Scouting's Journey to Excellence
2016 District Planning, Performance, and Recognition

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
Finance		Category Total Needed for Overall Gold: 175			**Total Points:**		**500**
#1	**Fundraising performance:** Achieve district finance goals as defined by the council.	Meet or exceed goal established for bronze.	Meet or exceed goal established for silver.	Meet or exceed goal established for gold.	100	200	300
#2	**Fundraising manpower:** Achieve district goals related to volunteers involved in fundraising as defined by the council.	Meet or exceed goal established for bronze.	Meet or exceed goal established for silver.	Meet or exceed goal established for gold.	75	100	200
Membership		Category Total Needed for Overall Gold: 325			**Total Points:**		**900**
#3	**Market share:** Increase market share of members (Cub Scouts, Boy Scouts/Varsity Scouts, Venturers and Explorers).	6% density or 1% growth in density (i.e. 5.00% to 5.05%)	9% density, or 6% and 1% growth in density	13% density, or 9% and 1% growth in density	75	100	200
#4	**Membership/youth growth:** Increase number of registered youth (Cub Scouts, Boy Scouts/ Varsity Scouts, Venturers and Explorers).	Greater than prior year	1% growth over prior year	2% growth over prior year	100	200	300
#5	**New member recruiting:** Increase number of new Cub Scouts recruited by providing sufficient opportunities to join.	New Cub Scouts joining represent at least 4% of TAY or growth in packs	New Cub Scouts are 5.5% of TAY, or 4% and growth in packs	New Cub Scouts are 8% of TAY, or 5.5% and growth in packs	75	100	200
#6	**Youth retention:** Improve retention rate of traditional members.	65% retention or 2 percentage points increase (i.e. 58%-60%)	72% retention, or 65% and 2 percentage points increase	78% retention, or 72% and 2 percentage points increase	75	100	200
Program		Category Total Needed for Overall Gold: 175			**Total Points:**		**600**
#7	**Cub Scout advancement:** Increase the percentage of Cub Scouts earning rank advancements.	50% or 2 percentage points increase (i.e. 28%-30%)	61%, or 50% and 2 percentage points increase	75%, or 61% and 2 percentage points increase	75	100	200
#8	**Boy Scout advancement:** Increase the percentage of Boy Scouts and Varsity Scouts earning rank advancements.	44% or 2 percentage points increase (i.e. 30%-32%)	50%, or 44% and 2 percentage points increase	55%, or 50% and 2 percentage points increase	25	50	100
#9	**Cub Scout camping:** Increase the percentage of Cub Scouts attending day camp, family camp, and/or resident camp.	36% or 2 percentage points increase (i.e. 18%-20%)	55%, or 36% and 2 percentage points increase	90%, or 55% and 2 percentage points increase	25	50	100
#10	**Boy Scout camping:** Increase the percentage of Boy Scouts and Varsity Scouts attending long-term camp and high-adventure program.	55% or 2 percentage points increase (i.e. 38%-40%)	65%, or 55% and 2 percentage points increase	80%, or 65% and 2 percentage points increase	25	50	100
#11	**Community service:** Increase the amount of community service provided by Scouts, Explorers, leaders, and other participants.	Average 3 hours per youth member or .2 hour growth (i.e. 1.8 to 2.0)	Average 5 hours per youth member, or 3 hours and .2 hour growth	Average 7 hours per youth member, or 5 hours and .2 hour growth	25	50	100
Unit Service		Category Total Needed for Overall Gold: 175			**Total Points:**		**500**
#12	**Unit retention:** Improve retention rate of traditional units.	86% retention or 2 percentage points increase (i.e. 80%-82%)	90% retention	94% retention	75	100	200
#13	**Unit contacts:** Support implementation of the Unit Service Plan through detailed assessments and an increased number of significant unit contacts.	10% of units have 6 total assessments recorded in Commissioner Tools of which one should be a detailed assessment.	20% of units have 6 total assessments recorded in Commissioner Tools of which one should be a detailed assessment.	35% of units have 6 total assessments recorded in Commissioner Tools of which one should be a detailed assessment.	50	100	150
#14	**Unit performance:** Improve the performance ratings of units using Journey to Excellence metrics.	Have 50% of the units in the district achieve the Bronze award or above.	Have 60% of the units in the district achieve the Bronze award or above.	Have 70% of the units in the district achieve the Bronze award or above.	50	100	150
Leadership & Governance		Category Total Needed for Overall Gold: 175			**Total Points:**		**500**
#15	**District committee:** Increase the effectiveness of the district committee.	Have a registered district chairman, vice chairman, commissioner, and 9 other members - 12 total	Have a registered district chairman, 2 vice chairmen, commissioner, and 16 other members - 20 total	Have a registered district chairman, 3 vice chairmen, commissioner, and 28 other members - 33 total	75	100	200
#16	**Unit leadership:** Increase the number of direct contact leaders who are trained.	34% or 2 percentage points increase (i.e. 22%-24%)	42%, or 34% and 2 percentage points increase	60%, or 42% and 2 percentage points increase	100	200	300

Scoring: Gold- Total of 1,650 total points plus minimums in every category, Silver- Total of 1,350 points, Bronze- Total of 1,000 points

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Journey to Excellence in 2016 will proceed along the path of continuous improvement. It is based on many of the best practices used in the corporate performance measurement field today. It guides program planning before the year begins, monitors activities for continuous improvement during the year, and recognizes performance at the end of the year. In planning your strategy, use actual numbers from the previous years to guide your performance improvement goal-planning. The district may qualify by meeting either determined or performance improvement standards.

