

CUB

Den Leader Position-Specific Training

For Tiger Cub, Wolf, and Bear Den Leaders



SCOUTS



BOY SCOUTS OF AMERICA®



INTRODUCTION

This course is intended to provide Tiger Cub, Wolf, and Bear den leaders with the basic information they need to conduct successful den meetings.

There are two options for conducting the course. The first is based on the seven parts of a Cub Scout den meeting using the *Den & Pack Meeting Resource Guide*, No. 34409. The second option, found in the appendix, is for dens using the *Delivery System Manual Cub Scout Program* (Year A or B). Either course should take about two hours, so it may be offered in a single evening or morning session with a minimum of preparation necessary.



The course is intended to be conducted in a small-group setting of about six to eight participants, similar to a den meeting. It can be facilitated by unit, district, or council trainers.



When the training is complete, the training codes C41 and C42 may be entered into the leader's training record. Tiger Cub, Wolf, and Bear den leaders who complete this training and Youth Protection training are considered "trained" for all three positions.

This syllabus is not designed or intended to be read verbatim—with the exception of the Youth Protection presentation. Trainers should be familiar with the content and able to present it without reading. Experienced trainers can use their own words but must be sure to cover the content and meet the objectives of the session. One of the keys to success is that the trainers observe participants during the sessions, especially during the hands-on phases, to be sure the participants learned the topic.

Materials List

For Participants

- Sample meeting plans from the *Den & Pack Meeting Resource Guide* (entire month)
- Sample Monthly Pack Meeting Plans*
- Sample pack calendar*
- A council and/or district calendar
- Local resource lists
- Code of Conduct prizes (if desired)
- Cub Scout/Webelos Scout Uniform Inspection Sheets*
- Male Leader Uniform Inspection Sheet*
- Female Leader Uniform Inspection Sheet*
- Age-Appropriate Guidelines*
- Individual Cub Scout Record*
- Cub Scout Den Advancement Report*
- Den Leader Training Award progress records
- *Boys' Life* subscription forms
- Handouts from appendix

For Trainers

- *Den & Pack Meeting Resource Guide**
- Copies of *Scouting* and *Boys' Life* magazines
- *Group Meeting Sparklers*
- Tiger Cub, Wolf, and Bear handbooks
- Cub Scout training posters (they can be homemade with oaths, laws, motto, purposes, etc.)
- Sample den doodle
- Flip chart or whiteboard (with pens)
- Den Advancement Chart
- Candle and matches for conduct candle

Additionally, you will need to gather the materials necessary to conduct the sample den meeting you have chosen from the *Den & Pack Meeting Resource Guide*.

*Can be downloaded from scouting.org

Preparation for the Course

Select a meeting plan from the *Den & Pack Meeting Resource Guide* that fits the den that most of the participants will be leading. The trainers will model a typical den meeting by playing the games, leading the participants through the activities, and conducting the ceremonies recommended for the meeting.

If possible, decorate the room with Cub Scouting posters. These posters will provide additional information for the participants to read.

Create a typical Den Rules poster to display during the session. You will also need to refer to the Den Rules poster during the session on boy behavior (III. Opening).

Have the gathering exercise available for the participants during check-in. This is important because it is fun and it models part of the instruction presented later in the training.

If possible, each participant should bring or have access to a *Den & Pack Meeting Resource Guide* and Monthly Pack Meeting Plans (available online at www.scouting.org/CubScouts).

GATHERING TIME ACTIVITY

Time

Be ready for any participants to arrive 30 minutes before the scheduled start time of the training.

Objectives

At the end of this activity, participants will be able to

- Model an effective gathering time activity.
- Demonstrate ways to keep the boys active before a Cub Scouting event.
- Build excitement among the participants for their role as future den leaders.

Materials

Provide any materials needed for the chosen activity.

Description

Provide any instructions needed for the participants and the intended outcome of the chosen gathering activity.

Activity

Early arrivals will do the gathering time activity the training staff has prepared.

I. BEFORE THE MEETING STARTS

Time

30 minutes

Objectives

At the end of this activity, participants will be able to

- Explain the aims of Scouting and how Cub Scouting helps to fulfill those goals.
- Introduce the Youth Protection policies of the Boy Scouts of America.
- Discuss preparation for a den meeting.

Materials

- If possible, a computer to show participants the e-learning site and other Scouting resources on scouting.org
- Meeting plans from the *Den & Pack Meeting Resource Guide*

Introduction

Welcome all participants and thank them for taking the time to learn more about their role as a Cub Scout den leader. Tell them the format of this training will follow the seven parts of a Cub Scout meeting. Distribute the outline from your selected meeting from the *Den & Pack Meeting Resource Guide* for use as a guide.

Aims of Scouting

Share the aims of Scouting and how the Cub Scout program helps to achieve them. You might use the following:

The Boy Scouts of America was formally organized in 1910, with Cub Scouting being added as a full-fledged program for younger boys in 1930. Underlying all of Scouting's programs are three distinct foundational goals or aims. The three aims of Scouting are:

- Character Growth
- Citizenship Training
- Personal Fitness

Through Cub Scout activities, the uniform, ideals, advancement opportunities, and the examples of their leaders, boys learn to become young men of sound moral character.

Because boys enjoy being part of small groups, Cub Scouts are divided into groups called dens, which are usually organized by school grade but in some cases are organized by age. Tiger Cubs (first grade or age 6), Wolf (second grade or age 7), Bear (third grade or age 8), and Webelos (fourth and fifth grade or ages 9 and 10) come together to form a larger group called a pack. Ideally, dens will consist of between six and eight boys.

Rudyard Kipling's *The Jungle Book* is used as a fun theme to tie the program together.

Finish this introduction by saying something like: "You have volunteered to play an important role, but one that is simple and fun thanks to the support provided by the Boy Scouts of America. This training will help you prepare fun and meaningful den meetings."

Youth Protection

Read the following paragraphs:

The Boy Scouts of America places the greatest importance on providing the most secure environment possible for our youth members. To maintain a safe environment for the boys, the BSA has developed numerous procedural and leadership selection policies, reinforces the youth protection message with regular, high-quality training, and provides parents and leaders with numerous online and print resources aimed at the different youth protection needs of the Cub Scout, Boy Scout, and Venturing programs.

The BSA requires Youth Protection training for all registered volunteers.

All new leaders are required to complete Youth Protection training. To take the training online, go to [MyScouting.org](https://www.myscouting.org) and establish an account using the member number you receive when you register for BSA membership. If you take the training online before you obtain a member number, be sure to return to MyScouting and enter your number for training record credit. Your BSA local council also provides training on a regular basis if you cannot take it online. For more information, refer to the back of the BSA adult membership application.

Youth Protection training must be taken every two years. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of recharter, the volunteer will not be reregistered. We encourage all adults, including all parents, to take the BSA's Youth Protection training.

