratio 1:7	Commissioner-to-unit ratio of 1:5, or 5% increase in the number of commissioners over prior year Goal = 5	Commissioner-to-unit ratio of 1:4, or 1:5 ratio and 5% increase in the number of commissioners over prior year Goal = 6	Commissioner-to-unit ratio of 1:3, or 1:4 ratio and 5% increase in the number of commissioners over prior year Goal = 7	Commissioner Ratio: 1:6 Actual: 5	25	50	100
#13	Unit visitations: Improve the rate of visitations to units by commissioners. 2012 Actual: 20.6%	UVTS shows 5% of units are visited six times per year or 2 percentage points increase	UVTS shows 10% of units are visited six times per year, or 5% and 2 percentage points increase	UVTS shows 33% of units are visited six times per year, or 10% and 2 percentage points increase	0	25	50	100
#14	Unit performance: Improve the performance ratings of units using Journey to Excellence metrics. Total Units: 29 (January Charter)	Have 60% of the units in the district achieve the Bronze award or above. Goal = 18	Have 65% of the units in the district achieve the Bronze award or above. Goal = 19	Have 70% of the units in the district achieve the Bronze award or above. Goal = 21	31.0% Actual: 9	25	50	100
#15	Voice of the Scout: Actively participate in the program and improve the Net Promoter Score on constituent surveys.	Have 55% of all registrants (youth and adults) with email addresses in ScoutNET	Achieve bronze requirements and have 8% response rate from those surveyed	Achieve silver requirements and achieve an overall average Net Promoter Score* of 55%	B: 74.4% S: 16.5% Score: ___%	75	100	200
Leadership & Governance					Category Total Needed for Overall Gold: 150 of 400	Total Points: 250		
#16	District leadership: Increase the number of volunteers serving on the district committee. 2011 District Committee Members: 14	At least 12 members or increase of one person	At least 19 members or at least 12 members and increase of two persons	At least 33 members or at least 19 members and increase of two persons	14	25	50	100
#17	District committee: Increase the effectiveness of the district committee.	Have a district chairman and district commissioner registered and engaged for at least eight months during 2013.	Achieve bronze requirements and have all key positions filled (District chairman, District commissioner, member-ship, finance and program)	Achieve silver requirements and have committees of the district with three or more active members serving each of the functions of finance, membership, and program.	B: Yes or No S: Yes or No G: Yes or No	25	50	100
#18	Unit leadership: Increase the number of direct contact leaders who are trained. 2012 Actual: 28.4%	26% or 2 percentage points increase (i.e. 12%-14%)	33%, or 26% and 2 percentage points increase	50%, or 33% and 2 percentage points increase	33.9%	75	100	200
Total Points Earned:						750		
as of: 12/31/2013								

Scoring: Gold- Total of 1,650 total points plus minimums in every category, Silver- Total of 1,350 points, Bronze- Total of 1,075 points

Scouting's Journey to Excellence

2013 District Performance Recognition Program

Journey to Excellence in 2013 will proceed along the path of **continuous improvement**. It is based on many of the best practices used in the corporate performance measurement field today. Below is 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 years to guide your performance improvement goal-planning. The district may qualify by meeting either determined or performance improvement standards.

