



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 <i>This Is Scouting</i> , <i>Fast Start</i> , and <i>Youth Protection</i> training or, if new leaders, within three months of joining.	Bronze level, plus all leaders must have completed <i>Leader-Specific Training</i> 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. At least annually show <i>A Time To Tell</i> to the Team's members.	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 10 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 an annual activity plan and budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Have a written activity plan and 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 May 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 Bronze requirements, plus earn 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). Total points _____
To earn Gold: Meet the Bronze award requirement and have at least 1,600 points (from Bronze, Silver, or Gold points list).

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 awards (Varsity Letter and Denali) and Scout rank advancements (Tenderfoot, Second Class, First Class, Star, Life, Eagle) since your last charter renewal date (A), divided by total 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 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. Based on the Team's registered 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. At least annually the Team shows <i>A Time to Tell</i> to its members and reports this to the council.
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 activity plan for the year and a 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 (January 31, 2012)
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.



JOURNEY TO EXCELLENCE