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep families safe, see the Parent's Guide in any of the Cub Scouting or Boy Scouting handbooks, or go to www.scouting.org/Training and click on the Youth Protection link.

Urge the participants to take Youth Protection training as soon as possible if they have not done so already.

Preparation

Explain that you and your assistants gathered all of the materials necessary to run a good meeting well in advance of today's session (point out the materials) so you would be prepared and able to greet early arrivals. Tell participants they should do the same before their den meetings.

Preparation and planning help Cub Scout leaders make Cub Scouting more fun for both boys and leaders, help reduce leader stress, and provide the most long-term benefits for our Scouts. Fortunately, the BSA provides the materials to make planning simple—they just need to use them!

If it has not been done already, pass out the selected meeting plans from the *Den & Pack Meeting Resource Guide* and the Pack Meeting Plan. Tell participants meeting plans can be found in the printed guide or can be downloaded from [scouting.org](https://www.scouting.org).

II. WHILE CUB SCOUTS GATHER

Time

30 minutes

Objectives

At the end of this activity, participants will be able to

- Describe the importance of gathering time.
- Explain advancement.
- Be aware of the pack budget.

Materials

- Sample “den doodle”
- One copy each of Tiger Cub, Wolf, and Bear Cub Scout handbooks (for demonstration)
- Copies of Individual Cub Scout Record
- Den Advancement Report
- Den Advancement Chart (posted on the wall)
- Cub Scout Recognition Kit (for demonstration)

Introduction

Explain that it is important to give active, excited Cub Scouts something to do as soon as they arrive at the meeting place. This is a good time to have some fun and still accomplish several business details. This is also a part of the meeting where parent helpers, a denner (a different Cub Scout selected each month to be a peer leader), and a den chief (an older Scout recruited from a Boy Scout troop or Venturing crew to help the den leaders) should be used.

Explain that in the Tiger Cub den, parents are actively involved in the meetings and this is a very important part of Tiger Cubs. Parents should be encouraged to be active in Wolf and Bear dens as well.

Activity

Ask participants to recall the gathering activity they did as they arrived and waited for today's training course to begin. Share with them that you got this activity from the *Den & Pack Meeting Resource Guide* (or *Group Meeting Sparklers*). Tell them good gathering activities do not require that all participants start or stop at the same time, are interruptible, and do not require the full attention of both the leader and the assistant.

Business

State that the gathering time is the best time during the den meeting to check attendance.

Explain that each pack should have an annual budget to meet basic expenses. This budget is created by the pack committee in conjunction with other den and pack leaders at the beginning of each Scouting year.

Funding for the budget may come from weekly dues or from participation in a council-sponsored product sale (such as popcorn). The method used to raise funds will be determined by the pack committee, not the individual den.

The pack budget should include expenses for den meeting materials. The boys can bring some materials from home, and scrap materials can be used, but most, if not all, out-of-pocket expenses for den meetings should be reimbursed by the pack's budget.

Advancement

Explain that in Cub Scouting, most advancement occurs in the den, but some also occurs at home with the Cub Scout and his family. Share that all boys work on the Bobcat requirements first to help them learn the basics of Cub Scouting, regardless of when they enter the program. Show them that the Bobcat requirements are up front in all the different boys' handbooks. Encourage them to review the Bobcat requirements and practice them when they get home so they can help their Cub Scouts learn them.

Share that the advancement requirements and activities are designed to meet the abilities, needs, and interests of boys in the grade or age of the den.

Tell participants that before the meeting starts is also a good time to look in each Cub Scout's handbook to see what he has accomplished since the last meeting and to record his progress in the den records. Show participants where advancement is recorded in the boys' handbooks. This could also be done during the business items part of the meeting.

Distribute copies of the Individual Cub Scout Record. Explain this is a tool to keep track of advancement and should follow the boy if he moves to another pack, or if there is a change in den leadership and a new leader volunteers. Stress the importance of keeping accurate records. Tell them this form and many others are available in the Cub Scouts section of scouting.org.

Distribute copies of the Den Advancement Report. Share that this form is used to report boys' advancement progress to the pack committee member responsible for advancement so recognition items can be obtained from the local council office.

Show a sample Den Advancement Chart and explain it is fun for the boys to fill in the blanks on their line of the chart and is an incentive to complete achievements and electives. These charts can be purchased at the local Scout shop or council service center, or online at scoutstuff.org.

Show a den doodle and explain its use as a simple, fun tool to recognize advancement and attendance.

Conclude by reminding participants that the motto of Cub Scouting is “Do Your Best.” This is the criteria against which we measure the Cub Scout—the individual Cub Scout’s best, not a strict standard.

III. OPENING

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Appreciate the value of formal opening ceremonies.
- Explain the behavior patterns of Cub Scout–age boys and methods of improving boy behavior.
- Describe how the Cub Scout uniform is used as a method to achieve Cub Scouting’s purposes.
- Explain the use of the Cub Scout sign.

Materials

- Cub Scout/Webelos Scout Uniform Inspection Sheets
- Male Leader Uniform Inspection Sheets
- Female Leader Uniform Inspection Sheets
- Materials necessary for the opening activity as chosen from the *Den & Pack Meeting Resource Guide*
- “Characteristics of Cub Scouts” handout (see appendix)
- Purposes of Cub Scouting poster (from Supply or handmade)
- Conduct candle and matches

Introduction

Start this presentation by holding up the Cub Scout sign. Explain that the sign is used when reciting the Cub Scout Oath or Promise. It is also valuable for letting Cub Scouts and others know it is time to be quiet and pay attention. The two spread fingers symbolize the alert, listening ears of the wolf.

Hang a poster containing the purposes of Cub Scouting on the wall of the training room. Be sure to call attention to the poster during the course of this session.

Purposes of Cub Scouting

Character Development
Spiritual Growth
Good Citizenship
Sportsmanship and Fitness
Family Understanding

Respectful Relationships
Personal Achievement
Friendly Service
Fun and Adventure
Preparation for Boy Scouts

Opening

Using the participants as you would the Cub Scout den, conduct the opening from the meeting plan you have chosen.

After the opening, remind participants that a formal opening is important because it lets the boys know the meeting has started. A good opening may provide the boys a chance to help meet the citizenship and spiritual growth parts of Scouting's purpose or to set the stage for the month's meetings. Explain that because Scouting recognizes the importance of reverence, it is perfectly acceptable for meetings to begin with a prayer. This is a decision that should be made in conjunction with both the boys' parents and the chartered organization. This opening period may also be a good time for a uniform inspection.

Uniforms

Distribute the uniform inspection sheets. Ask participants why proper uniforms are important for boys. Write responses on the board or flip chart. Guide them to include the following:

- Boys in uniform are generally better-behaved.
- The uniform is the best place to display the patches and awards they have earned.
- The uniform provides identification with the organization and with other Cub Scouts.
- The uniform is an equalizer among the members of the den.

