Scouting's Journey to Excellence

2013 PACK Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	**Advancement:** Increase the ratio of ranks earned to registered Cub Scouts.	Have an advancement ratio of 40% or have a 2 percentage points increase.	Have a ratio of 55% or 40% and have a 2 percentage points increase.	Ratio of 70% or 55% and have a 2 percentage points increase.	100	200	400
2	**Retention:** Improve the Pack's youth retention rate.	Retain and re-register 65% of eligible members or have a 2 percentage points increase over last year's retention.	Retain and re-register 75% of members, or retain and re-register 65% 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 Better Scouting:** Have an increase in membership or be larger than the average size pack and work with a Troop or Troops to transition Webelos into Boy Scouting.	Have a net gain of one member over last year, or have at least 19 members. Have 2 joint activities with a Troop.	Increase youth members by 5% and transition 60% of available Webelos to Boy Scouting.	Increase youth members by 10% and transition 80% of available Webelos to Boy Scouting.	75	150	300
*4	**Trained leadership:** Have trained and engaged pack leadership.	Have a Cubmaster, a Committee Chair, at least 2 committee members and at least 4 den leaders. The Cubmaster and 4 den leaders have completed Leader-Specific Training.	Bronze level, plus all direct contact leaders (Cubmaster, Assistant Cub Master, Den Leaders & Assistant Den Leaders) have completed Leader-Specific Training.	Silver level, plus all committee members have completed Leader-Specific Training.	50	100	200
5	**Outdoor activities:** The pack has activities in the outdoors and enters them in the Online Toolbox.	Have three outdoor activities during the year.	Have four outdoor activities during the year.	Have five outdoor activities during the year.	75	150	300
6	**Cub Scout Camping:** The pack participates in Council Cub Scout resident camp.	25% attend Cub Scout camp.	30% attend Cub Scout camp.	40% attend Cub Scout camp.	50	100	200
*7	**Service projects:** The pack participates in service projects, with one benefitting your chartered organization. Service Projects and hours are entered into the Online Toolbox.	Participate in two service projects.	Participate in three service projects.	Participate in four service projects.	50	100	200
8	Roundtable Attendance: The Pack is represented at District Roundtable throughout the year.	Have a unit representative at 5 District Roundtable meetings	Have a unit representative at 7 District Roundtable meetings	Have a unit representative at 9 or more District Roundtable meetings	50	100	200
*9	**Budget & Activity Plan:** The pack has an annual activity plan and budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Submit a copy of your Budget and Pack Activity Plan to the district by 10/31/2013	Submit your Budget and Activity Plan by 8/31/13 and enter all JTE events in the Online Toolbox by 11/15/2013	Earn Silver level and unit dates for Fall Youth Recruitment, FOS presentation and pack annual planning meeting are in the Online Toolbox by 8/30/2013.	25	50	100
10	**Reregister on-time**	Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your **2013** charter on 3/31/2013.	Earn Bronze level and complete and submit **2014** charter paperwork by 11/16/2013. (This year only, due to new NSC Charter cycle.)		25	50	
				Points			

To earn Bronze: Complete 8 of 10 Bronze requirements with at least 600 points (from Bronze, Silver, or Gold points list).
To earn Silver: Meet the Bronze award requirement and have at least 800 points (from Bronze, Silver, or Gold points list).
To earn Gold: Meet the Bronze award requirement and have at least 1325 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** _____

Scouting's Journey to Excellence

2013 PACK Performance Recognition Program

Journey To Excellence, the BSA 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.

1	**Advancement:** Total number of Cub Scouts advancements (Bobcat, Tiger, Wolf, Bear, Webelos, Arrow of Light) in 2013 (A), divided by total registered cubs on 4/1/2013 (this year's charter, B). Total = A / B.
2	**Retention:** Determined using 2013 recharter figures, as listed in the MyBSA monthly retention report. Final qualification determined by the December 2013 report. [MyBSA > Membership > Membership Analysis > Percent Youth Retention by program [date]]
3	**Building Better Scouting:** On 12/31/2013, have an increase in the number of youth members over the number of youth members registered in the troop on 12/31/2012. Hold at least two joint activities with a troop or troops and have graduating boys register with a troop. If pack has no Webelos Scouts, this requirement is met at the Bronze level. Joint activities are listed in Activity Plan and entered in the Online Toolbox.
4	**Trained Leadership:** Have a Cubmaster, Committee Chair, two members of committee (Committee member, Charter Rep, or Pack Trainer) and at least four den leaders (TL, DL, DA, WL, WA). Basic Training includes Y01 Youth Protection training and either C40 Cubmaster Specific (CM and CA), C60 Pack Committee Specific (CC, MC), C41 Tiger Leader Specific (TL), C42 Den Leader Specific (DL, DA) , C61 Webelos Leader Specific (WL, WA), C62 Pack Trainer Specific (PT). [Training Completed / Training Not Completed reports]
*5	**Outdoor Activities:** The pack has activities in the outdoors, which could include outdoor pack meetings, hikes, pack campouts, parades, outdoor service projects, etc. Outdoor activities are included in the pack's activity plan and entered in the Online Toolbox.
6	**Resident Camp:** Cub Scouts attend a council Cub Scout resident camp in 2013. Percentages are based on total number of Cub Scouts attending and the pack's number of Cub Scouts registered as of 6/30/2013.
*7	**Service Projects:** The pack participates in at least two service projects during the year, includes them in their activity plan and enters them in the Online Toolbox. The projects may be completed as joint projects with other organizations. At least one project must benefit the pack's chartered organization.
8	**Roundtable:** The Unit has a representative attending District Roundtables. Program Kickoff counts as a Roundtable. A volunteer can represented only one unit at any given roundtable.
*9	**Budget and Activity Plan:** Have a written budget and activity plan (calendar) that covers 1/1/2013 through 12/31/2013. Activity plan includes meeting dates for pack, dens and pack committee, service projects, outdoor activities, joint events with troops, Fall youth recruitment Join Night date, FOS presentation date and annual planning meeting date. Budget and Activity Plan are submitted to the District. For Silver, events are entered in the Online Toolbox by 11/15/2013. *Starred requirements are dependent on activity plan information entered in the Online Toolbox.
10	**Recharter:** 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 (March 31, 2013). Due to the changing charter cycle, all units will recharter twice in 2013. The second recharter counts towards the silver level. Completed 2014 Charter paperwork must be submitted to Council by 11/16/2013.

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 10 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 8 of the 10 criteria plus 600 points, Silver level requires earning the Bronze level and 800 points, and Gold level requires earning the Bronze level and 1325 points.