Scouting's Journey to Excellence

2011 Pack Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	**Advancement:** Increase the percentage of Cub Scouts earning rank advancements.	Have 55% of Cub Scouts advance one rank or have a 2 percentage points increase.	Have 75% of Cub Scouts advance, or 55% advance and have a 2 percentage points increase.	Have 90% of Cub Scouts advance, or 75% and have a 2 percentage points increase.	100	200	400
2	**Retention:** Improve retention rate.	Retain and re-register 68% of eligible members or have a 2 percentage points increase.	Retain and re-register 75% of members, or retain and re-register 68% 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 Cub Scouting:** Have an increase in membership or be larger than the average size pack.	Have a net gain of one member over last year, or have at least 19 members.	Increase youth members by 5%.	Increase youth members by 10%.	75	150	300
4	**Outdoor activities:** The pack has activities in the outdoors.	Have three outdoor activities during the year.	Have four outdoor activities during the year.	Have five outdoor activities during the year.	75	150	300
5	**Trained leadership:** Have a trained and engaged pack committee.	Have a Cubmaster and a committee with at least three members. All dens have leaders. The entire committee has 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.	Bronze level, plus all must have completed Leader-Specific Training or, if new, complete within six months of joining.	Silver level, plus pack participates in BALOO training and in OWLS training.	50	100	200
6	**Day/resident camp:** The pack participates in Cub Scout day camp or Cub Scout resident camp.	The pack participates in Cub Scout day camp or Cub Scout resident camp.	25% attend Cub Scout day camp or Cub Scout resident camp.	40% attend Cub Scout day camp or Cub Scout resident camp.	50	100	200
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.	Participate in two service projects.	Participate in three service projects.	Participate in four service projects.	50	100	200
8	**Leadership planning:** Next year's leaders are identified early.	By May 31, the pack committee recruits/confirms pack and den leadership for the next year.	Earn the Bronze level, plus the pack holds its fall recruitment by September 30.	Earn the Bronze and Silver levels, plus every leadership position is filled by October 15.	50	100	200
9	**Webelos-to-Scout transition:** Have a Webelos-to-Scout transition plan with a troop or troops.	With a troop, hold two joint activities, one of which is a parent orientation and camp promotion meeting.	60% of Webelos register with a troop.	80% of Webelos register with a troop.	50	100	200
10	**Budget:** The pack has a budget that is continually reviewed by the committee and follows BSA policies relating to fundraising and fiscal management.	Have a written budget reviewed at committee meetings and that follows BSA policies.	Earn the Bronze level, plus Cub Scouts' ideas are used in the budget planning process.	Earn the Bronze and Silver levels, plus budget is completed by August 31 for the next program year.	25	50	100
11	**Pack and den meetings:** Packs and dens have regular meetings.	Hold nine pack meetings a year, with one meeting reviewing program plans and asking for parental involvement. Dens meet twice a month.	Meet the Bronze level plus, pack committee meets at least six times a year.	Meet the Bronze level plus, pack committee meets at least 10 times a year.	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.			25		
13	**Annual assessment:** Completion of this form.	Conduct an annual pack assessment using this form, and submit it completed and signed with the charter renewal forms.			25		
				Points	_____	_____	_____

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 _____

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

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.

JOURNEY TO EXCELLENCE

Scouting's Journey to Excellence

2011 Pack 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 pack may qualify by meeting a specific standard or by showing measured improvement.

1	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	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	The pack has activities in the outdoors, which could include outdoor pack meetings, hikes, pack campouts, parades, outdoor service projects, etc.
5	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.
6	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	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	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.
9	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	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	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	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.
13	Complete this form, including all required signatures, and submit to the council service center with the charter renewal paperwork.

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, 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.