

## Commissioner Onboarding Article

All commissioners, no matter their specific responsibilities, know that training is important to accomplishing those responsibilities. For decades, commissioners received training through in-person training sessions to equip themselves to do their jobs well. More recently, online training has been available to commissioners to accomplish a similar objective. Completion of training in either of these ways is an important first step for a new commissioner, or a commissioner who is assuming a new responsibility or role in unit service, to become fully trained in their position.

Completion of a training course or a set of training modules is necessary but not sufficient for a commissioner to be fully trained. In much the same way as a Scouter who completes the learning phase of Wood Badge is not finished until they complete the application phase of their Wood Badge training by working their ticket, a commissioner has not completed basic training for their position until they have completed the onboarding phase of their training in their commissioner role. Onboarding provides the new or newly placed commissioner with the crucial opportunity to practice their recently acquired skills under the guidance of an experienced commissioner, their coach, who guides them through the application of those skills in their new position. In this way, success in the new role is more likely to be achieved for the benefit of both Scouts and Scout units.

The onboarding requirements for each type of commissioner role are detailed in a set of Onboarding Progress Records designed specifically for each role. There is an Onboarding Progress Record specific to each of the following positions: Unit Commissioner, Roundtable Commissioner and Assistant Roundtable Commissioner, District Commissioner and Assistant District Commissioner, and Council Commissioner and Assistant Council Commissioner. These Onboarding Progress Records are found on the Commissioner page of the National BSA website under Commissioner Development and then Basic Training information (<https://www.scouting.org/commissioners/training/commissioner-basic-training/>).

Recently there has been some confusion expressed by commissioners about the onboarding process, as well as the procedure to be used by the coach to certify completion of basic training once the onboarding step has been completed. Information detailing how this process operates is available at <https://www.scouting.org/commissioners/training/commissioner-basic-training/>. Additionally, a video has been prepared to provide the same information in visual form, and to address those questions that have arisen regarding the procedure to be used by the coach to certify completion of commissioner basic training in *Training Manager* and is also available at <https://www.scouting.org/commissioners/training/commissioner-basic-training/>.

If you have questions or feedback about the onboarding process or the onboarding training materials, please contact our team by filling out the feedback form found at the bottom of this page: <https://www.scouting.org/commissioners/training/commissioner-basic-training/>