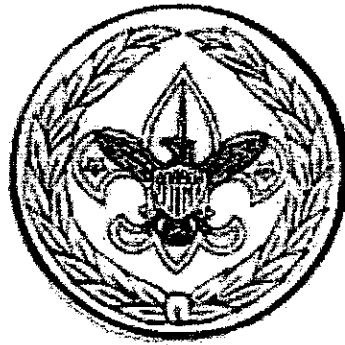


Boy Scouts of America



Commissioner's JTE Documents

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Commissioner's JTE Booklet*

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*add any additional document/information that will help you

JOURNEY TO EXCELLENCE A COMMISSIONER'S (RT or UC) SCRIPT FOR INTRODUCTION TO UNITS

For the past four years, our council has been using the Centennial Quality Unit Award (CQUA) for units to set goals and priorities at the beginning of each year, and to assess a unit's achievements against those set goals. Commissioners have helped with that process by coaching, guiding, and continually providing their own observations and encouragement throughout the year to help units achieve or improve on their CQUA goals.

Starting in January 2011, a new quality program called Journey to Excellence (JTE or sometimes J2E) has become the new national performance assessment, communication, and recognition program for units, as well as for councils and districts.

By now, your district's commissioner staff should have introduced the new process through information distributed during rechartering, at roundtables, during unit visits by commissioners, and at several training events.

In my role as your (unit/roundtable) commissioner, I am here to help you learn about and understand Journey to Excellence (JTE), including how it relates to your unit and ways to continuously make it better year after year! JTE will help good units get even better, and units that are just getting started or are reorganizing achieve a good program!

JTE helps you get there. It brings a structured approach with predetermined, nationally established levels of performance and expectations for a unit (this is the main difference between CQUA and JTE). Here is a simple PowerPoint summary of JTE *[distribute the single PPT chart, and copies of the forms appropriate to unit(s) comprising the audience]*.

As Chuck Keathley from the BSA National Council stated in the latest *Scouting* magazine, JTE uses a balanced approach and key performance indicators to measure outcomes versus process, with increased emphasis in quality programs. Chuck said, "We've always measured growth, but this looks at the kind of experience boys are having. Are they camping, are they advancing, are we retaining them and increasing our market share [of youth]?"

JTE hopes to accomplish a number of tasks for you as leaders in your unit.

- JTE is a **framework** for planning for your unit and for your adult and youth leaders (if you are a troop, crew, team, or post) to use.
- JTE is a **method** for evaluating your unit.
- JTE provides an **assessment** of how you're doing in the key areas found in great units.
- JTE helps provide **guidance** in areas where you might do better in conjunction with advice and counsel from your commissioner.
- JTE sets specific **guidelines and standards** of what the BSA considers good performance.

- JTE gives an **early warning** of potential problem areas—as a commissioner, I can always help you get help, such as resources, training, expert assistance, etc.
- JTE encourages **recognition** for your good performance.
- JTE provides **benchmarking** to get ideas and tips from other good units in your district.

JTE gives you **national standards** that let you assess your performance in key areas, including:

- Advancement
- Camping
- Service projects
- Training
- Membership
- Retention
- Leadership
- Budget

Depending on whether your unit is a pack, troop, Varsity team, or Venture crew, these eight areas of performance are weighted and prioritized differently (e.g., advancement is much lower priority for a crew than for packs and troops) *[now is a good time to show the different JTE weighted scores]*. Programs and participation in the unit are the most important factors. JTE areas that are early indicators of unit strength and health are identified and assessed.

JTE is not just a process to measure good practices that are simply repeated year over year. Instead, the goal is continuous improvement over many years.

- Did your unit do measurably better in key areas compared to last year?

OR

- Are you already performing at a high level in those areas?

Either way, you can qualify for an award based on the performance standards set by JTE. You receive points in each of the categories (gold, silver, or bronze—just like the Olympic medals). Your points across every category are added to give your total score, which determines your final JTE achievement level. Requirements are weighted as they correlate most with success. No one requirement is mandatory.

For 2011, the minimum number of total points units must score is as follows: gold (“excellent” performance) is 1,600 or more points, silver (“effective” performance) is 1,000 points to 1,599 points, bronze (“satisfactory” performance) is 700 points to 999 points. Remember that all three

levels are considered "quality." Note that it is intentionally challenging to achieve the gold level—there is 600 points difference between gold and silver, versus 300 points difference between silver and bronze.

