

Scouting's Journey to Excellence

2016 Team Planning, Performance, and Recognition

Journey to Excellence uses a balanced approach to measure performance. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

Planning and Budget Measures	
1	The team has a program plan and 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 and any other publication that the council has developed for fundraising and fiscal management. A meeting is held with youth leaders where they are involved in developing the plan for the next program year.
Membership Measures	
2	The team has a growth plan, and conducts a formal recruiting event. On December 31, 2016, the team has an increase in the number of youth members as compared to the number registered on December 31, 2015. A membership growth plan template can be found at www.scouting.org/membership .
3	Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Varsity Scouts.
Program Measures	
4	Total number of Varsity Scouts earning awards (Varsity Letter or Denali) or Scout rank advancement (Scout, Tenderfoot, Second Class, First Class, Star, Life, Eagle) during the calendar year (A), divided by the number of boys registered at the end of the year (B). Advancement = (A) / (B).
5	Number of Varsity Scouts who attend any in-council or out-of-council high-adventure activity (of at least five nights), or council-approved team high-adventure experience within the past year (5 or more nights), divided by the Varsity Scout membership on June 30, 2016.
6	There is a youth serving as team captain. Team meetings include personal growth opportunities for each member. Each of the five fields of emphasis has a youth leader assigned. Youth have the opportunity to participate in advanced training.
7	The team participates in service projects during the year and enters them on the Journey to Excellence website. The projects may be completed as joint activities with other organizations. At least one must benefit the chartered organization.
8	The team supports and participates in special events held at a district, council, regional, or national level.
Volunteer Leadership Measures	
9	The team has a Coach, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The team conducts courts of honor where youth are recognized and program plans are shared with parents.
10	All volunteer leaders have completed youth protection training. Coach and assistants (paid or multiple registration) have completed position-specific training or, if new, will complete within three months of joining. For Gold, each of the five program fields has a trained advisor assigned.

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 10 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 500 points in at least 6 criteria, Silver level requires earning points in at least 8 criteria and 750 points, and Gold level requires earning points in at least 8 criteria and 1,000 points.

For more resources: www.Scouting.org/jte



JOURNEY TO EXCELLENCE