Scouting's Journey to Excellence

2011 District Performance Recognition Program

Item Number	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
1	**Performance achievements for units**	Have 60% of the units in the district achieve the Bronze award.	Have 65% of the units in the district achieve the Bronze award.	Have 70% of the units in the district achieve the Bronze award.	100	200	400
2	**Retention:** Improve youth retention rate.	Youth retention rate increased 2 percentage points or met the national minimum of 62%.	Retention is at 68%, or 62% and have a 2 percentage points increase.	Retention is at 75%, or 68% and have a 2 percentage points increase.	100	200	400
3	**Membership:** With the district membership chair, have a growth plan that results in an increase in traditional market share, including Exploring, or an increase in traditional membership including Exploring.	Increase traditional membership, including Exploring, by at least one or increase market share.	Increase traditional membership, including Exploring, by 3% or increase market share by 1%.	Increase traditional membership, including Exploring, by 5% or increase market share by 2%.	100	200	400
4	**Finance:** Achieve the district's financial goals.	Achieve financial goals as established by the council, including product sales.	Increase funds raised by 10%.	Increase funds raised by 25%.	100	200	400
5	**Training:** Increase the number of direct contact leaders who are trained.	Increase trained direct contact leader percentage, or have 40% of direct-contact leaders trained.	Have 60% of direct-contact leaders trained, or have 40% trained and improve by 2%.	Have 80% of direct-contact leaders trained, or have 60% trained and improve by 2%.	100	200	400
6	**Unit service:** Unit visits are being made and are entered into the Unit Visit Tracking System 2.0.	Six commissioner visits/contacts to 25% of units and they are logged into UVTS 2.0.	Six commissioner visits/contacts to 35% of units and logged into UVTS 2.0.	Six commissioner visits/contacts to 50% of units and logged into UVTS 2.0.	50	100	200
7	**Advancement:** Increase the percentage of Scouts earning rank advancements.	Increase CubScouts and Boy Scouts who advance, or 40% of Cub Scouts and 45% of Boy Scouts advanced one rank.	55% of Cub Scouts and 55% of Boy Scouts advanced one rank, or meet the Bronze level and have a 2 percentage points increase.	75% of Cub Scouts and 65% of Boy Scouts advanced one rank, or meet the Silver level and have a 2 percentage points increase.	50	100	200
8	**Camping:** Increase Cub Scout and Boy Scout camping.	Increase Cub Scout and Boy Scout camping, or 17% of Cub Scouts went to day camp or resident camp and 45% of Boy Scouts went to a long-term camp.	30% of Cub Scouts went to day camp or resident camp and 60% of Boy Scouts went to a long-term camp.	50% of Cub Scouts went to day camp or resident camp and 75% of Boy Scouts went to a long-term camp.	50	100	200
9	**District leadership:** The district leadership is trained.	The district Key 3 and district committee have completed orientation or training plus Youth Protection training (YPT). New members complete YPT before joining and orientation or training within six months of joining.	At least 10% of the district committee is new this year.	At least 60% of new district leaders have completed training for their position.	25	50	100
10	**Nominating committee:** The district has a nominating committee that meets all year.	The district has a nominating committee that meets year-round and operates in accordance with *Selecting District People.*	The district has a written succession plan for district leadership.	The district chair and district commissioner are not registered in any unit in the district.	25	50	100
11	**District committee:** Have eight district meetings and complete district self-evaluation.	Have eight district meetings and complete the *Self-Evaluation Guide for Successful District Operations.*	The district committee met nine times.	The district committee met ten times.	25	50	100
12	**Chartered organization relationships:** All chartered organizations are visited annually.	The key person in each chartered organization was visited at least once by a district representative.			25		

Points _____ _____ _____

To earn Bronze: Complete 10 of 12 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. District_____

District chair _____ District commissioner _____

District executive _____ **Level achieved** _____ **Did not achieve** _____

Reviewed and approved by council president _____

Council commissioner _____ Scout executive _____

JOURNEY TO EXCELLENCE

Scouting's Journey to Excellence

2011 District 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. It is based on many of the best practices used in the corporate performance measurement field today. 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 district may qualify by meeting a specific standard or by showing measured improvement.

1	Of the units registered as of 1/1/2011, have at least 60% achieve the Bronze level or better.
2	Number of tradition youth at 12/31/2011 (A), divided by the number of youth in traditional programs at the end of last year (B) plus any additional youth members (C) minus transfer outs or age outs (D) Total = A / (B+C-D).
3	Have a district membership chair. Have a written membership growth plan. Increase total Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers by at least one, or increase total of the above members divided by total available youth at the time of your charter renewal over the number at your last year's charter renewal.
4	Achieve the district financial goals for the year, including product sales goal.
5	Number of CM, TL, DL, WL, SM, 10, NL, VC, or SK (paid or multiple registration) completing basic training requirements for their position, divided by total number of positions listed above (paid or multiple registration).
6	Number of units receiving six or more visits or contacts as reported by the Unit Visit Tracking System (UVTS 2.0) divided by the total number of traditional units.
7	Have an increase in total youth earning at least one rank advancement (Bobcat to Arrow of Light, and Tenderfoot to Eagle) or have the total number of Cub Scouts and Boy Scouts advancing (listed above) divided by the number of registered Cub Scouts and Boy Scouts be more than the stated percentages.
8	Have an increase in total Cub Scouts attending any in-council/out-of-council day camp and/or resident camp and Boy Scouts attending any in-council/out-of-council, long-term summer camp, high-adventure experience, jamboree, or serving on camp staff, OR have at least 17% of registered Cub Scouts as of 6/30/2011, attending any in-council/out-of-council day camp and/or resident camp and have at least 45% of Boy Scouts attending any in-council/out-of-council long-term summer camp, high-adventure experience, jamboree, or serving on camp staff.
9	All members of the district committee have completed orientation for their position through personal coaching or through training from the District Committee Training Workshop (No.34160) within six months of joining.
10	The district has a nominating committee that meets year-round and reports at every district committee meeting. They operate under the direction of the District Nominating Committee Worksheet (No.14-33157) and Selecting District People (No. 34512).
11	Have at least eight district committee meetings, and discuss and complete A Self-Evaluation Guide for Successful District Operation (No.34207).
12	The key person (head of the institution or designee) in every chartered organization is personally visited at least once each year by a representative of the district (commissioner, district committee member, or district executive).

Scoring the district's performance: To determine the district's performance level, you will use the above information to determine the points earned for each of the 12 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 12 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.