Share that it is also important for den leaders to set a good example for their Cub Scouts by wearing a proper uniform.

Conduct

Explain that establishing rules for good behavior right from the start is important. These rules may need to be reinforced in the event of a change in leadership or even if you change meeting locations. Let the boys help establish the den code of conduct at your first meeting so they are a part of the process, rather than having the feeling they are just the den leader's rules.

Distribute “Characteristics of Cub Scouts” and state it is important that den leaders understand “normal” behavior so our expectations for the boys are reasonable. Further, we should remember each boy is a unique individual and boys of the same age develop at different rates.

Ask the participants to suggest items that might be included in a den code of conduct. Write them on a flip chart or whiteboard.

Demonstrate the conduct candle (or another favorite method) for influencing boy behavior. Refer to the Den Code of Conduct poster and tell participants that as long as they (role-playing as the boys) are well behaved and follow the code, the candle will stay lit. Suggest that when the candle burns down the den could have a special den ice cream party (or other similar reward, especially if you have one for this training).

Conclude by saying the conduct of adult den leaders, the den chief, and parent helpers is also an important consideration. The Cub Scouts will look up to the adult leaders and the den chief and will model their behavior on what the leaders demonstrate. Remind the participants that in addition to issues discussed in the Youth Protection session, any verbal abuse is to be avoided.

IV. BUSINESS ITEMS

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Understand the concept of themes.
- Know the relationship between the den and the pack.
- Understand the den's role in the pack meeting.

Materials

- *Den & Pack Meeting Resource Guide*
- Materials for the business item in your chosen meeting

Introduction

Explain that right after the opening is the time to conduct any den business not accomplished during gathering time. Usually, during the first meeting of the month, business includes pack and den meeting ideas, plans for the den's part in an upcoming pack meeting, and plans for special den activities. Later, it could be a time for dinner selection, creation of a den yell or cheer, or playing a game. This may also be an appropriate time to check advancement and record progress, if not already done.

Themes

Explain that each month the Cub Scout program emphasizes a theme or one of Cub Scouting's Core Values around which leaders can plan den and pack meetings. These monthly themes are useful because they simplify planning, give dens a focus for work, and bring all dens together at the pack meeting with activities related to the same theme—not to mention that they teach important values.

Ask participants to look at the ideas presented in the meeting plan related to the theme and point out the suggestions for each part of the den meeting for the entire month and year.

Pack Meetings

Remind participants their den is part of a Cub Scout pack, and some den meeting activities may work toward the den's part in the monthly pack meeting. Pack meetings are led by a Cubmaster and should include all members of the Cub Scout's family. Activities include songs, skits, demonstrations, ceremonies, and recognition of achievement. Each den should have a part in the pack meeting.

Ask participants to take a look at the pack meeting ideas in the handouts.

Business Item

If appropriate, lead the business item activity suggested from your chosen meeting.

V. ACTIVITIES

Time

15 minutes

Objective

After this activity, participants will be able to

- Understand the purpose of fun activities at den meetings.

Materials

- Materials necessary to conduct a chosen activity from your den meeting plan

Introduction

Tell participants that boys in Cub Scouting want to have fun and to do fun things with their friends. Den meetings should be one of the times when boys have the most fun.

Pack Meeting

Remind den leaders that during the business items portion of the meeting they might have planned or discussed what the den is going to do at the pack meeting. Now is the time when the den might practice its part. Remember, try to get everyone involved (even, or especially, parents and other family members) at the pack meeting.

Activity

Recall that Cub Scout-age boys are full of energy and like to expend it in large quantities.

Tell participants that activities related to advancement can be a great way to expend boyhood energy and to accomplish learning goals like teamwork, sportsmanship, personal fitness, earning awards, and doing your best. Often, projects started at den meetings can be taken home for the boys to finish with their families.

Conduct the activity from your chosen den meeting plan.

VI. CLOSING

Time

15 minutes

Objectives

After this activity, participants will be able to

- Understand the purpose of a den meeting closing.
- Learn about upcoming training opportunities.
- Participate in a den meeting closing.

Materials

- Closing ceremony materials needed from chosen den meeting plan
- Information sheet about upcoming training opportunities for den leaders

Introduction

Tell participants that just as openings are important to start a meeting, closings are important to conclude meetings and a good time to get important messages across to the Cub Scouts.

Closing

Explain that a good den meeting closing can provide time for a Cub Scout to reflect, be recognized for achievement, and maybe even learn a new skill like folding an American flag. Den meeting closings can be solemn, patriotic, inspirational, or fun.

Share that it is a good idea to invite the Cub Scouts' parents who are arriving to pick up their sons to join the den—along with the parents who helped with the meeting—for the closing.

Reminders

Explain that the relative quiet of the closing portion of the meeting is a good time to remind Cub Scouts of upcoming pack and den activities. Keep in mind we are dealing with young boys, so reminders should also be in written form for their parents.

Effective and frequent communication with parents is a very important, if not critical, ingredient in the success of your den and your Cub Scouts. Knowing about issues, meetings, and activities well in advance will be appreciated and will make them more successful.

At this point, share information about upcoming training opportunities (roundtables, pow wows, university of Scouting, etc.) for den leaders in your area. Explain that meeting with and learning from other Cub Scout leaders from throughout the community will enhance their Cub Scout leadership experience.

VII. AFTER THE MEETING

Time

15 minutes

Objectives

After this activity, participants will be able to

- Understand the importance of planning den meetings and activities.
- Identify resources for den leaders to use to plan den meetings.
- Name the things leaders should keep in mind when planning meetings.

Materials

- *Den & Pack Meeting Resource Guide*
- Copies of *Boys' Life* and *Scouting* magazines
- Age-Appropriate Guidelines
- Locally produced resource lists
- Participant Course Assessment (appendix)

Introduction

Ask participants if they have ever heard a leader of a youth group say, “I don’t plan my meetings. The boys usually figure out something to do.” The problem is, if you don’t plan your den meetings, the boys may indeed find something else to do—and it likely won’t accomplish the aims we are trying to achieve in Scouting. The Voice of the Scout survey tells us that chaos and meetings that are poorly planned are big factors among less-than-satisfied Cub Scout parents.

Planning

Share with participants that immediately following the den meeting is the time to sit down with the den chief and assistant leaders to evaluate the meeting, talk about and plan for the next meeting, and update records while things are still fresh in their minds.

Planning is vital to the success of the den. Well-planned den meetings attract and keep Cub Scouts coming each week. Planning also helps make the task of the den leader much easier, and Cub Scouting resources make planning easier.

Explain to participants that right after the meeting is not when the planning process for the next meeting starts. The Boy Scouts of America suggests a monthly pack and den planning sequence and provides many resources to help you through the process. The time after the den meeting is when the leaders confirm the plans made during the monthly plan for the next meeting.

