



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, Silver or Gold award.	Have 65% of the units in the district achieve the Bronze, Silver or Gold award.	Have 70% of the units in the district achieve the Bronze, Silver or Gold 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: 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 Friends of Scouting and Popcorn goals.	Achieve FOS and Popcorn goals as established by the council.	Exceed established goals in total by 5%.	Exceed established goals in total by 15%.	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 and Boy Scout advancements, 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 30% of Cub Scouts went to resident camp and 45% of Boy Scouts went to a long-term camp.	40% of Cub Scouts went to resident camp and 60% of Boy Scouts went to a long-term camp.	50% of Cub Scouts went to resident camp and 75% of Boy Scouts went to a long-term camp.	50	100	200
9	Lion Cubs: Eligible Packs in the district participate in the Lion Cubs program.	The district has a Lion Cub Coordinator and has units participating in the program.	At least 40% of eligible packs participate in the program.	At least 80% of Lion Cubs transition to Tiger Cubs.	50	100	200
10	District leadership: The district leadership is trained. The District Committee met at least 10 times during the year.	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
11	Nominating committee: The district has a nominating committee that meets in accordance to the council plan.	The district has a nominating committee that meets and operates in accordance with the council plan.	The district has a written succession plan for district operating committee chairs.	The district chair and district commissioner are primarily registered in those positions, and do not hold top leader positions in any unit.	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.	At least 65% of the units conducted and recorded a service project for their chartered organization.	At least 50% of the units held a formal charter presentation ceremony with their chartered organization.	25	50	100

Points

To earn Bronze: Complete 10 of 12 Bronze requirements, with at least 700 points (from Bronze, Silver, or Gold points list).
To earn Silver: Meet the Bronze award requirement and have at least 1,000 points (from Bronze, Silver, or Gold points list).
To earn Gold: Meet the Bronze award requirement and have at least 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 the Council Vice President of District Operations _____

Council commissioner _____ Scout executive _____



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, at least 60% achieved 2010 Centennial Unit status.
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, CA, TL, DL, DA, WL, WA, SM, SA, 10, NL, NA, VC, VA, SK, or MT (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 a council Cub Scout 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 30% of registered Cub Scouts as of 6/30/2011, attending resident camp and have at least 45% of Boy Scouts attending any in-council/out-of-council long-term summer camp,
9	The district has a trained Lion Cub Coordinator. At least 40% of non-LDS Packs are participating in the program and have registered Lion Cubs. 80% of 12/31/2010 registered Lion Cubs transitioned into Tiger Cubs during 2011.
10	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. The District held at least 10 District Committee Meetings during the year.
11	The district has a nominating committee that meets in accordance with the council plan, including having a trained Nominating Committee Chair. The district has a written succession plan for operating committee chairs (Membership, Development, Advancement, Activities, Camping and Training). Primary registrations for the District Chair and Commissioner are in these positions.
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). At least 65% of the units in the district conduct a service project for their chartered partner and record the project on the Journey to Excellence website. At least 50% of the chartered

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