

BCS 107

Journey to Excellence



Time allotted	50 minutes
Teaching format	Instructor-led discussion with PowerPoint support, Activity

Resources

Handouts	<ul style="list-style-type: none"> ● BCS 107 - What Journey to Excellence Brings to Your Unit - 1 per person ● BCS 107 - Activity Cards - 2 on each sheet for a total of 8 cards ● JTE scorecard, 1 per person
Equipment and materials	<ul style="list-style-type: none"> ● BCS 107 – Journey to Excellence course plan ● BCS 107 – Journey to Excellence PowerPoint presentation ● Computer and projector ● Whiteboard or flipchart, appropriate markers ● Examples of JTE Scorecards
Resources for additional participant learning	<ul style="list-style-type: none"> ● https://www.scouting.org/awards/journey-to-excellence/

Course Connections

Connections to other CCS courses	<ul style="list-style-type: none"> ● None
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Presentation Outline

Introduction and Course Objectives – 5 minutes

***District and council JTE metrics have been discontinued for the remainder of 2020 and for 2021. Instructors can either skip slide #12 or use it to emphasize how unit contacts and unit performance strengthen the district.**

JTE is the BSA's tool for helping leaders plan their program, monitor progress and assess their Scouting success. Scouting success takes many forms, and JTE success employs a "balanced scorecard" as a result. The standards enable both large Scout units and small ones to succeed

— as long as they provide good Scouting to youth.

In addition, The JTE scorecard provides commissioners with information that enables them to give the greatest possible help and support to the unit.

Introduce the learning objectives, noting that by the end of this session, each participant should be able to...

- **Explain** the value of the unit's use of Journey to Excellence.
- **Relate** the use of JTE to help the unit recognize the benefit of building their program around the Journey to Excellence criteria.
- **Identify** resources to help improve Journey to Excellence performance in the unit.

Purpose of JTE – 20 minutes

What is its Purpose?

Journey to Excellence, often shortened to JTE, is a self-evaluation tool that lets unit leaders see, quantitatively, how well their unit is meeting the goals of Scouting. Think of it as a progress report. The units can check in regularly to make sure they are delivering the best possible program for Scouts in all programs. The process is simple, and the benefits are tangible.

- Encourage continuous improvement.
- Measures performance vs. process.
- Rewards unit success
- Achieves the BSA mission of serving more youth through a higher-quality program.
- Help unit leaders understand the key factors that improve their programs.

And how does it accomplish these??? Commissioners use JTE metrics to help units meet and exceed minimum requirements of a quality unit.

- Reinforces JTE as the unit-quality standard
- Helps the unit provide a quality program for the Scouts
- Encourages the use of all available district and council resources
- Six step process

So as a unit commissioner, make an appointment with the unit Key 3 (committee chair, unit leader, and the charter representative) to discuss the following six steps.

1. Why JTE is worth their time - JTE scorecards offer these benefits: (**Handout** – *What Journey to Excellence Bring to Your Unit – 1 per person*)

- A framework for planning the year with standards based on what successful units do to continually improve.
- A method for evaluating your unit in tangible ways (number of campouts, number of youth

advancing, etc.)

- Guidance in areas where you might do better and early warning of potential problems.
- Specific guidelines and standards of what is considered good performance.
- Recognition for good Scouting: bronze, silver or gold.
- Benchmarking to get ideas and tips from other good units.

2. The JTE Scorecard - *(You may want to have several samples of scorecards to pass out to each student. If you are teaching virtually, you could pull up a copy on your computer and screen share so they will be visible to students.)*

At the beginning of each calendar year, print out the latest JTE scorecard from the BSA website. There are scorecards for the following Scouting entities:

- Cub Scout packs
- Scouts BSA troops
- Venturing crews
- Sea Scout ships
- Exploring posts

Let's look at how JTE is used by units to plan their programs. Remember: If the unit wants to become a Gold unit, they have to plan for becoming a Gold Unit. Using the JTE standards to plan helps units deliver more robust programs which in turn makes it easier for units to recruit and retain members and develop outstanding leaders.

3. Introduce the scorecard to the unit committee.

Ask them to fill in the sections corresponding to their function in the unit: finance, membership, program, leadership.

This is also where Guidebooks and tracking workbooks, which are available on the BSA website, come in handy. The JTE scorecards work best when several Scouters participate in tracking.