However, with each passing year, continuous improvement is expected of a unit. In 2012, the point totals to achieve a given level might be different and more challenging than in 2011. Guidance for 2012 levels of JTE performance will be established near the conclusion of 2011 and will be based on national trends in unit performance.

JTE assessment is to be made at the time of your rechartering month, but because this is a new system, commissioners are planning to meet with you before mid-February to ensure that you understand and are committed to JTE and will be ready for assessment during rechartering next year.

[script addition for roundtable commissioners]: So expect to visit with your unit commissioner over the next few weeks, get more information on JTE, and look to achieve a great year of Scouting in your unit and with your Scouts through the Journey to Excellence program.

[script for unit commissioners after presenting to unit leaders]: Any questions so far? Now let's talk about how to use and implement JTE in your unit. We'll start by discussing whether you think you can achieve gold, silver, or bronze. *[Start discussion. Conclude with a goal on what level they envision they can achieve, and how the unit thinks they will get there through their annual planning process. Make sure you have a written record of that desired goal between you and the unit leader.]*

More information is available on the national JTE website at www.scouting.org/scoutsource/Awards/JourneyToExcellence.aspx. Review the site occasionally to make sure that you are using the most current version of the scorecards. When errors or corrections are identified in the field, the national office will correct the scorecards on the national site so the errors don't continue throughout the year!

Also, in late March, spreadsheets will be available for units on the national website. Units can download these spreadsheets and enter their information, and their performance will automatically be calculated!

You can also "tune in" to prerecorded national JTE webinars designed for your unit. Go to the national JTE website and follow the links on the main page to access prerecorded webinar information.

All commissioners should use the official JTE scorecards for each kind of unit (available from the national website listed above).

What Journey to Excellence Brings to Your Unit

1. A framework for **planning** the year.
 - The Journey to Excellence standards are based on what successful units do to continually improve.
 - If your unit plans to achieve gold or silver Journey to Excellence, you'll have a strong and active program.
2. A method for **evaluating** your unit.
 - Journey to Excellence provides tangible measurements based on things you are likely already tracking, such as how many campouts you have, how many youth are advancing, etc., and uses simple ways to calculate your performance.
3. **Guidance** in areas where you might do better.
 - As you track your performance against the Journey to Excellence standards, you can easily see where you could do better.
4. Specific **guidelines and standards** of what is considered good performance.
 - Journey to Excellence has specific, simple measures to help you. You can easily compare what you are doing against the standards.
5. **Early warning** of potential problem areas.
 - You track any areas where your unit is not performing as you might like and have plenty of time to make corrections.
6. **Recognition** for good Scouting.
 - You can proudly receive your bronze, silver, or gold recognition for your Scouting unit for the year.
7. **Benchmarking** to get ideas and tips from other good units.
 - You can receive help and best practices in areas where other units have met the gold standard.
 - In the areas where you are doing well, you can give help and ideas to other units.