Tell participants the first planning step is an annual pack planning conference. At this conference, all of the leaders in the pack gather and set the pack's program for the next 12 months. Pack meetings are scheduled, and special community, pack, and council activities are put on the calendar so everyone can plan for them.

Each month the pack might have a pack leaders planning meeting. At this meeting, final details are covered for this month's pack and den meetings, and plans and assignments are made for next month.

Share that some larger packs might also have a den leader meeting and a den leader–den chief meeting as further steps in the process.

Encourage den leaders to keep the following in mind when planning their den meetings. Write the highlighted words or phrases on a board or easel pad and use the text for discussion.

- **Have a written plan.** Explain this is a useful tool to help keep track of the parts of the meeting.
- **Involve parents.** This part is essential in Tiger Cubs, but explain that in all dens even parents who don't think they have time to be leaders have some time and talent to contribute. Find out their skills and talents—and use them!
- **Frequency.** Dens should meet at least twice a month unless special circumstances such as foul weather or significant calendar conflicts prevent meeting. A consistent meeting pattern will help families remember and keep them coming back. Many dens meet weekly and year-round, and the *Den & Pack Meeting Resource Guide* has supplemental meeting plans to accommodate that pattern.
- **Time and location.** Scouting activities and meetings may be scheduled whenever it is convenient for the boys and their families. Scouting meetings may be held at the school, in a home, in an outdoor setting, or at any other facility that lends itself to a den meeting. The chartered organization has the responsibility to provide the pack with a suitable meeting location. Den meetings should be held at the same location each time so boys and parents can easily remember where to go. This is also true in regard to the time of the meeting.
- **Length of meeting.** Cub Scout–age boys have short attention spans, and they also have family, school, or other community activities that take their time. Meetings should last about an hour. Stop while they are still having fun, so they want to come back.
- **The purposes of Cub Scouting.** All den activities should be measured against these standards.
- **Age-appropriate.** Scouting is designed to meet the needs and abilities of boys as they grow and mature. It is important that as much as we might want to do something more, we need to stay within that range. (Pass out Age-Appropriate Guidelines.)

- **Fun, fun, fun.** For both boys and leaders! Creating a fun environment for your Cub Scouts is an important skill of a den leader.
- **KISMIF.** Keep It Simple, Make It Fun!

Resources

Explain it may sound like a lot of work, but Cub Scouting makes planning a snap by providing a large number of resources.

Tell them they have already taken a look at the number one planning tool, the *Den & Pack Meeting Resource Guide*, a resource that includes plans and ideas for a full year of den and pack meetings, and a close number two, the scouting.org/CubScouts website. Ask them to take a look at these for more resources.

Other Scouting volunteers in your pack, district, and council can be a great resource to you. Experienced Scouters can supply you with new ideas, activities, and moral support, all of which will help make your Cub Scouting experience a great one.

Show copies of *Boys' Life* and *Scouting* magazines, and explain that these magazines provide program information and support for Cub Scouts and leaders. *Scouting* magazine comes to all registered leaders, and *Boys' Life* is a subscription that might be either part of the pack budget or the option of the family.

Distribute other locally produced or national resource lists.

Share other training opportunities that are also a great resource for program and meeting ideas. Refer to the list of opportunities passed out earlier. Tell participants that among the best of these opportunities is the monthly Cub Scout leader roundtable, especially since the program is built around things your pack and den might be doing next month. Encourage den leaders to attend roundtables and to take advantage of the other resources when planning a program for their Cub Scouts.

Remind participants that parents and families are a great resource for den programs. Parents may have talents they can share or access to places of interest for Cub Scouts. Active, involved parents and families encourage their Cub Scouts to participate more fully in the Cub Scouting program and receive more of the benefits of the program.

Answer participants' questions and pass out the assessment.

Summary

Conclude with something like the following:

“As a den leader, you are one of about 500,000 Cub Scout leaders, serving about 2 million Cub Scouts in around 50,000 Cub Scout packs. But to the boys in your den, you are the most important of those leaders. Through you, a boy will have experiences he will remember his entire life—Scouting experiences that for over 100 years have helped prepare boys for leadership, citizenship, and life in general. We challenge you to make sure those experiences are safe, well planned, and fun—for you and for your Cub Scouts.

“We encourage you to take advantage of all the resources and opportunities available to you as a den leader. We thank you for your time today, and for all the time you contribute to your Cub Scouts.”

Conduct a meaningful presentation of training recognition, and give participants copies of the Den Leader Training Award progress record sheet.

Be sure to complete and submit a training attendance report so the leaders receive credit for the training.

APPENDIX

Characteristics of Cub Scouts	25
Glossary of Scouting Terms	27
Year “A” or “B” Modifications	29
Participant Course Assessment	49

CHARACTERISTICS OF CUB SCOUTS

(Compiled from various child development sources)

6-Year-Old Boys

- Six-year-old Tiger Cubs have longer attention spans and continue to prefer structured activities to more open-ended experiences.
- They enjoy taking on new roles and responsibilities but still require much direction from adults and frequently ask questions to ensure that they are completing tasks the right way.
- The language skills of 6-year-olds become increasingly sophisticated throughout the year.
- Scientific discovery for children this age is affected by their tendency to straddle the world between make-believe and reality.
- Tiger Cubs continue to enjoy moving in a variety of ways. Although far from proficient in motor skills, this does little to dampen their enthusiasm for trying out new activities and sports.
- Their hand- and foot-eye coordination is still developing, so skills like throwing, catching, kicking, and striking are still emerging.
- Six-year-olds are confident and delight in showing off their talents.
- They start to display an increasing awareness of their own and others' emotions and begin to develop better techniques for self-control.
- Predictable routines are important sources of stability and security for children this age.
- Six-year-olds draw emotional stability from their interactions with adults with whom they feel secure, particularly during challenging situations and circumstances.

7-Year-Old Boys

- The 7-year-old Wolf can have a wide range of development levels and interests.
- Seven-year-olds are usually beginning to really develop motor skills in combination—such as running up to a ball to kick it. Physical play is important at this age to help them enhance coordination.
- They enjoy working with simple tools and small items.
- Wolf Cub Scouts are curious and looking to learn new things. Problem-solving skills are becoming a part of their makeup.

- Seven-year-olds are better at sharing. “Mine” is being replaced by interests in playing together.
- They are not yet independent and like structure. Rules make sense to them and they tend to think in terms of right and wrong, good or bad, with little middle ground.
- Attention spans in 7-year-olds are increasing, but they are still looking for a variety of activities.
- Wolf Cub Scouts are developing a serious interest in the world around them and nature.

