Pack _____ of _____ District

2022 Scouting's Journey to Excellence

"The BSA method for annual planning and continuous improvement"

Item	Objective	Bronze Level	Silver Level	Gold Level	Bronze Points	Silver Points	Gold Points
	Planning and Budget				**Total Points:**		**200**
#1	**Planning**: Conduct an Annual Program Planning event to develop a pack calendar following the steps outlined in the training module Annual Program Planning for Cub Scouting. Use the Planning Your Annual Pack Budget and Pack Budget Worksheet (or similar) to develop a budget that supports your annual program plan. Virtual meetings are acceptable for 2022.	Create a pack program calendar and budget that is adopted by the pack committee and distributed to all families in the pack.	Achieve Bronze, plus pack conducts an Annual Program Planning event for the following program year.	Achieve Silver, plus conduct an annual family orientation. 80% of families are connected to their Scout in Scoutbook	50	100	200
	Membership				**Total Points:**		**500**
#2	**Building Cub Scouting:** Recruit new youth into the pack in order to grow membership.	Conduct at least one event that includes prospective families by October 31st. Pin on beascout.org shows current Pack information.	Achieve Bronze, plus start at least one new den of Lions (Kindergarten) or a new den of Tigers (1st grade). Each new den must have a dedicated den leader and at least five youth.	Will achieve Bronze, plus will start at least two new Lion dens, or two new Tiger dens, or one of each. Each new den must have a dedicated den leader and at least five youth.	50	100	200
#3	**Retention:** Will retain a significant percentage of youth members.	Will reregister 62% of eligible members.	Will reregister 70% of eligible members and will conduct a pack activity that features programing for parents and other family members.	Will achieve Silver, plus 50% of families will volunteer for at least one task.	50	100	200
#4	**Webelos-to-Scout transition:** Will have a plan to transition 5th grade Arrow of Light Webelos into a Scouts BSA troop.	With a troop, will hold two joint activities (live or virtual) or 75% of second year Webelos will earn the Arrow of Light	60% of eligible Webelos will register with a troop.	80% of eligible Webelos will register with a troop.	25	50	100
	Program				**Total Points:**		**800**
#5	**Advancement: Will a**chieve a high percentage of Cub Scouts earning rank advancements.	90% of new Cub Scouts will earn their Bobcat Badge by December 31st.	Will earn Bronze, plus 80% of active Cub Scouts will earn at least six adventures during the program year.	Will earn Silver, plus 75% of active Cub Scouts will earn their badge of rank by May 31.	100	200	300
#6	**Activities:** Will conduct special activities and outings.	Pack will organize one special event, or activity, for all families outside of a regular pack meeting	Pack will organize two special events, or activities, for families outside of a regular pack meeting. At least one of these events, or activities, will be conducted outside.	Will achieve Silver,plus will conduct pack derby (pinewood, space, or rain gutter regatta) and a pack Blue and Gold celebration.	50	100	200
#7	**Outdoor Activities:** Cub Scouts will attend day camp, family camp, and/or resident camp. (Includes council-offered alternatives)	A minimum of one registered adult leader in the pack will have completed Basic Adult Leader Outdoor Orientation training, and 51% of Cub Scouts in a the pack will participate in either a council organized Cub Scout activity or pack overnighter.	Will attain a ratio of 1:20 registered adults who are Basic Adult Leader Outdoor Orientation trained to Cub Scouts registered and 60% of Cub Scouts in the pack will participate in either a council organized Cub Scout activity or pack overnighter.	Will achieve Silver, plus 60% of Cub Scouts in a pack will participate in an overnight camping experience OR 50% will participate with an improvement over the previous year.	50	100	200
#8	**Service projects:** Will participate in service projects. (Includes home engagements serving others)	Will participate in one service project and will enter the hours in Scoutbook or Internet Advancement.	Will achieve Bronze, plus an average of 30 minutes per participant during the service project.	Will achieve Silver, plus 50% of pack will participate at the service project. (Family members of Cub Scouts count for but not against %.)	25	50	100
#9	**This criterion is deleted**						
	Volunteer Leadership				**Total Points:**		**400**
#10	**Volunteer Opportunities:** The pack will be proactive in providing volunteer opportunities and recruiting leadership.	Will develop a list of tasks to fulfill your pack program for the year based on the Annual Program Planning event and will provide families an opportunity to select vounteer tasks.	Will achieve Bronze, plus prior to new program year, returning dens will have den leaders recruited and new dens will have den leaders recruited by Oct 31 or within 30 days of den establishment.	Will achieve Silver, plus will develop a succession plan for Cubmaster and Committee Chair using the *Recruiting Cub Scout Leaders* brochure. Will register at least one "new" leader.	50	100	200
#11	**Trained leadership: Will h**ave trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Cubmaster and Pack Committee Chair and 2 members of the committee will have completed position specific training for their positions.	Will achieve Bronze, plus all den leaders will have completed the *Before Your First Meeting* online training modules by October 31st or within 30 days of registration.	Will achieve Silver, plus all den leaders will have completed position specific training by December 31st or within 30 days of registration.	50	100	200