Scouting's Journey to Excellence

2011 District Performance Recognition Program

| Item Number | Objective | Bronze Level | Silver Level | Gold Level | Bronze Points | Silver Points | Gold Points |
|-------------|---|--|--|--|---------------|---------------|-------------|
| 1 | Performance achievements for units | Have 60% of the units in the district achieve the Bronze award. | Have 65% of the units in the district achieve the Bronze award. | Have 70% of the units in the district achieve the Bronze award. | 100 | 200 | 400 |
| 2 | Retention: Improve youth retention rate. | Youth retention rate increased 2 percentage points or met the national minimum of 62%. | Retention is at 68%, or 62% and have a 2 percentage points increase. | Retention is at 75%, or 68% and have a 2 percentage points increase. | 100 | 200 | 400 |
| 3 | Membership: With the district membership chair, have a growth plan that results in an increase in traditional market share, including Exploring, or an increase in traditional membership including Exploring. | Increase traditional membership, including Exploring, by at least one or increase market share. | Increase traditional membership, including Exploring, by 3% or increase market share by 1%. | Increase traditional membership, including Exploring, by 5% or increase market share by 2%. | 100 | 200 | 400 |
| 4 | Finance: Achieve the district's financial goals. | Achieve financial goals as established by the council, including product sales. | Increase funds raised by 10%. | Increase funds raised by 25%. | 100 | 200 | 400 |
| 5 | Training: Increase the number of direct contact leaders who are trained. | Increase trained direct contact leader percentage, or have 40% of direct-contact leaders trained. | Have 60% of direct-contact leaders trained, or have 40% trained and improve by 2%. | Have 80% of direct-contact leaders trained, or have 60% trained and improve by 2%. | 100 | 200 | 400 |
| 6 | Unit service: Unit visits are being made and are entered into the Unit Visit Tracking System 2.0. | Six commissioner visits/contacts to 25% of units and they are logged into UVTS 2.0. | Six commissioner visits/contacts to 35% of units and logged into UVTS 2.0. | Six commissioner visits/contacts to 50% of units and logged into UVTS 2.0. | 50 | 100 | 200 |
| 7 | Advancement: Increase the percentage of Scouts earning rank advancements. | Increase Cub Scouts and Boy Scouts who advance, or 40% of Cub Scouts and 45% of Boy Scouts advanced one rank. | 55% of Cub Scouts and 55% of Boy Scouts advanced one rank, or meet the Bronze level and have a 2 percentage points increase. | 75% of Cub Scouts and 65% of Boy Scouts advanced one rank, or meet the Silver level and have a 2 percentage points increase. | 50 | 100 | 200 |
| 8 | Camping: Increase Cub Scout and Boy Scout camping. | Increase Cub Scout and Boy Scout camping, or 17% of Cub Scouts went to day camp or resident camp and 45% of Boy Scouts went to a long-term camp. | 30% of Cub Scouts went to day camp or resident camp and 60% of Boy Scouts went to a long-term camp. | 50% of Cub Scouts went to day camp or resident camp and 75% of Boy Scouts went to a long-term camp. | 50 | 100 | 200 |
| 9 | District leadership: The district leadership is trained. | The district Key 3 and district committee have completed orientation or training plus Youth Protection training (YPT). New members complete YPT before joining and orientation or training within six months of joining. | At least 10% of the district committee is new this year. | At least 60% of new district leaders have completed training for their position. | 25 | 50 | 100 |
| 10 | Nominating committee: The district has a nominating committee that meets all year. | The district has a nominating committee that meets year-round and operates in accordance with <i>Selecting District People</i> . | The district has a written succession plan for district leadership. | The district chair and district commissioner are not registered in any unit in the district. | 25 | 50 | 100 |
| 11 | District committee: Have eight district meetings and complete district self-evaluation. | Have eight district meetings and complete the <i>Self-Evaluation Guide for Successful District Operations</i> . | The district committee met nine times. | The district committee met ten times. | 25 | 50 | 100 |
| 12 | Chartered organization relationships: All chartered organizations are visited annually. | The key person in each chartered organization was visited at least once by a district representative. | | | 25 | | |

Points _____

To earn Bronze: Complete 10 of 12 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).

To earn Silver: Complete 10 of 12 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).

To earn Gold: Complete 10 of 12 requirements, 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.

District _____

District chair _____ District commissioner _____

District executive _____ Level achieved _____ Did not achieve _____

Reviewed and approved by council president _____

Council commissioner _____ Scout executive _____



JOURNEY TO EXCELLENCE

Scouting's Journey to Excellence

2011 District 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. It is based on many of the best practices used in the corporate performance measurement field today. 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 district may qualify by meeting a specific standard or by showing measured improvement.

