

2011 Pack Performance Recognition Program Worksheet

1. Advancement: Increase the percentage of Cub Scouts earning rank advancements.

| | | | |
|--------|---|-----|----------------------|
| Bronze | Have 55% of Cub Scouts advance one rank or have a 2 percentage points increase. | 100 | |
| Silver | Have 75% of Cub Scouts advance, or 55% advance and have a 2 percentage points increase. | 200 | <input type="text"/> |
| Gold | Have 90% of Cub Scouts advance, or 75% and have a 2 percentage points increase. | 400 | |

Total number of Cub Scouts advancing at least one rank (Bobcat, Tiger, Wolf, Bear, Webelos, Arrow of Light) since your last charter renewal date (A), divided by total Tiger Cubs, Cub Scouts, and Webelos Scouts at the current charter renewal date (B). Total = A / B.

2. Retention: Improve retention rate.

| | | | |
|--------|---|-----|----------------------|
| Bronze | Retain and re-register 68% of eligible members or have a 2 percentage points increase. | 100 | |
| Silver | Retain and re-register 75% of members, or retain and re-register 68% and have a 2 percentage points increase. | 200 | <input type="text"/> |
| Gold | Retain and re-register 80% of members, or retain and re-register 75% and have a 2 percentage points increase. | 400 | |

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. Building Cub Scouting: Have an increase in membership or be larger than the average size pack.

| | | | |
|--------|--|-----|----------------------|
| Bronze | Have a net gain of one member over last year, or have at least 19 members. | 75 | |
| Silver | Increase youth members by 5%. | 150 | <input type="text"/> |
| Gold | Increase youth members by 10%. | 300 | |

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. Outdoor activities: The pack has activities in the outdoors.

| | | | |
|--------|--|-----|----------------------|
| Bronze | Have three outdoor activities during the year. | 75 | |
| Silver | Have four outdoor activities during the year. | 150 | <input type="text"/> |
| Gold | Have five outdoor activities during the year. | 300 | |

The pack has activities in the outdoors, which could include outdoor pack meetings, hikes, pack campouts, parades, outdoor service projects, etc.

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5. Trained leadership: Have a trained and engaged pack committee.

Bronze Have a Cubmaster and a committee with at least three members. All dens have leaders. All have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new, complete within three months of joining. Den or pack meetings have started by October 31. 50

Silver Bronze level, plus all must have completed Leader-Specific Training or, if new, complete within six months of joining. 100

Gold Silver level, plus pack participates in Basic Adult Leader Outdoor Orientation (BALOO) training and in Outdoor Webelos Leader Skills (OWLS) training. 200

Have a pack committee. All CM, CA, MC, TL, DL, DA, WL, and WA (paid or multiple registration) have completed This Is Scouting, Fast Start training, and Youth Protection training or, if new, complete within three months of joining. Den or pack meetings have started by 10/31/2011.

CM = Cubmaster CA = Assistant Cubmaster MC = Member of Committee TL = Tiger Leader DL = Den Leader DA = Assistant Den Leader WL = Webelos Leader WA = Assistant Webelos Leader

6. Day/resident camp: The pack participates in Cub Scout day camp or Cub Scout resident camp.

Bronze The pack participates in Cub Scout day camp or Cub Scout resident camp. 50

Silver 25% attend Cub Scout day camp or Cub Scout resident camp. 100

Gold 40% attend Cub Scout day camp or Cub Scout resident camp. 200

Cub Scouts attend an in-council/out-of-council Cub Scout day camp and/or Cub Scout resident camp in 2011. Silver and Gold levels are total number of Cub Scouts attending (G) divided by total number of Cub Scouts registered as of 6/30/2011 (H). Total = G / H.

7. Service projects: The pack participates in service projects, with one benefitting your chartering organization. The projects and hours are entered on the Journey to Excellence website.

Bronze Participate in two service projects. 50

Silver Participate in three service projects. 100

Gold Participate in four service projects. 200

The pack participates in at least two service projects during the year and enters them on the Journey to Excellence website. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization.

8. Leadership planning: Next year's leaders are identified early.

Bronze By May 31, the pack committee recruits/confirms pack and den leadership for the next year. 50

Silver Earn the Bronze level, plus the pack holds its fall recruitment by September 30. 100

Gold Earn the Bronze and Silver levels, plus every leadership position is filled by October 15. 200

The pack recruits or confirms the next year's leadership, including CM, DLs, and WLs, by 5/31/2011. The pack holds its fall recruitment event by 9/30/2011.

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9. Webelos-to-Scout transition: Have a Webelos-to-Scout transition plan with a troop or troops.

| | | | |
|--------|---|-----|----------------------|
| Bronze | With a troop, hold two joint activities, one of which is a parent orientation and camp promotion meeting. | 50 | |
| Silver | 60% of Webelos register with a troop. | 100 | <input type="text"/> |
| Gold | 80% of Webelos register with a troop. | 200 | |

Hold at least two joint activities with a troop or troops, one of which is a new parent orientation and camp promotion meeting, and have graduating boys register with a troop. If pack has no Webelos Scouts, this requirement is met at the Bronze level.

10. Budget: The pack has a budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.

| | | | |
|--------|--|-----|----------------------|
| Bronze | Have a written budget reviewed at committee meetings and that follows BSA policies. | 25 | |
| Silver | Earn the Bronze level, plus Cub Scouts' ideas are used in the budget planning process. | 50 | <input type="text"/> |
| Gold | Earn the Bronze and Silver levels, plus budget is completed by May 31 for the next program year. | 100 | |

The pack has a written budget that is reviewed at all pack committee meetings, and the pack follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form, the pack treasurer's book, and any other publication that the council has developed for fundraising and fiscal management.

11. Pack and den meetings: Packs and dens have regular meetings.

| | | | |
|--------|---|-----|----------------------|
| Bronze | Hold nine pack meetings a year, with one meeting reviewing program plans and asking for parental involvement. Dens meet twice a month. | 25 | |
| Silver | Meet the Bronze level plus, pack committee meets at least six times a year. | 50 | <input type="text"/> |
| Gold | Meet the Bronze level plus, pack committee meets at least 10 times a year. | 100 | |

Have at least nine pack meetings within the past 12 months, with one of those meetings being to review the pack's program plans and asking for parental involvement in the pack. All dens meet at least twice each month during the program year.

12. Reregister on-time

| | | | |
|--------|---|----|----------------------|
| Bronze | Complete reregistration, obtain all signatures, and submit paperwork to the council office prior to the expiration of your charter. | 25 | <input type="text"/> |
|--------|---|----|----------------------|

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.

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13. Annual assessment: Completion of this form.

Bronze Conduct an annual pack assessment using this form, and submit it completed and signed with the charter renewal forms. 25

Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

To earn Bronze: Complete 10 of 13 Bronze requirements, plus earn 700 points (from Bronze, Silver, or Gold points list).

To earn Silver: Earn the Bronze award, plus earn 1,000 points (from Bronze, Silver, or Gold points list).

To earn Gold: Earn the Bronze award, plus earn 1,600 points (from Bronze, Silver, or Gold points list).

**Total
Points**

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 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 10 of the 13 criteria plus 700 points
- Silver level requires earning the Bronze level and 1,000 points
- Gold level requires earning the Bronze level and 1,600 points

We certify on our honor as Scout leaders that these requirements have been completed.

Cubmaster _____

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

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. In planning your strategy, use actual numbers from the previous year to guide your performance improvement goal planning. In each area, the pack may qualify by meeting a specific standard or by showing measured improvement.

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.