Finance Measures		
1	The council will approve goals for the district, defining bronze, silver, and gold determined standards. The district may be evaluated based upon achieving an overall fundraising goal or achievement of the individual elements, as defined by the council. There is no improvement performance standard for this criterion, as it is being measured against goals.	
2	The council will approve goals pertaining to the recruitment and involvement of volunteers for the district fundraising campaigns, defining bronze, silver, and gold determined standards.	
Membership Measures		
3	Total Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers on 12/31/16, divided by total available youth (TAY).	
4	Difference between 12/31/16 total of Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers and 12/31/15 total of same membership categories, divided by 12/31/15 total of same membership categories.	
5	Number of new Cub Scouts registered during the year divided by total available youth of Cub Scout age. Unit growth measures the change in total packs over the prior year. New packs organized should have at least 10 members.	
6	Percent of traditional youth (Lone Cub Scouts, Cub Scouts, Lone Boy Scouts, Boy Scouts, Varsity Scouts, Venturers, and Sea Scouts) remaining registered after one year (12/31/15 to 12/31/16), including all transfers. Youth who turn 18 within the year are not included in the calculations.	
Program Measures		
7	Total number of Cub Scouts advancing at least one rank (Bobcat - Arrow of Light) on 12/31/16, divided by total Cub Scouts on 12/31/16.	
8	Total number of Boy Scouts advancing at least one rank (Scout - Eagle) on 12/31/16, divided by total Boy Scouts/Varsity Scouts on 12/31/16.	
9	Council Cub Scouts attending any in-council/out-of-council day camp (including STEM), resident camp, or family camp during the period of 9/1/15 through 8/31/16, divided by Cub Scout membership on 6/30/16.	
10	Council Boy Scouts/Varsity Scouts attending any in-council/out-of-council long-term summer camp, high-adventure experience, jamboree, specialty camp (such as STEM), or serving on camp staff during the period on 9/1/15 through 8/31/16, divided by Boy Scout/Varsity Scout membership on 6/30/16.	
11	Total service hours by Scouts, leaders, and other participants recorded on Journey To Excellence Service Hours website on 12/31/16, divided by registered youth (Cub Scouts, Boy Scouts, Varsity Scouts, Venturers, Sea Scouts, and Explorers) on 12/31/16.	
Unit Service Measures		
12	Percent of traditional units (packs, troops, teams, crews, and ships) remaining registered after one year (12/31/15 to 12/31/16).	
13	Number of unique units receiving six or more assessments of which one should be a detailed assessment, as recorded in Commissioner Tools during 2016, divided by total number of traditional units on 12/31/16.	
14	Total number of packs, troops, teams, crews, ships, and posts rated as bronze, silver, or gold on 12/31/16, divided by the total number of packs, troops, teams, crews, ships, and posts.	
Leadership & Governance Measures		
15	Bronze: Minimum of 12 district committee members with paid or multiple registration on 12/31/16, including a District Chairman (61), at least one District Vice Chairman (62), and a District Commissioner (81). Other members may be registered as Neighborhood Chairmen (64) or District Members-at-large (75). Silver: Minimum of 20 district committee members on 12/31/16, including a District Chairman (61), at least two District Vice Chairmen (62), and a District Commissioner (81). Gold: Minimum of 33 district committee members on 12/31/16 including a District Chairman (61), at least three District Vice Chairmen (62), and a District Commissioner (81).	
16	Number of Cubmasters (CM), Tiger Cub den leaders (TL), Den leaders (DL), Webelos den leaders (WL), Scoutmasters (SM), Leaders of 11-year old Scouts- LDS (10), Varsity Scout coaches (VC), Crew advisors (NL), and Skippers (SK), paid or multiple registration, completing essential training requirements for their position by 12/31/16, divided by total number in the positions listed above on 12/31/16.	

Scoring the district's performance: To determine the district's performance level, the council will use the above information to measure the points earned for each of the 16 individual criteria and then add those individual point scores to determine a composite score. Bronze level requires earning 1,000 points, Silver level requires earning 1,350 points and Gold level requires earning 1,650 points (and stated minimum point totals in each of the five categories). Councils may offer up to 100 bonus points to their districts for strategic initiatives. These will be added to the total score, but will not be included in any category.

JOURNEY TO EXCELLENCE