| | |
|----|---|
| 1 | Of the units registered as of 1/1/2011, have at least 60% achieve the Bronze level or better. |
| 2 | Number of tradition youth at 12/31/2011 (A), divided by the number of youth in traditional programs at the end of last year (B) plus any additional youth members (C) minus transfer outs or age outs (D) Total = $A / (B+C-D)$. |
| 3 | Have a district membership chair. Have a written membership growth plan. Increase total Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers by at least one, or increase total of the above members divided by total available youth at the time of your charter renewal over the number at your last year's charter renewal. |
| 4 | Achieve the district financial goals for the year, including product sales goal. |
| 5 | Number of CM, TL, DL, WL, SM, 10, NL, VC, or SK (paid or multiple registration) completing basic training requirements for their position, divided by total number of positions listed above (paid or multiple registration). |
| 6 | Number of units receiving six or more visits or contacts as reported by the Unit Visit Tracking System (UVTS 2.0) divided by the total number of traditional units. |
| 7 | Have an increase in total youth earning at least one rank advancement (Bobcat to Arrow of Light, and Tenderfoot to Eagle) or have the total number of Cub Scouts and Boy Scouts advancing (listed above) divided by the number of registered Cub Scouts and Boy Scouts be more than the stated percentages. |
| 8 | Have an increase in total Cub Scouts attending any in-council/out-of-council day camp and/or resident camp and Boy Scouts attending any in-council/out-of-council, long-term summer camp, high-adventure experience, jamboree, or serving on camp staff, OR have at least 17% of registered Cub Scouts as of 6/30/2011, attending any in-council/out-of-council day camp and/or resident camp and have at least 45% of Boy Scouts attending any in-council/out-of-council long-term summer camp, high-adventure experience, jamboree, or serving on camp staff. |
| 9 | All members of the district committee have completed orientation for their position through personal coaching or through training from the District Committee Training Workshop (No.34160) within six months of joining. |
| 10 | The district has a nominating committee that meets year-round and reports at every district committee meeting. They operate under the direction of the District Nominating Committee Worksheet (No.14-33157) and Selecting District People (No. 34512). |
| 11 | Have at least eight district committee meetings, and discuss and complete A Self-Evaluation Guide for Successful District Operation (No.34207). |
| 12 | The key person (head of the institution or designee) in every chartered organization is personally visited at least once each year by a representative of the district (commissioner, district committee member, or district executive). |

Scoring the district's performance: To determine the district's performance level, you will use the above information to determine the points earned for each of the 12 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 12 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.



JOURNEY TO EXCELLENCE

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 regular activities throughout the year reflecting the interests of the youth members. | Have carried out at least four activities. | Have carried out at least five activities. | Have carried out at least six activities. | 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 Introduction to Leadership Skills for Crews course. | 70% of the youth participate in Introduction to Leadership Skills for Crews 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. The entire committee has completed <u>This Is Scouting</u> , <u>Fast Start training</u> , and <u>Youth Protection training</u> or, if new, complete within three months of joining. | Bronze level, plus all must have completed <u>Leader-Specific 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: 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 August 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 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).
 To earn Silver: Complete 9 of 11 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).
 To earn Gold: Complete 9 of 11 requirements, 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.

Crew # _____

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.



JOURNEY TO EXCELLENCE

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 regular activities (not including normal crew meetings). |
| 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 | 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). |
| 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 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. The entire committee has completed <u>This Is Scouting, Fast Start training, and 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 ten 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 ten 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 August 31 for the next program year. | 25 | 50 | 100 |
| 11 | Courts of honor/parents meetings: Scouts are recognized for their badges at courts of honor. | Scouts are recognized for badges or cards at least twice a year at courts of honor, where troop 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 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 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 Scout leaders that these requirements have been completed. Troop # _____

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.



JOURNEY TO EXCELLENCE

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 number of Boy Scouts advancing at least one rank (Tenderfoot, Second Class, First Class, Star, Life, Eagle) since your last 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 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 troop committee. All SM, SA, 10, 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 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 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 four 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 courts of honor, where parents are invited and Scouts are recognized for 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 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 or, if new, complete</u> 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 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 |
| 8 | Leadership planning: Next year's leaders are identified early. | By May 31, the pack committee recruits/confirm 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 ten 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 requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).

To earn Silver: Complete 10 of 13 requirements, plus earn 1,000 points (from Bronze, Silver, or Gold points list).

To earn Gold: Complete 10 of 13 requirements, 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.



JOURNEY TO EXCELLENCE

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.



JOURNEY TO EXCELLENCE

FAQs for JOURNEY TO EXCELLENCE
PERFORMANCE RECOGNITION PROGRAM
(Unit)