Finance Measures	
1	The council will approve goals for the district, defining bronze, silver, and gold determined standards. The district may be evaluated based upon achieving an overall fundraising goal or achievement of the individual elements, as defined by the council. There is no improvement performance standard for this criterion, as it is being measured against goals.
2	The council will approve goals pertaining to the recruitment and involvement of volunteers for the district fundraising campaigns, defining bronze, silver, and gold determined standards. <i>Bronze: Family and Community FOS Chairs recruited by 12/31/12 provide leadership throughout campaign.</i> <i>Silver: Bronze + enough community captains and family presenters recruited and engaged for successful campaign completion.</i> <i>Gold: Silver + spring and fall product sale chairs recruited on-time and engaged throughout the sale.</i>
Membership Measures	
3	Total Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers on 12/31/13, divided by total available youth.
4	Difference between 12/31/13 total of Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers and 12/31/12 total of same membership categories, divided by 12/31/12 total of same membership categories.
5	Percent of traditional youth (Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, and Sea Scouts) remaining registered after one year (12/31/12 to 12/31/13), including all transfers. Boy Scouts or Varsity Scouts who turn 18 within the year and Venturers or Sea Scouts turning 21 are not included in the calculations.
Program Measures	
6	Total number of Cub Scouts advancing at least one rank (Bobcat - Arrow of Light) on 12/31/13, divided by total Cub Scouts on 12/31/13.
7	Total number of Boy Scouts advancing at least one rank (Tenderfoot - Eagle) on 12/31/13, divided by total Boy Scouts/Varsity Scouts on 12/31/13.
8	Council Cub Scouts attending any in-council/out-of-council day camp, resident camp, or family camp during the period of 9/1/12 through 8/31/13, divided by Cub Scout membership on 6/30/13.
9	Council Boy Scouts/Varsity Scouts attending any in-council/out-of-council long-term summer camp, high-adventure experience, jamboree, specialty camp, or serving on camp staff during the period on 9/1/12 through 8/31/13, divided by Boy Scout/Varsity Scout membership on 6/30/13.
10	Total service hours by Scouts, leaders, and other participants recorded on Journey To Excellence service hours website on 12/31/13, divided by registered youth (Cub Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers) on 12/31/13.
Unit Service Measures	
11	Number of chartered organization heads (or designees) visited during 2013 by a commissioned professional or key district volunteer, divided by the total number of chartered organizations on 12/31/13.
12	Total number of traditional units (packs, troops, teams, crews, and ships) on 12/31/13, divided by total number of all unit commissioners (paid or multiple registration with position code 80) on 12/31/13. Performance improvement is the difference between the total number of unit commissioners on 12/31/13 and 12/31/12, divided by total on 12/31/12.
13	Number of unique units receiving six or more visits or contacts, as recorded in the Unit Visit Tracking System during 2013, divided by total number of traditional units on 12/31/13.
14	Total number of packs, troops, teams, crews, ships, and posts rated as bronze, silver, or gold on 12/31/13, divided by the total number of packs, troops, teams, crews, ships, and posts.
15	<i>Bronze:</i> 55% of all volunteers have an email address in ScoutNET, and 55% of all traditional members have a parent's/guardian's email address in ScoutNET. <i>Silver:</i> Total number of survey responses divided by number of those surveyed minus number of email bounce backs. <i>Gold:</i> Overall average of Net Promoter Score* for all seven segments is 55%. <i>*The Net Promoter is a registered trademark of Satmetrix, Bain & Company, and Fred Reichheld.</i>
Leadership & Governance Measures	
16	Total district committee members, including District chairman (61), District vice chairmen (62), Neighborhood chairmen (64), District members-at-large (75), District committee members (79), and District commissioner (81), with paid or multiple registration on 12/31/13.
17	<i>Bronze:</i> An active registered district chairman is giving leadership to the district committee, and a registered district commissioner is engaged for at least 8 months during 2013. <i>Silver:</i> A volunteer is registered in all key district leadership positions on 12/31/13, including District chairman, District commissioner, membership, finance, and program). <i>Gold:</i> The district has active committees with at least three volunteer members serving the functions of finance, membership, and program.
18	Number of Cubmasters (CM), Tiger Cub den leaders (TL), Den leaders (DL), Webelos den leaders (WL), Scoutmasters (SM), Leaders of 11-year old Scouts- LDS (10), Varsity Scout coaches (VC), Crew advisors (NL), and Skippers (SK), paid or multiple registration, completing essential training requirements for their position by 12/31/13, divided by total number in the positions listed above on 12/31/13.

Scoring the district's performance: To determine the district's performance level, the council will use the above information to measure the points earned for each of the 18 individual criteria and then add those individual point scores to determine a composite score. Bronze level requires earning 1,075 points, Silver level requires earning 1,350 points and Gold level requires earning 1,650 points (and stated minimum point totals in each of the five categories).

