

# Individual Scouting Advancement Plan (ISAP)

## Time Available

10 minutes.

## Learning Objectives

At the conclusion of this session, participants will be able to:

- What an ISP is and who needs/should have one
- References to assist one in writing an ISP
- How to write an ISP
- Who approves the ISP: Unit, District, and/or Council

## Suggested Presenter(s)

Someone from your Council's or District's Disability Committee or someone from your Council's Advancement Committee that is knowledgeable about ISPs. Scouter who is an advocate for Disabilities

## Presentation Method

Open discussion with power point or flip chart. Share ISP examples of long and short-term goals.

## BSA Reference Materials

- [Individual Scout Advancement Plan](#), No. 512-936
- Guide to Advancement 2017, (No. 33088) [Section 10.0.0.0](#)
- [Guide to Working with Scouts With Special Needs and Disabilities](#), No. 510-071
- [Scouting with Special Needs and Disabilities information sheet](#)
- [Scouting for Youth with Disabilities Manual](#), No. 34059
- [Request for Registration Beyond the Age of Eligibility](#), No. 512-935
- [Application for Alternative Eagle Scout Rank Merit Badges](#), No. 512-730

## Presentation Content

An Individual Scout Achievement Plan is like the Individual Education Plan that is used in Schools to map out the process to qualify a student for special education and identify objectives that should be accomplished.

- The ISAP is nothing more – and nothing less – than a tool to help parents and leaders map out a plan for a Scout who has special needs.
- What do their abilities allow?
- What requirement can they fulfill as written?
- What Merit Badges will they be able to earn?
- What alternative requirements or alternative Eagle – required merit badges?

**Why an ISAP:** The basic premise of Scouting for youth with disabilities is that every Scout wants to participate

fully and be respected like every other member of the Troop. While there are, by necessity, troops exclusively composed of Scouts with disabilities, experience has shown that Scouting usually succeeds best when every scout is part a traditional Troop.

**Statement of belief:** Though it is true every Scout must have the overall ability to fulfill BSA advancement requirements as written, members with a documented disability deserve the opportunity to utilize their remaining abilities to fulfill alternative requirements that represent the same challenge and essential outcome as those written. The only limitations for members with sufficient abilities to achieve approved alternative requirements should be their individual desire, focus, and perseverance.

**Objective:** Scouting literature provides the requirements, policies and procedures, and related supporting content. It cannot address each individual Scout's abilities, but it can help those involved to reach an understanding as to how certain goals can be met. The ISAP is a road map that the Scout, their parent or guardian, mentors, and other leaders can reference and update as necessary.

**Methodology:** Within reasonable guidelines, the ISAP will provide Scouts with the opportunity to achieve their personal goals and, through creative thinking and action, remove unnecessary barriers that may impede their advancement. This is done so as not to lessen the relative challenges of the Scouting experience and the primary goal of personal growth.

**Expectations of performance:** Youth are expected to do their best.

## How to determine...:

- **Who qualifies for an ISP:**
  - Obtain letter from parent describing disability
  - Obtain statement from health professional
  - Obtain letter from unit leader
  - Provide other available supporting documentation, such as an "IEP"
- **Alternative Requirements**
  - Scout, parent or guardian, and leader should collaborate to determine what might offer the same kind of challenge.
    - Alternative requirement must be as challenging for the Scout with special needs as the one that it replaces for the typical Scouts.
  - Alternative requirement must be approved by the council, district or troop advancement committee
    - Based on the specifics alternatives.
      - ✓ i.e. Leadership – Scout Master
      - ✓ Changing a specific piece in a merit badge

– Council

- Scouts must not use alternative requirements until after they have been approved.

### **Writing/Instructions**

- Behavioral, cognitive, or physical disabilities of a permanent nature permit the approved substitution of alternative requirements for advancement.
- Any limitations leading to alternative requirements should be supported by a qualified health professional's certification, based upon a severe or permanent condition.
- The Scout shall attempt to complete, to the extent possible, the current requirements before modifications are sought, and any alternative requirements shall provide a similar challenge as those stated.
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- Modifications and alternative requirements must receive prior approval by the council advancement committee. The council committee should record and deliver its decision to the Scout, his parent or guardian, and unit leader.
- Alternative requirements involving physical activity shall have a physician's approval.
- The unit leader and, if appropriate, any board of review must explain to the Scout that he is expected to do his best up to the limits of his resources
- Addendums to the ISP are required if it is determined that a Scout has specific behavioral, cognitive, or physical attributes that are of a permanent nature and, for reasons beyond the Scout's control, may create an impediment to individual advancement.
  - Requirements, as written, may be redefined to maintain the challenge but provide an alternative path toward achievement. This addendum may be amended in the future by mutual consent.
- Allow enough time from submission to approval.
  - i.e. Do not submit within 3 months of turning 18