Eight-Year-Old Boys

- The 8-year-old Bear is full of energy but tires easily. He is restless and fidgety. He will develop some skill in activities and games played frequently.
- Eight-year-olds seldom get into real fights. They usually resort to name-calling. They like responsibility and independence and want to do well. They usually play in groups but also like to play alone.
- They want adventure. If it isn’t available, they make their own. They may exaggerate something real, imagine and experience, or simply brag. Remember that these tall tales are not lies. They are a reflection of a boy’s need to be big, strong, and brave when in reality he is not. A den leader can use this thirst for adventure in helping boys explore new things.
- They are eager for learning and are beginning to solve more complex problems. They like to be challenged and take time in completing a task.
- Their attention span is good. They enjoy hobbies and like to collect anything and everything. Value is much less important than quantity. A few may organize their collections; others will merely mess up their rooms with assorted treasures.
- They dislike criticism and are eager for peer approval. They want to be like others of their age. They are often self-critical and perfectionists.
- They are sometimes dreamy, absorbed, and withdrawn. They are less impulsive than younger children.
- They enjoy learning and practicing moral values and are aware of right and wrong, good and bad.

GLOSSARY OF SCOUTING TERMS

chartered organization. A community organization that has been granted an annual charter by the Boy Scouts of America to use the program of the Boy Scouts of America. Responsible for the selection of leaders in the organization's Scouting programs.

commissioner. A volunteer Scouter, representing the district or council, who works as a friend and mentor to Scouting units to help them succeed.

council. A geographically defined administrative organization, tasked with delivering the programs of the Boy Scouts of America to the community organizations within its borders.

Cubmaster. The top volunteer position in every Cub Scout pack. Responsible for planning the monthly pack meetings and working with the pack committee to make sure the pack is moving together and in the right direction.

den. This is the name given to smaller, working groups of Cub Scouts (typically six to eight boys). Dens are organized by age and/or grade. In large packs, there may be more than one same-age and/or -grade den. Dens usually have a number (Den 1, Den 2, etc.).

den chief. A Boy Scout, Varsity Scout, or Venturer selected by the Cubmaster to help the den leader lead the activities of a Cub Scout den.

denner. A Cub Scout or Webelos Scout who is elected or selected to be the temporary youth leader of his den. Denners can change every few weeks, monthly, or other term so every Scout gets leadership experience.

district. A geographic administrative committee of volunteers within a council, organized to serve the Scouting units within its borders.

district executive. A career Scouting professional who works as a staff member for the local council. They are assigned specific communities within the council. Sometimes a district executive is referred to as a "DE."

pack. The larger group a Cub Scout belongs to beyond the den. All packs have numbers that identify them ("Pack 125," for example). Packs usually consist of more than one den and are commonly referred to as a Scouting unit.

pack committee. A group of registered Scouting volunteers, selected by the chartered organization, who serve as the administrative support for the Cub Scout pack. It consists of at least three members, including a committee chair. The committee assists with tasks such as program planning, record keeping, correspondence, finances, advancement, training, public relations, and membership and registration.

roundtable. A monthly gathering of adult Scouting leaders designed to provide help with program planning, training, and other useful tools.

Webelos Scouts. The part of Cub Scouting for fourth- and fifth-grade (or 9- and 10-year-old) boys. The word comes from We'll Be Loyal Scouts.

YEAR A OR B MODIFICATIONS

Materials List

For Participants

- Sample meeting plans from the *Delivery System Manual Cub Scout Program* (Year A or B)
- Sample Monthly Pack Meeting Plans*
- Sample pack calendar*
- A council and/or district calendar
- Local resource lists
- Code of conduct prizes (if desired)
- Cub Scout/Webelos Scout Uniform Inspection Sheets*
- Male Leader Uniform Inspection Sheet*
- Female Leader Uniform Inspection Sheet*
- Age-Appropriate Guidelines*
- Individual Cub Scout Record*
- Cub Scout Den Advancement Report*
- Den Leader Training Award progress records
- *Boys' Life* subscription forms
- Handouts from appendix

For Trainers

- *Delivery System Manual Cub Scout Program* (Year A or B)
- Copies of *Scouting* and *Boys' Life* magazines
- *Group Meeting Sparklers*
- Tiger Cub, Wolf, and Bear handbooks
- Cub Scout training posters (they can be homemade with oaths, laws, motto, purposes, etc.)
- Sample den doodle
- Flip chart or whiteboard (with pens)
- Den Advancement Chart
- Candle and matches for conduct candle

Additionally, you will need to gather the materials necessary to conduct the sample den meeting you have chosen from the *Delivery System Manual*.

*Can be downloaded from scouting.org

PREPARATION FOR THE COURSE

This syllabus is not designed or intended to just be read verbatim—with the exception of the Youth Protection presentation. Trainers should be familiar with the content and be able to present it without reading. Experienced trainers can use their own words, but must be sure to cover the content and meet the objectives of the session.

Select a meeting plan to present from the *Delivery System Manual* that fits the den that most of the new den leaders you are training will be leading. The trainers will model a typical den meeting by playing the games, leading the participants through the activities, and conducting the ceremonies recommended for the meeting.

If possible, decorate the room with Cub Scouting posters. These posters will provide additional information for the participants to read.

Create a typical Den Rules poster to display during the session. You will also need to refer to the Den Rules poster during the session on boy behavior (III. Opening).

Have the gathering exercise available for the participants during check-in. This is important because it is fun and it models part of the instruction presented later in the training.

If possible, each participant should bring or have access to a *Delivery System Manual* and Monthly Pack Meeting Plans (available online at www.scouting.org/CubScouts).

GATHERING TIME ACTIVITY

Time

Be ready for any participants to arrive 30 minutes before the scheduled start time of the training.

Objectives

After this activity, participants will be able to

- Model an effective gathering time activity.
- Demonstrate ways to keep the boys active before a Cub Scout event.
- Build excitement among the participants for their role as future den leaders.

Materials

Provide any materials needed for the chosen activity.

Description

Provide any instructions needed for the participants and the intended outcome of the chosen gathering activity.

Activity

Early arrivals will do the gathering time activity the training staff has prepared.

I. BEFORE THE MEETING STARTS

TIME

30 minutes

Objectives

After this activity, participants will be able to

- Explain the aims of Scouting and how Cub Scouting helps to fulfill those goals.
- Introduce the Youth Protection policies of the Boy Scouts of America.
- Discuss preparation for a den meeting.

Materials

- If possible, a computer to show participants the e-learning site and other Scouting resources on scouting.org
- Meeting plans from the *Delivery System Manual*

Introduction

Welcome all participants and thank them for taking the time to learn more about their role as a Cub Scout den leader. Tell them the format of this training will follow the seven parts of a Cub Scout meeting. Distribute the outline from your selected meeting from the *Delivery System Manual* for use as a guide.

Aims of Scouting

Share the aims of Scouting and how the Cub Scout program helps to achieve them. You might use the following:

The Boy Scouts of America was formally organized in 1910, with Cub Scouting being added as a full-fledged program for younger boys in 1930. Underlying all of Scouting's programs are three distinct foundational goals or aims. The three aims of Scouting are:

- Character Growth
- Citizenship Training
- Personal Fitness

Through Cub Scout activities, the uniform, ideals, advancement opportunities, and the examples of their leaders, boys learn to become young men of sound moral character.