1. The Boy Scout form lists two service projects (no. 8) on one side, but four for bronze, five for silver, and six for gold. That was a typo and it has been corrected. The requirement is to have at least four service projects.
2. How will new units be impacted by the change to JTE? New units will start their journey as any other unit. They will start when they originally charter, and work from that point on. An existing unit will start over as they begin a new charter year.
3. Will Journey to Excellence require the use of Internet advancement? No. Internet advancement has proven to be a good method for many units, and its use continues to grow. Advancement records should be kept by every pack, troop, or crew and be used in this program, whether or not they use the Internet advancement program.
4. I see the tiered ratings as a detriment to some troops. Graduating Webelos or their parents could use the JTE rating to judge troops and only go to those with a gold or silver rating. Has this been considered? This could happen. With the Journey to Excellence award, every troop will be working to improve so that the graduating Webelos, or new boys, will have gold or silver troops to pick from.
5. Can you give an example of an area of early warning? How would a unit know they are in jeopardy? Consider the service project requirement. If the unit has not yet performed a service project, and it's already May, that would be an early warning that they need to schedule enough service projects for the second half of the year to attain the level they want to achieve.
6. With the Journey to Excellence program, will the Summertime Pack Award stay the same? There is no plan at this time to change the Summertime Pack Award.
7. Will the service hours affect Good Turn for America entries? The new Journey to Excellence service hour website has replaced the Good Turn for America website, so there will never be duplication.
8. On the troop Journey to Excellence form, the requirement for service projects under the objective says hours are to be entered into the JTE website, but under the bronze, silver, and gold, there is no reference to entering hours into the JTE website. There seems to be no incentive to enter the hours. Troops can just say they did the service projects. Since the requirements stipulate entering the service hours into the Journey to Excellence website, it is implied that all service must be entered. If not, they will not count.
9. Where can I download all of the JTE forms? For professionals, they are on MyBSA>Resources>Mission Impact>Organizational Solutions>Journey to Excellence, and scroll down to the bottom of that page to click on the link. For volunteers, they are on www.scouting.org/volunteer and click on 'Scouting's Journey to Excellence' just under the heading called Quicklinks.
10. Is this presentation available for download to look at later? The webinars were recorded and placed online toward the end of November at the same links as listed above in number 9.
11. Is there a Learning for Life component to this program? Not at this time.
12. For the district and unit webinars, what leaders do you recommend view the webinar? Any and all volunteers that are interested can participate in a webinar. At least one volunteer from every unit should learn about the program so they can assist their unit.
13. Will the 100-percent trained direct-contact leaders be going away? It would be good to have 100 percent of direct contact leaders trained. The reality today is that a lower level matches actual performance, and units need to work at continuous improvement to reach the 100-percent level in the future.



FAQs for JOURNEY TO EXCELLENCE
PERFORMANCE RECOGNITION PROGRAM
(Unit)

14. Will there be epaulets specific to the different levels? The recognition pieces are special epaulets for council achievement, and patches for districts and units. The epaulets and patches will have the year and "Journey to Excellence" on them, and will be bordered in bronze, silver, or gold.
15. How are camping statistics gathered at the national level? Camping statistics are entered into online forms at the council-level in the fall every year. This populates the council dashboard with the data.
16. How different are the presentations for units than the district and council presentations? The district and council webinars are quite different, and both differ from the unit webinars. If you are with a unit, you should participate in a unit webinar. If you're at the district level, you should participate in a district webinar.
17. What constitutes a service project? Any service performed by your unit or members of your unit that helps someone else.
18. Should the silver award be higher than gold to match other hierarchy in the Boy Scout program? This was discussed by the task force, which decided that Journey to Excellence would be better understood by the majority of volunteers—especially new volunteers—if the program followed the bronze, silver, gold sequence.
19. How will JTE address large (more than 75 members) troops? It seems targeted to smaller (about 25 members) troops? The Journey to Excellence program was designed with two ways of achieving the requirements for just this reason. A troop can either meet or exceed a determined standard, which most Boy Scout troops with 75 members would be able to do, or to show improvement. Either way, a troop will be able to achieve the requirement.
22. How does "aging out" relate to going away to college? Could we consider Scouts to college part of aging out? ScoutNET calculates "age-outs," and to keep consistency, this will continue to be the standard.
23. Regarding superactivities for crews, would attending a high-adventure base qualify? High-adventure bases qualify as a superactivity.
24. Will there be a MyBSA dashboard that shows where a unit or district stands today? Not right away. A district dashboard is being considered for the 2012 JTE year, but not one for units. BSA computer systems do not track data at a level to make a workable dashboard for units.
25. Shouldn't the Journey to Excellence program be introduced at recharter time for the coming year? The new Journey to Excellence program is being implemented now, so every unit will have the opportunity to review and start working on it at the beginning of 2011, regardless of when they recharter.
26. Do the surveys also ask about family income levels? No, the scorecards are to assess the performance of units, districts, and councils. They do not drill down to the individual or family level.
27. Requirement no. 4 for crews at the silver and gold levels says that leaders must complete the Venturing Leadership Skills Course. I understand that course is being replaced and will not be available. Introduction to Leadership Skills for Crews (ILSC) is replacing VLSC. This requirement can be met by completing ILSC. Occasionally, courses do get changed or updated. We'll try to list all such changes on the Journey to Excellence website. However, if a course listed in one of the requirements is replaced, the new course will also meet the requirement.