4. Review progress on this year's scorecard.

At the end of the year and at regular intervals throughout the year, monitor your progress as you go for gold in JTE. Suggest trying a "thorns, roses and buds" approach or look at things to "start, stop and continue."

Either way, learn where the unit isn't maximizing JTE points and find specific improvements. Suggest the committee chair appoint a volunteer to hold the unit accountable for those changes.

5. Look at next year's scorecard.

The BSA releases scorecards early, meaning the unit has time to plan ahead so they can meet their goals. Always best to Be Prepared.

6. Complete scorecard and turn it in.

On Dec. 31 of each year, JTE scorecards are due to the unit commissioner, district executive or council representative.

Units that plan ahead aren't surprised by their score; they're expecting it.

Like a marathon runner checking his watch after each mile, a unit should check its scorecard regularly to aim for gold.

Make sure the unit knows they can find all the Journey to Excellence information on the BSA website.

JTE Plan - Activity and Instructor Led Discussion - 10-minute activity

Print out Activity Cards (on cardstock if possible) for each icon for discussion. There are 2 on each sheet – cut in half for a total of 8 cards. Provide a JTE scorecard also.

Divide into teams according to size of class. Have teams discuss (5 minutes) how JTE can be used as a tool for planning using the word on their card. Then have teams briefly present their conclusions (5 minutes).

Strategy	Schedule
Objective	Check
Collaboration	Improvement
Act	Implementation

By using the JTE scorecard, units can determine their strengths and weaknesses and gain an understanding of exactly what they need to do to become a Bronze, Silver or Gold unit.

By providing insight into chronic issues, the scorecards point out opportunities for training or coaching in those areas thus minimizing or eliminating those issues in a unit's overall program.

The key is a strong, balanced program that has the main elements of great Scouting.

For virtual presentation, you can use breakout rooms for small group discussions or engage the entire class together by asking participants to submit answers in the chat feature, if available.

Also consider whether you want to transmit a link to or a copy of the scorecard (a) in advance, (b) during the program via the chat line, if available, or email, (c) afterwards, or (d) a combination.

What Unit Service Measures - 5 minutes

District JTE Standards

***District and council JTE metrics have been discontinued for the remainder of 2020 and for 2021. Instructors can either skip slide #12 or use it to emphasize how unit contacts and unit performance strengthen the district.**

Unit Service Standard:

Measures number of unit contacts

Incorporates unit contacts with assessment

Helps develop Unit Service Plan

Commissioner Tools

Achieve the Five Objectives which are:

- Supporting unit growth and retention through the journey to excellence.
- Contacting units and capturing in *Commissioner Tools* their strengths, needs, and a unit service plan that enables continuing improvement.
- Linking unit needs to district operating committee and other resources.
- Supporting timely unit, district, and council charter renewals.
- Supporting unit leaders by collecting and distributing information, enabling program training, and providing networking opportunities.

Performance Indicators:

The standards incorporate leading performance indicators. Those with higher values denote the more important requirements. A higher level of recognition means better Scouting for youth because there's been better performance by the unit.

By knowing what determines effective, excellent and exceptional unit, district and council performance you can plan your program, measure achievement and realize the scouting mission of serving more youth with a higher quality program.

Summary/Conclusion – 3 minutes

- After taking the course, a commissioner should be comfortable with the JTE scorecards and other resources. They also should be able to counsel their units on the benefit of using JTE to improve their unit's program year-round.
- Refer to the "Journey to Excellence" Course in BSA Learn Center found in my.scouting.org. It is from the unit's point of view, but highly recommended that all commissioners take the course also.

Commissioner Minute (optional) - 2 minutes

Three Things Needed to Attain a Goal

"I want to go somewhere." That's my statement. Do you think I'll get anywhere? Probably not, since I don't know where I want to go. I need three things to get somewhere:

- I need to know where to go.
- I need to know which direction to go.
- I need to get up and GO.

On a hike, it's easy. I want to hike to the top of the mountain over there. I use my compass to set the direction. I start hiking. I check the compass reading once in a while to make sure I'm on track.

The same steps are used for any destination. 'What do you want to be when you grow up?' You first need to decide on the destination - Engineer, Teacher, Fireman, ... Then, learn what skills are required - spray a hose, drive a firetruck, rescue kittens, ... Then, go ahead and Do It - take classes, go to fireman school, join a department.

You need three things: a destination, a direction, a drive to get it done.

Journey To Excellence provides the destination, guides the unit in the direction of success and the Get Up and GO to get it done!

Questions? – 5 minutes