I had prepared three questionnaires that ask three general questions but have mainly the same related answers. I am hoping that by asking the same questions my responses from the units will stay in the same category of answers and not be deviated from.

QUESTIONNAIRE 1

This questionnaire is developed for the units who participated in Quality Unit but not in Journey to Excellence?

Unit: _____ Troop 147 _____

- 1) Why didn't your unit participate in Journey to Excellence?
 - a) To complicated; trouble understanding
 - b) Not informed; not enough information
 - c) Not interested; no enough reward for
 - d) Did not qualify

- 2) Was time an issue? YES NO

- 3) Did you have enough adult participation? YES NO

QUESTIONNAIRE 2

This questionnaire is developed for the units who did not participated in Quality Unit but did Journey to Excellence?

Unit: Troop 163

1) What was your reason for participating in Journey to Excellence

- a) not as complicated as first anticipated.
- b) had been informed about the program.
- c) was interested to learn more about it.
- d) attempted but did not qualify.

2) Did you feel there was enough time allotted to complete?

YES NO

3) Did you have enough participating adults? YES NO

QUESTIONNAIRE 3

This questionnaire is developed for the units who did not participated in either Quality Unit or Journey to Excellence?

Unit: _____

- 1) Why didn't you participate in either?
 - a) to complicated
 - b) not informed
 - c) not interested
 - d) didn't qualify

- 2) Did you think it would take to much time? YES NO

- 3) Did you have enough adult participation? YES NO

**RESULTS
OF
UNITS
QUESTIONED**

QUESTIONNAIRE 1

This questionnaire is developed for the units who participated in Quality Unit but not in Journey to Excellence?

Unit: _____ PACK 135 _____

- 1) Why didn't your unit participate in Journey to Excellence?
 - a) To complicated; trouble understanding
 - b) Not informed; not enough information
 - c) Not interested; no enough reward for
 - d) Did not qualify, *short by 1*
- 2) Was time an issue? YES NO
- 3) Did you have enough adult participation? YES No

QUESTIONNAIRE 1

This questionnaire is developed for the units who participated in Quality Unit but not in Journey to Excellence?

Unit : _____ PACK 136 _____

- 1) Why didn't your unit participate in Journey to Excellence?
- a) too complicated; trouble understanding
 - b) Not informed; not enough information
 - c) Not interested; no enough reward for
 - d) Did not qualify, short by 2

2) Was time an issue? YES NO

3) Did you have enough adult participation? YES NO

QUESTIONNAIRE 2

This questionnaire is developed for the units who did not participated in Quality Unit but did Journey to Excellence?

Unit: _____ PACK 145 _____

1) What was your reason for participating in Journey to Excellence

- a) not as complicated as first anticipated .
- b) had been informed about the program .
- c) was interested to learn more about it .
- d) attempted but did not qualify .
- e) *none of the above; reorganizing year, all new adults*

2) Did you feel there was enough time allotted to complete?

YES

NO

3) Did you have enough participating adults?

YES

NO

QUESTIONNAIRE 1

This questionnaire is developed for the units who participated in Quality Unit but not in Journey to Excellence?

Unit: _____ TROOP 147 _____

- 1) Why didn't your unit participate in Journey to Excellence?
- a) Too complicated; trouble understanding
 - b) Not informed; not enough information
 - c) Not interested; no enough reward for
 - d) Did not qualify, short by 1
- 2) Was time an issue? YES NO
- 3) Did you have enough adult participation? YES NO

QUESTIONNAIRE 2

This questionnaire is developed for the units who did not participated in Quality Unit but did Journey to Excellence?

Unit : _____ TROOP 163 _____

1) What was your reason for participating in Journey to Excellence

- a) not as complicated as first anticipated.
- b) had been informed about the program.
- c) was interested to learn more about it.
- d) attempted but did not qualify.

2) Did you feel there was enough time allotted to complete?

YES NO

3) Did you have enough participating adults? Yes NO

Initially, I had planned to make comparisons between the two programs. After getting my statistics I needed from the Council office, I found I only had five units to compare and that two units had one main person in common. A pack that had done Quality Unit but who had not done Journey to Excellence had lost its cubmaster of five years to a troop where he became scoutmaster.