FAQs for JOURNEY TO EXCELLENCE
PERFORMANCE RECOGNITION PROGRAM
(Unit)

28. Is there a percentage attendance requirement or number attendance requirement for a troop overnight or a pack outdoor event? There is no percentage attendance requirement or number attendance requirement. If your unit considers an activity to be a troop overnight or a pack outdoor event and attendance happens to be poor for that activity, you can still count it. Of course, if you have several such events and attendance is always poor, you might have other reasons to be concerned.
29. Does a patrol campout count as a troop overnight? Does a den outdoor activity or a Webelos den overnight count as a pack outdoor activity? The requirement is intended for your full unit to participate, so a single patrol campout or den outdoor activity would not count. However, if, for example, you had three patrols and each conducted their own patrol campout, your troop might count that as one troop overnight. Or, if each of your dens had their own outdoor activity, that might count as one outdoor activity for the pack.
30. Who will keep the data and statistics for the advancement criteria? Will the online advancement program support this sort of measurement?
There has been a spreadsheet developed that will convert total number of advancements to the total number of boys advancing. You can find the Advancement spreadsheet on the JTE webpage. This is a much better measure of our impact.
31. On the myscouting.org training update website, it indicates the 100-percent trained direct contact leadership criterion will be required in 2012. The JTE scorecard does not appear to reflect that push.
The Journey to Excellence scorecard reflects how councils actually performed in the previous year. The 100-percent trained direct contact leadership criterion is still a corporate goal, but the Journey to Excellence scorecard is based up actual performance data, not goals.
32. Where on scouting.org is the information? The search engine does not find it anywhere. Once on www.scouting.org, click on "Volunteers" and scroll down to find a heading called "Quick Links." Under this heading is a Journey to Excellence line. Click on that to access Journey to Excellence information.
33. Will any of these forms be available in Spanish?
Not at this time, but that is a great idea and we'll look into it.
34. In requirement No. 4 on the troop scorecard, what is meant by "youth officer elections?"
Every troop should hold elections for the position of patrol leader and up to senior patrol leader so that the troop is truly run by the boys.
35. In requirement No. 4, are all committee members required to complete the training, or just three committee members?
All adults registered as part of the troop must complete at least the three listed online trainings.
36. Does this mean a pack could have a completely trained set of adults for the entire year, but start a new Cubmaster on December 30 and miss the requirement?
If a pack had its leaders trained all year but changed leadership at the end of its charter year, as it was filling out the Journey to Excellence scorecard, it would still qualify for that requirement. The leaders were trained all year, and there is a provision in the requirement to have a three-month timeframe for the new leaders to complete training.
37. Our Cubmaster has earned a knot for the Centennial Quality Unit Award. Will there be a different knot for JTE?
There isn't a knot in the works for JTE at this time, but there may be in the future.



FAQs for JOURNEY TO EXCELLENCE
PERFORMANCE RECOGNITION PROGRAM
(Unit)

38. If a Cub Scout, Boy Scout, or Varsity Scout advances more than one rank in a year, does the unit receive credit for more than one advancement?
No. The standard is for individual youth earning at least one advancement during the year, not for the total number of advancements during the year.
39. Does earning the Scout level count as an advancement for a Boy Scout in a troop or Varsity Scout in a team?
No. Scout is the joining requirement, not an advancement.
40. Does the Eagle Palm count as an advancement for a Boy Scout in a troop or Varsity Scout in a team?
No. Eagle Palms are not considered advancements, even though the Scout goes through a board of review to earn it.
41. Is the troop level training program, Introduction to Outdoor Leader Skills required for requirement #4 on the troop scorecard? In some councils, this is considered part of Leader Specific Training.
Introduction to Outdoor Leader Skills is not part of Leader Specific training. It is a separate training course. The troop Journey to Excellence scorecard lists Leader Specific Training in requirement #4 at the Silver level. This is the classroom training course and does not include Introduction to Outdoor Leader Skills. OLS is not mentioned on the Journey to Excellence scorecard and is not intended to be part of the requirement. The intent is to have all leaders take the basic classroom and on-line training.
42. In the training requirement on the unit scorecards, can you please define 'all' when referring to 'all leaders'?
All leaders include all registered adults with the troop no matter what their position.
43. Can I achieve the silver or gold level without achieving the bronze level in any individual requirement?
No. You must achieve the bronze level before you can qualify for the silver or gold levels. You must achieve the bronze and silver levels before you can qualify for the gold level.
44. What is the latest version of the scorecards?
The documents that are on-line are the most current. We have begun to put the date on the bottom of page two of the scorecards so you can always tell which is the most current.
45. In the retention requirement, can we count our drop outs?
No. You can count age outs and transfer outs, but you cannot count drop outs.
46. Is there a report that I can get from the council service center that will help me determine how many of my scouts have advanced during the past year?
Yes, the report is called Unit Advancement Summary Report. Your local council service center can print this report out and it will show every boy in your unit and what advancements they've earned in the past year.
47. If a family has 2 or more siblings in a unit, how is that considered for family attendance at courts of honor and other parents' meetings?
When a family has 2 or more siblings in a unit and has one or more parent(s) attend a parents' meeting, each youth member is counted as having a family member attend. So, for example, if there are 3 siblings in a unit, credit should be given for 3 families attending the parents' meeting.
48. When I open the spreadsheets for units, I get a security warning about Disabled Macros. What should I do?
Click the Options button and then click to Enable Macros. The spreadsheet will only function if the Macros are enabled.