Because boys enjoy being part of small groups, Cub Scouts are divided into groups called dens, which are usually organized by school grade, but these meeting plans are for dens with mixed ages. Tiger Cubs (first grade or age 6), Wolf (second grade or age 7), Bear (third grade or age 8), and Webelos Scouts (fourth and fifth grades or ages 9 and 10) come together to form a larger group called a pack. Ideally dens will consist of between six and eight boys.

Rudyard Kipling's *The Jungle Book* is used as a fun theme to tie the program together.

Finish this introduction by saying something like: "You have volunteered to play an important role but one that is simple and fun thanks to the support provided by the Boy Scouts of America. This training will help you prepare fun and meaningful den meetings."

Youth Protection

Read the following paragraphs:

The Boy Scouts of America places the greatest importance on providing the most secure environment possible for our youth members. To maintain a safe environment for the boys, the BSA has developed numerous procedural and leadership selection policies, reinforces the youth protection message with regular, high-quality training, and provides parents and leaders with numerous online and print resources aimed at the different youth protection needs of the Cub Scout, Boy Scout, and Venturing programs.

The BSA requires Youth Protection training for all registered volunteers.

All new leaders are required to complete Youth Protection training. To take the training online, go to MyScouting.org and establish an account using the member number you receive when you register for BSA membership. If you take the training online before you obtain a member number, be sure to return to [MyScouting](http://MyScouting.org) and enter your number for training record credit. Your BSA local council also provides training on a regular basis if you cannot take it online. For more information, refer to the back of the BSA adult membership application.

Youth Protection training must be taken every two years. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of recharter, the volunteer will not be reregistered. We encourage all adults, including all parents, to take the BSA's Youth Protection training.

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep families safe, see the Parent's Guide in any of the Cub Scouting or Boy Scouting handbooks, or go to www.scouting.org/Training and click on the Youth Protection link.

Urge the participants to take Youth Protection training as soon as possible if they have not done so already.

Preparation

Explain that you and your assistants gathered all of the materials necessary to run a good meeting well in advance of today's session (point out the materials) so you would be prepared and able to greet early arrivals. Tell participants they should do the same before their den meetings.

Preparation and planning help Cub Scout leaders make Cub Scouting more fun for both boys and leaders, help reduce leader stress, and provide the most long-term benefits for our Scouts. Fortunately, the BSA provides the materials to make planning simple—they just need to use them!

If it has not been done already, pass out the selected meeting plans from the *Delivery System Manual* and the Pack Meeting Plan. Tell participants meeting plans can be found in the printed manual or can be downloaded from scouting.org.

II. WHILE CUB SCOUTS GATHER

Time

30 minutes

Objectives

At the end of this activity, participants will be able to

- Describe the importance of gathering time.
- Explain advancement.
- Be aware of the pack budget.

Materials

- Sample “den doodle”
- One copy each of Tiger Cub, Wolf, and Bear Cub Scout books (for demonstration)
- Copies of Individual Cub Scout Record
- Den Advancement Report
- Den Advancement Chart (posted on the wall)
- Cub Scout Recognition Kit (for demonstration)

Introduction

Explain it is important that active, excited Cub Scouts have something to do as soon as they arrive at your meeting place. This is a good time to have some fun and still accomplish several business details. This is also a part of the meeting where parent helpers, a denner (a different Cub Scout selected each month to be a peer leader), and a den chief (an older Scout recruited from a Boy Scout troop or Venturing Crew to help the den leaders) should be used.

Explain that in Tiger Cubs parents are actively involved in the meetings and this is a very important part of Tiger Cubs, but Wolf and Bear parents are also encouraged to be active.

Activity

Ask participants to recall the gathering activity they did as they arrived and waited for today's training course to begin. Share with them that you got this activity from the *Delivery System Manual* (or *Group Meeting Sparklers*). Tell them good gathering activities do not require that all participants start or stop at the same time, are interruptible, and do not require the full attention of both the leader and the assistant.

Business

State that the gathering time is the best time during the den meeting to check attendance.

Explain that each pack should have an annual budget to meet basic expenses. This budget is created by the pack committee, in conjunction with other den and pack leaders, at the beginning of each Scouting year.

Funding for the budget may come from weekly dues or from participation in a council-sponsored product sale such as popcorn. The method used to raise funds will be determined by the pack committee, not the individual den.

A portion of the pack budget should include expenses for den meeting materials. Some materials can be brought from home by the boys, and scrap materials can often be used, but most, if not all, out-of-pocket expenses for den meetings should be reimbursed by the pack's budget.

Advancement

Explain that in Cub Scouting, most advancement occurs in the den, but some also occurs at home with the Cub Scout and his family. Share that all boys work on the Bobcat requirements first, to help them learn the basics of Cub Scouting, regardless of when they enter the program. Show them that the Bobcat requirements are up front in all the different boys' books. Encourage them to review the Bobcat requirements and practice them when they get home so they can help their Cub Scouts learn them.

Share that the advancement requirements and activities are designed to meet the abilities, needs, and interests of boys in the grade or age of the den.

Tell participants that before the meeting starts is also a good time to look in each Cub Scout's book to see what he has accomplished since the last meeting and to record his progress in the den records. Show the participants where advancement is recorded in the boys' books. This could also be done during the business items part of the meeting.

Distribute copies of the Individual Cub Scout Record. Explain that this is a tool to keep track of advancement and should follow the boy if he moves to another pack, or if there is a change in den leadership and a new leader volunteers. Stress the importance of keeping accurate records. Tell them this form and many others are available in the Cub Scouts section of scouting.org.

Distribute copies of the Den Advancement Report. Share that this form is used to report boys' advancement progress to the pack committee member responsible for advancement so recognition items can be obtained from the local council office.

Show a sample Den Advancement Chart and explain that it is fun for the boys to fill in the blanks on their line of the chart and is an incentive to complete achievements and electives. These charts can be purchased at the local Scout shop, council service center, or online at scoutstuff.org.

Show a den doodle and explain its use as a simple, fun tool to recognize advancement and attendance.

Conclude by reminding participants that the motto of Cub Scouting is “Do Your Best.” This is the criteria against which we measure the Cub Scout—the individual Cub Scout’s best, not a strict standard.

III. OPENING

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Appreciate the value of formal opening ceremonies.
- Explain the behavior patterns of Cub Scout–age boys and methods of improving boy behavior.
- Describe how the Cub Scout uniform is used as a method to achieve Cub Scouting’s purposes.
- Explain the use of the Cub Scout sign.