The other comparisons showed that the units who hadn't done Journey to Excellence had missed qualifying by a couple of objectives; in most cases either one or two items were what made them short of the minimum level of the award. One unit experienced a reorganizing year which entailed new adults and a year of learning experience to help them get up to speed on what was expected.

As far as time issues; three units did not feel time was an issue; they had looked at the objectives and gone on to do what they normally do in a scouting year. Some units; i.e. packs felt they would have been able to accomplish more given a calendar year and continuing to meet during summer months but were short of time during a scouting (school) year. The other two units felt there was plenty of time to complete the award but it all came to down to how many showed up for events. One unit commented that they hadn't read the complete objective and hadn't made enough of a plan in writing.

Taking adult participation in to consideration, it was again divided two to three. Some units seem to have adequate adults and others felt they are struggling with help. The units experiencing trouble have inadequate help anywhere from leaders, to find someone to doing outdoor camping experiences. The units with sufficient help have explained and in some instances "begged" to get adults to help and step up to the plate to give a hand to the unit was necessary and the next time there was no problem getting someone to step in.

So because of the lack of comparisons; I took it upon myself to attempt to contact all the currently active units in my district who had not participated in Journey to Excellence. I am hoping by doing this I will provide some additional data for this report and have more information for the council to use as reference.

The biggest result that came to the front and center of the report was those that are using the Journey to Excellence and are very active and concerned about being in compliance were right on top of the information and had taken a look at the objectives as they became available. Others had qualified on several points but either didn't normally do points mentioned as a standard practice or hadn't planned far enough ahead to be able to complete the award in the allotted time frame.

Another opinion was some units don't seem to be interested. They are going to continue with the way things are and concentrate on producing what they feel is a quality program. Information was available to those who wanted to learn and help educate themselves. Some units felt that the awards were extra work that they just weren't ready to tackle at the time due to still organizing, trying to get both boys involved and help with teaching the boys. These units feel once they have adequate numbers they would be able to participate more actively competing for the extra awards but not until then.

A common thread in most of the responses obtained was there seems to be a lack of adult participation from today's parents. Some are willing to help with the small stuff but either don't want to be a leader or have to put their names on anything and others will lend a hand for small stuff when they are available but don't want to commit to anything on a consistent basis.

My recommendation would be to continue to offer courses, classes, webinars, handouts, roundtables, committee meetings, phone conferences and any other forms of educational tools that we have at our disposal to educate all adults we have in our organization. As the National Boy Scout headquarters continues to make demands of our adults, we much encourage our adults to meet the challenge head on and prove that we are there for our youth. We all realize that the youth of the today are what will eventually run the day to day on-goings of the world. Of all the investments we can make in our lives, this is definitely a good one! The Boy Scout organization has been around for over one hundred years, obviously it has had a great impact on us and serves a valuable purpose in life or it would have died long ago. We need to remind parents today how involved our own parents were in our lives and that that is how kids learn, by watching and doing what their parents do.

ACKNOWLEDGEMENTS

Carl Ness - for originally helping to develop this idea and how to go about forming a paper.

Ron Elliot & Dennis Medd - for having the faith in me to come up with a paper that will hopefully target a problem and help to overcome the obstacles in the way.

Terri, Vicki and Geri - Fargo Northern Lights Council office staff - they are always there for me when I am in need of an answer.

Joel Kempel - a close personal friend, who is not first handedly involved in scouting, but is always there to help me develop an idea and work on it.

Austin Martin - the new District Executive for the Flickertail District who has to continually put up with my constant asking of information and ideas.

Darren Wolf - my husband, who is gone a lot, but supports me in what I do and always asks what my next goal is.

REFERENCES

www.scouting.org - Boy Scouts of America - national website

www.nlcbsa.org - Northern Lights Council - local council website

Northern Lights Council - for forms on Quality Unit & Journey to Excellence

Austin Martin - local District Executive