FAQs for JOURNEY TO EXCELLENCE
PERFORMANCE RECOGNITION PROGRAM
(Unit)

49. When I open the spreadsheets for units, I can't see the two tabs at the bottom for each page. How do I see them?
At the top right hand corner of the spreadsheet, (not the Excel program), next to the "X" to close the spreadsheet, is a box to "Maximize" the spreadsheet. Click that to maximize the view of the spreadsheet, and you'll be able to see the two tabs. If this doesn't work, there are two tabs all along the left side of the spreadsheet; one is to print, and the other will move your from page one to page two and back.
50. Do YMCA lock-ins to work on swimming requirements, lock-ins at indoor climbing facilities, etc. count as short-term camping for JTE purposes?
Yes, these activities do count as long as they're troop outings.
51. It does not appear from the Scorecard that Fast Start is required for any other leaders aside from Committee members - is that correct?
No, scoutmaster, and all Assistant SM must have Fast Start. Here is what the back of the Troop JTE form states: "Have a troop committee. All SM, SA, MC, VC, and VA (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"
52. Do all of the Committee Members have to complete Troop Committee Challenge in addition to Youth Protection and This is Scouting for JTE Silver level?
Yes, because Troop Committee Challenge is the leader specific training for troop committee members.
53. Does the Chartered Organization Rep have to complete Youth Protection, This is Scouting and Chartered Organization Representative training for JTE Silver level?
No, this criterion refers only to troop leaders and troop committee members
54. Does the Chartered Organization Rep have to complete the Troop Committee Challenge training for JTE? Does it matter if the Chartered Organization Rep meets as part of your Troop Committee?
Only if the Charter Rep is multiple registered as a member of the troop committee, otherwise no.