Materials

- Cub Scout/Webelos Scout Uniform Inspection Sheets
- Male Leader Uniform Inspection Sheet
- Female Leader Uniform Inspection Sheet
- Materials necessary for opening chosen from the *Delivery System Manual*
- “Characteristics of Cub Scouts” (from appendix)
- Purposes of Cub Scouting poster (from Supply or homemade)
- Conduct candle and matches

Introduction

Start this presentation by holding up the Cub Scout sign. Explain that the sign is used when reciting the Cub Scout Oath or Promise. It is also valuable for letting Cub Scouts and others know it is time to be quiet and pay attention. The two spread fingers symbolize the alert, listening ears of the wolf.

Hang a poster containing the purposes of Cub Scouting on the wall of the training room. Be sure to call attention to the poster during the course of this session.

Purposes of Cub Scouting

Character Development

Spiritual Growth

Good Citizenship

Sportsmanship and Fitness

Family Understanding

Respectful Relationships

Personal Achievement

Friendly Service

Fun and Adventure

Preparation for Boy Scouts

Opening

Using the participants as you would the Cub Scout den, conduct the opening from the meeting plan you have chosen.

After the opening, remind the participants that a formal opening is important because it lets the boys know the meeting has started. A good opening may provide the boys a chance to help meet the citizenship and spiritual growth parts of Scouting's purpose, or to set the stage for the month's meetings. Explain that because Scouting recognizes the importance of reverence, it is perfectly acceptable for meetings to begin with a prayer. This is a decision that should be made in conjunction with both the boys' parents and the chartered organization. This opening period may also be a good time for a uniform inspection.

Uniforms

Distribute the uniform inspection sheets. Ask participants why proper uniforms are important for boys. Write responses on the board or flip chart. Guide them to include the following:

- Boys in uniform are generally better-behaved.
- The uniform is the best place to display the patches and awards they have earned.
- The uniform provides identification with the organization and with other Cub Scouts.
- It is an equalizer among the members of the den.

Share that it is also important for den leaders to set a good example for their Cub Scouts by wearing a proper uniform.

Conduct

Explain that establishing rules for good behavior right from the start is important. These rules may need to be reinforced in the event of a change in leadership or even if you change meeting locations. Let the boys help establish the den code of conduct at your first meeting so they are a part of the process, rather than having the feeling they are just the den leader's rules.

Distribute “Characteristics of Cub Scouts” and state that it is important that den leaders understand normal behavior so our expectations for the boys are reasonable. Further, we should remember that each boy is a unique individual and that boys of the same age develop at different rates.

Ask the participants to suggest items that might be included in a den code of conduct. Write them on a flip chart or whiteboard.

Demonstrate the conduct candle (or another favorite method) for influencing boy behavior. Refer to the Den Code of Conduct poster and tell participants that as long as they (role-playing as the boys) are well behaved and follow the code, the candle will stay lit. Suggest that when the candle burns down the den could have a special den ice cream party (or other similar reward, especially if you have one for this training).

Conclude by saying the conduct of adult den leaders, the den chief, and parent helpers is also an important consideration. The Cub Scouts will look up to the adult leaders and the den chief and model their behavior on what the leaders demonstrate. Remind the participants that in addition to issues discussed in the Youth Protection session, any verbal abuse is to be avoided.

IV. BUSINESS ITEMS

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Understand the concept of themes.
- Know the relationship between the den and the pack.
- Understand the den's role in the pack meeting.

Materials

- *Delivery System Manual*
- Materials for the business item in your chosen meeting

Introduction

Explain that right after the opening is the time to conduct any den business not accomplished during gathering time. Usually, during the first meeting of the month, business would include pack and den meeting ideas, plans for the den's part in an upcoming pack meeting, and plans for special den activities. Later, it could be a time for dinner selection, creation of a den yell or cheer, or playing a game. This may also be an appropriate time to check advancement and record progress, if not already done.

Themes

Explain that each month the Cub Scout program emphasizes a theme or one of Cub Scouting's Core Values around which leaders can plan den and pack meetings. These monthly themes are useful because they simplify planning, they give dens a focus for work, and they bring all dens together at the pack meeting with activities related to the same theme—not to mention they teach important values.

Ask participants to look at the ideas presented in the meeting plan related to the theme and point out the suggestions for each part of the den meeting for the entire month and year.

Pack Meetings

Remind participants their den is part of a Cub Scout pack, and some den meeting activities may work toward the den's part in the monthly pack meeting. Pack meetings are led by a Cubmaster and should include all members of the Cub Scout's family. Activities include songs, skits, demonstrations, ceremonies, and recognition of achievement. Each den should have a part in the pack meeting.

Ask participants to take a look at the pack meeting ideas in the handouts.

Business Item

If appropriate, lead the business item activity suggested from your chosen meeting.

V. ACTIVITIES

Time

15 minutes

Objective

At the end of this activity, participants will be able to

- Understand the purpose of fun activities at den meetings.

Materials

- Materials necessary to conduct a chosen activity from your den meeting plan

Introduction

Tell participants that boys in Cub Scouting want to have fun and to do fun things with their friends. Den meetings should be one of the times when boys have the most fun.

Pack Meeting

Remind den leaders that during the business items portion of the meeting they might have planned or discussed what the den is going to do at the pack meeting. Now is the time when the den might practice its part. Remember, try to get everyone involved (even, or especially, parents and other family members) at the pack meeting.

Activity

Recall that Cub Scout-age boys are full of energy and like to expend it in large quantities.

Tell participants that activities related to advancement can be a great way to expend boyhood energy and to accomplish learning goals like teamwork, sportsmanship, personal fitness, earning awards, and doing your best. Often, projects started at den meetings can be taken home for the boys to finish with their families.

Conduct the activity from your chosen den meeting plan.

VI. CLOSING

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Understand the purpose of a den meeting closing.
- Learn about upcoming training opportunities.
- Participate in a den meeting closing

Materials

- Closing ceremony materials needed from chosen den meeting plan.
- Information sheet about upcoming training opportunities for den leaders.

Introduction

Tell participants that just as openings are important to start a meeting, closings are important to conclude meetings, and a good time to get important messages across to the Cub Scouts.

Closing

Explain a good den meeting closing can provide time for a Cub Scout to reflect, be recognized for achievement, or maybe even learn a new skill like folding an American flag. Closings can be solemn, patriotic, inspirational, or fun.

Share that it is a good idea to invite the Cub Scouts' parents who are arriving to pick up their sons to join the den and the parents who helped with the meeting for the closing.

Reminders

Explain that the relative quiet of the closing portion of the meeting is a good time to remind Cub Scouts of upcoming pack and den activities. Keep in mind we are dealing with young boys, so reminders should also be in written form for their parents.

Effective and frequent communication with parents is a very important, if not critical, ingredient in the success of your den and your Cub Scouts. Knowing about issues, meetings, and activities well in advance will be appreciated and will make them more successful.

At this point, share information about upcoming training opportunities (roundtables, pow wows, university of Scouting, etc.) for den leaders in your area. Explain that meeting with and learning from other Cub Scout leaders from throughout the community will enhance their Cub Scout leadership experience.

