



JOURNEY TO EXCELLENCE

Webinar Instructions

(you will need both your computer and a telephone to participate)

If you have not already done so:

- Dial *888-251-2909*
- *When prompted, enter the meeting access code:
7158429#*





JOURNEY TO EXCELLENCE



PERFORMANCE RECOGNITION PROGRAM FOR COMMISSIONERS



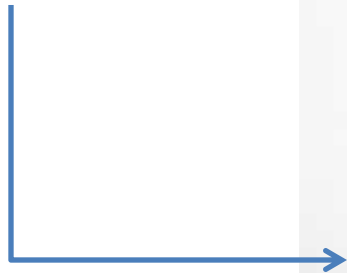
Commissioners, what is Scouting's Journey to Excellence?

Journey to Excellence is the new performance assessment, communication and recognition program for Councils, Districts and Units.



Journey to Excellence uses a Balanced Scorecard

Quality



Growth








Sustainability



Quality, growth, and sustainability must all be in balance for success to be truly achieved.



Your Role in Journey to Excellence as a Commissioner

- You're not an Umpire 
- You're not a Judge or the police  
- You are a friend, a mentor and a coach 
- And maybe help a bit with scorekeeping 



Journey to Excellence helps Units.

It brings:

- A **framework** for **planning** for the year
- A method for **evaluating** the Unit
- **Assessment** of how they're doing in the key areas found in great Units
- **Guidance** in areas where they might do better
- Specific **guidelines and standards** of what is good performance
- **Early warning** of potential problem areas
- **Recognition** for good performance
- **Benchmarking** to get ideas and tips from other good units



Unit performance is assessed in key areas including:

- Advancement
- Outdoor
- Service Projects
- Training
- Membership
- Retention
- Leadership
- Budget

In each area, the Unit's performance against specific standards
Gold, **Silver**, **Bronze** or "did not meet minimum standard"

And did the Unit show improvement?

The assessment is made as part of the charter renewal



Emphasis of Journey to Excellence

Continuous Improvement is a Goal

- Did the Unit do measurably better in key areas than last year?
- OR are they already performing at a high level in those areas?

Either way, the Unit can qualify for the standard



Emphasis of Journey to Excellence

- Program and Participation in the Unit (Membership) are most important factors
- Administrative factors are considered
- Factors which are early indicators of Unit strength and health are identified and assessed



You get Early Warning of Potential Problems

- The form has several requirements shown to be **leading indicators** of performance
- The more important the requirement, the higher its point value
- Commissioners can take note of low scores in “leading indicators” and take early action to head off more severe problems



There is incentive for Continuous Improvement

- Better Performance means better Scouting for youth!
- Better Performance can earn a higher level of Recognition
- Key requirements and “leading indicators” are tracked and improvement can be quickly identified
- Councils and Districts can help Commissioners find Units meeting requirements at the Gold level. These Units might then give help and assistance to other Units in the District



Using Journey to Excellence as a Commissioner

1. Share the form with the Unit during 2010/2011 rechartering. Suggest they use it for planning
2. Several times during the year during visits or contacts, check on how they are doing. Record the results on Unit Visit Tracking System (UVTS 2.0)
3. Help them complete the form during 2011/2012 rechartering. Certify the performance. Share the 2012 Journey to Excellence standards.
4. Be sure the Unit gets recognition items. Present their recognition publicly.



Here's the District standard for Commissioners

Unit Service – Unit visits are being made and entered into Unit Visit Tracking System 2.0

Bronze – Six commissioner visits/contacts to 25% of units and they are entered into UVTS 2.0 – 50 pts

Silver – Six commissioner visits/contacts to 35% of units and logged into UVTS 2.0 – 100 pts

Gold – Six commissioner visits/contacts to 50% of units and logged into UVTS 2.0 – 200 pts



And a Council standard for Commissioners

Commissioner Service – Increase the number of registered Commissioners over the prior year

Bronze – Commissioner to unit ratio of 1:8 or 5% increase in the number of Commissioners over the prior year - 25 pts

Silver – Commissioner to unit ratio of 1:4 or 7.5% increase in the number of Commissioners over the prior year - 50 pts

Gold – Commissioner to unit ratio of 1:3 or 10% increase in the number of Commissioners over the prior year - 100 pts



Commissioners implementing Scouting's Journey to Excellence

Measuring Continuous Improvement

Recognizing and Publicizing Outstanding Performance

Identifying Potential Problems so they can be addressed and corrected

Encouraging Mutual Assistance and Support

Supporting the Local Council's Balanced Scorecard

Building Better Scouting for More Scouts

All material can be found at www.scouting.org/Volunteer and click on Scouting's Journey to Excellence found under Quicklinks



THANK YOU FOR YOUR
SERVICE AS A COMMISSIONER
AND FOR HELPING TO IMPLEMENT
SCOUTING'S
JOURNEY TO EXCELLENCE

For questions or more information
please e-mail JtE@scouting.org