Updated 6-24-2011



JOURNEY TO EXCELLENCE

Glossary

| Term | Definition |
|-------------------------------------|--|
| balanced scorecard | A tool developed by Robert Kaplan (Harvard Business School) and David Norton as a performance measurement framework that added strategic non-financial performance measures to traditional financial metrics; this provides managers and executives with a more 'balanced' view of organizational performance. |
| board orientation | A brief presentation developed by the local council to help board members understand how Scouting works and their responsibility to establish the council program and carry out the resolutions, policies, and activities voted on by the council. <i>Orientation Guide for Council Officers and Executive Board Members (33161)</i> may be helpful in developing this presentation. |
| Boy Scout advancements | Tenderfoot, Second Class, First Class, Star, Life, and Eagle ranks. |
| Boy Scout camping | Council Boy/Varsity Scouts attending any in-council/out-of-council long-term summer camp, high-adventure experience, or Jamboree, or serving on camp staff as entered on the national camping form. |
| community service | Total community service hours completed by Scouts, leaders, and other participants and recorded on the new Scouting's Journey to Excellence service hours website. |
| council-generated net contributions | Contributions recorded in FOS, project sales, special events net, foundations and trusts, and other direct support operating fund accounts. |
| council leadership | Council president, council commissioner, Scout executive, and executive board members. |
| online board assessment | Online board assessment survey developed, launched and interpreted by the New Hampshire Center For Nonprofits. |
| Cub Scout advancements | Bobcat, Tiger, Wolf, Bear, Webelos, and Arrow of Light ranks. |
| Cub Scout camping | Total Cub Scout-age youth attending day camps and/or resident camps as reported on the annual national camping form. |
| direct contact leaders | Adult volunteers with paid or multiple registration and position code of CM, TL, DL, WL, SM, NL, 10, VC or SK who have completed all segments to be considered basic-trained with appropriate data entered in ScoutNET. |
| district leadership | Adult volunteers with a paid or multiple registration and position code of 61, 62, 64, 75, or 79. |
| Endowment Fund | Used to account for investments designated by the board as endowment funds, or temporarily restricted by the donor to act as endowment funds, or permanently restricted by the donor as endowment funds. |
| executive board members | The council executive board is the governing body of the council, empowered by the council body to act in its stead. It takes action to achieve the purposes of the local council. |
| Explorers | Exploring is a worksite-based program. It is part of Learning for Life's career education program for young men and women who are 14 (and have completed the eighth grade) through 20 years old. |
| governance (online assessment) | The Nonprofit Board Self-Assessment Questionnaire helps nonprofit boards of directors identify gaps between the standards for effective nonprofit boards and your board members' perceptions of knowledge, skills, and processes as they carry out their board roles in twelve different subject areas. |
| lagging measures | Performance measures that represent the consequences of actions that were previously taken, i.e., sales. |
| leading measures | These measures are considered the "drivers" of lagging indicators. There is an assumed relationship between the two indicators, which suggests that improved performance in a leading indicator will drive better performance in the lagging indicator, i.e., customer service. |
| market share (density) | A percent based on membership compared to TAY population (ESRI data). |



| Term | Definition |
|---------------------------------------|--|
| net assets | The amount remaining when the liabilities are subtracted from the assets. They represent the organization's retained earnings or equity. Net asset account balances can be found on the Statement of Financial Position or Statement of Changes in Net Assets. |
| operating expenses | Total of program services, management services, fundraising expenses, and charter and national service fees recorded in the operating fund. These can be found on the Statement of Operations -unrestricted or Statement of Changes in Net Assets. |
| Operating Fund | Used to account for all the council's financial activity pertaining to the annual operation and delivery of the Scouting program. |
| performance measurement | Performance management refers to a term coined by Dr. Aubrey C. Daniels in the late 1970s to describe a technology for managing both behavior and results, the two critical elements of what is known as performance. Performance is the sum of behavior and results, and cannot be viewed as independent of either component. It is an outcome of effective management (Wikipedia). |
| permanently restricted | Funds on which the donor has placed a permanent restriction. Donor restrictions that the executive board can never change are called permanent restrictions. The executive board has no discretion over these funds. Permanently restricted account balances can be found on the Statement of Financial Position or Statement of Changes in Net Assets. |
| process | Typically describes the act of taking something through an established and usually routine set of procedures, e.g. an administrative procedure, such as having a strategic plan that may or may not be actively in use. |
| reclassified contributions | All donor-restricted contributions or revenue recorded in a prior fiscal year and released from restrictions during this fiscal year in the FOS, project sales, special events net, foundations and trusts, and other direct support accounts. Reclassified account balances can be found on the Statement of Operations - Unrestricted or Statement of Changes in Net Assets. |
| retention | The percent of youth retained based on the number of youth renewing (including separated/reregistered), compared to the number of youth available to renew. |
| total available youth (TAY) | Number of boys grades 1-11 and girls grades 9-11 living in a council's territory. Updated population data is purchased annually from ESRI and provided by the National Council to local councils. |
| traditional members | Lone Cub Scout, Tiger Cub, Cub Scout, Webelos Scout, Lone Boy Scout, Boy Scout, Varsity, Venturing, and Sea Scouts registered as youth members |
| unit visitation | Visits or contacts with a unit by a registered commissioner. |
| Unit Visit Tracking System (UVTS 2.0) | An information management system provided by the National Council to local councils to help commissioners in serving and assisting units by accurately tracking visits and contacts by the commissioner corps. |
| unrestricted net assets | Unrestricted net assets represent the net worth of the council free of any donor-imposed restrictions. These account balances can be found on the Statement of Operations - Unrestricted, Statement of Financial Position and Statement of Changes of Net Assets. |
| youth-serving executives | District executive, senior district executive, district director, field director and certified LFL positions. |