VII. AFTER THE MEETING

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Understand the importance of planning den meetings and activities.
- Identify resources for den leaders to use to plan den meetings.
- Name the things leaders should keep in mind when planning meetings.

Materials

- *Delivery System Manual*
- Copies of *Boys' Life* and *Scouting* magazines
- Age-Appropriate Guidelines
- Locally produced resource lists
- Participant Course Assessment (appendix)

Introduction

Ask participants if they have ever heard a leader of a youth group say, “I don’t plan my meetings. The boys usually figure out something to do.” The problem is, if you don’t plan your den meetings, the boys may indeed find something else to do—and it likely won’t accomplish the aims we are trying to achieve in Scouting. The Voice of the Scout survey tells us that chaos and meetings that are poorly planned are two big factors among less-than-satisfied Cub Scout parents.

Planning

Share with participants that immediately following the den meeting is the time to sit down with the den chief and assistant leaders to evaluate the meeting, talk about and plan for the next meeting, and update records while things are still fresh in their minds.

Planning is vital to the success of the den. Well-planned den meetings attract and keep Cub Scouts coming each week. Planning also helps make the role of the den leader much easier, and Cub Scouting resources make planning easier.

Explain to participants that right after the meeting is not when the planning process for the next meeting starts. The Boy Scouts of America suggests a monthly pack and den planning sequence and provides many resources to help you through the process. The time after the den meeting is when the leaders confirm the plans made during the monthly plan for the next meeting.

Tell participants the first planning step is an annual pack planning conference. At this conference, all of the leaders in the pack gather and set the pack's program for the next 12 months. Pack meetings are scheduled and special community, pack, and council activities are put on the calendar so everyone can plan for them.

Encourage den leaders to keep the following in mind when planning their den meetings. Write the highlighted words or phrases on a board or easel pad and use text for discussion.

- **Have a written plan.** Explain this is a useful tool to help keep track of the parts of the meeting.
- **Involve parents.** This part is essential in Tiger Cubs, but explain that in all dens even parents who don't think they have time to be leaders have some time and talent to contribute. Find out their skills and talents—and use them!
- **Frequency.** Dens should meet at least twice a month unless special circumstances such as foul weather or significant calendar conflicts prevent meeting. A consistent meeting pattern will help families remember and keep them coming back. Many dens meet weekly and year-round, and the *Delivery System Manual* has supplemental meeting plans to accommodate that pattern.
- **Time and location.** Scouting activities and meetings may be scheduled whenever it is convenient for the boys and their families. Scouting meetings may be held at the school, in a home, in an outdoor setting, or at any other facility that lends itself to a den meeting. The chartered organization has the responsibility to provide the pack with a suitable meeting location. Den meetings should be held at the same location each time so boys and parents can easily remember where to go. This is also true in regard to the time of the meeting.
- **Length of meeting.** Cub Scout-age boys have short attention spans and also have family, school, or other community activities that take their time. Meetings should last about an hour. Stop while they are still having fun so they want to come back.
- **The purposes of Cub Scouting.** All den activities should be measured against these standards.
- **Age-appropriate.** Scouting is designed to meet the needs and abilities of boys as they grow and mature. It is important that as much as we might want to do something more, we need to stay within that range. (Pass out Age-Appropriate Guidelines.)
- **Fun, fun, fun for both boys and leaders!** Creating a fun environment for your Cub Scouts is an important skill of a den leader.
- **KISMIF.** Keep It Simple, Make It Fun!

Resources

Explain it may sound like a lot of work, but Cub Scouting makes planning a snap by providing a large number of resources.

Tell them they have already taken a look at the number one planning tool, the *Delivery System Manual*, a resource that includes plans and ideas for a full year of den and pack meetings, and a close number two, the [scouting.org/Cub Scouts](https://www.scouting.org/Cub-Scouts) website. Ask them to take a look at these for more resources.

Other Scouting volunteers in your pack, district, and council can be a great resource to you. Experienced Scouters can supply you with new ideas, activities, and moral support—all of which will help make your Cub Scouting experience a great one.

Show copies of *Boys' Life* and *Scouting* magazines, and explain that these magazines provide program information and support for Cub Scouts and leaders. *Scouting* comes to all registered leaders, and *Boys' Life* is a subscription that may be either part of the pack budget or the option of the family.

Distribute other locally produced or national resource lists.

Share other training opportunities that are also a great resource for program and meeting ideas. Refer to the list of opportunities passed out earlier. Tell participants that among the best of these opportunities is the monthly Cub Scout leader roundtable, especially since the program is built around things your pack and den may be doing next month. Encourage den leaders to attend roundtables and to take advantage of the other resources when planning a program for their Cub Scouts.

Remind them that parents and families are also a great resource for den programs. Parents may have talents they can share or access to places of interest for Cub Scouts. Active, involved parents and families encourage their Cub Scouts to participate more fully in the Cub Scout program and receive more of the benefits of the program.

Answer participants' questions and pass out the assessment.

Summary

Conclude with something like the following:

“As a den leader, you are one of about 500,000 Cub Scout leaders, serving about 2 million Cub Scouts in around 50,000 Cub Scout packs. But to the boys in your den, you are the most important of those leaders. Through you, a boy will have experiences he will remember his entire life. Scouting experiences have helped prepare boys for leadership, citizenship, and life in general for over 100 years. We challenge you to make sure those experiences are safe, well planned, and fun—for you and for your Cub Scouts.

“We encourage you to take advantage of all the resources and opportunities available to you as a den leader. We thank you for your time today, and for all the time you contribute to your Cub Scouts.”

Conduct a meaningful presentation of training recognition, and give participants copies of the Den Leader Training Award progress record sheet.

Be sure to complete and submit a training attendance report so the leaders receive credit for the training.

PARTICIPANT COURSE ASSESSMENT

The purpose of this course assessment is for the faculty to learn from your evaluation of the training program. We are committed to continually improving the effectiveness of our training and value your feedback.

Please rate the following:

Course Promotion

The information you received about the course content, location, timing, and point of contact.

☐ Very Good ☐ Good ☐ Needs Improvement ☐ Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Effectiveness of the Faculty

Was the faculty effective at helping you understand the materials and achieve the learning objectives?

☐ Very Good ☐ Good ☐ Needs Improvement ☐ Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Recommendation

Would you recommend this course to other Scouters?

☐ Yes! ☐ Maybe ☐ Probably Not ☐ No!

Course Content

Did the lessons and training methods modeled provide you the fundamentals of BSA training?

☐ Very Good ☐ Good ☐ Needs Improvement ☐ Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Facilities

Did the facilities support delivery of the course?

☐ Very Good ☐ Good ☐ Needs Improvement ☐ Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Overall

Is there anything else you feel we need to know?

☐ Very Good ☐ Good ☐ Needs Improvement ☐ Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Thank you for taking the time to give us your feedback.

The Training Team