- **Bronze:** Earn at least 525 points by earning points in at least 7 objectives.
- **Silver:** Earn at least 800 points by earning points in at least 8 objectives.
- **Gold:** Earn at least 1,050 points by earning points in at least 8 objectives and at least bronze in #6.

Total points earned: _____

No. of objectives with points: _____

☐ *Our pack has completed online rechartering by the deadline in order to maintain continuity of our program.*

☐ *We certify that these requirements have been completed:*

Cubmaster _____ Date _____

Committee chair _____ Date _____

Commissioner _____ Date _____

This form should be turned in to your unit commissioner or the Scout service center as directed by your council.

Scouting's Journey to Excellence

2022 Pack Planning, Performance, and Recognition

Journey to Excellence uses a balanced approach to measure performance. 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 year to guide your performance improvement goal planning. The period for measuring performance will be the calendar year.

Planning and Budget Measures	
1	Program Plans and budget are reviewed with den leaders and parents at the start of the program year. Families are connected through Scoutbook. The Pack's program plan should be shared with your Commissioner
Membership Measures	
2	A recruitment is coneucted by October 31, 2022. A "new" den has newly recruited members. A den of Tigers which last year was a Lion den is not a "new" den.
3	Number of youth members on the most recent charter renewal (A) divided by the number of youth registered at the end of the prior charter year (B) plus new members recruited during the year (C) minus any age-outs (D). Total = (A) / (B+C-D). Age-outs are youth who are too old to reregister as Cub Scouts. For (A) use the 2022 recharter membership and for (B) use the 2021 recharter membership. For December charter expiration, use Jan, 2023 and Jan.2022 recharter.For more information, see Frequently Asked Question (FAQ) for Unit JTE.
4	Hold at least two joint activities with a troop or troops. Arrow of Light Scouts join a Troop. If the Pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.
Program Measures	
5	New Cub Scouts earn Bobcat badge quickly. Pack Members earn Adventures and earn their new Rank.
6	Pack has activities for members and families. Some can be indoors, bue preferably outdoors. Special activities (Pinewood Derby, space or raingutter regatta) are particularly effective program.
7	Cub Scouts attend council activity or Pack overnighter. Total different Cub Scouts attending (A) divided by total Cub Scouts registered as of 6/30/22. Total = (A)/(B). Ratio of 1:20: with 21 Cub Scouts, 2 adults; with 41 Cub Scouts, 3 adults, etc.
8	The Pack participates in a service project during the year and enters it through Scoutbook. Time averages adults and youth. Average = total time contributed by all participants (adults and youth) divided by number of participants. Participants do not need to be members.
9	Deleted
Volunteer Leadership Measures	
10	Develop a list of tasks for the Pack that families can choose. For Gold, ideally, the "new" leader has never been registered. At least, the "new" leader must not have been registered for the past three years.
11	All leaders have completed youth protection training. *Bronze:* Cubmaster, Committee Chair, 2 Committee members completed position specific training. *Silver:* Bronze, plus *all* den leaders have completed *"Before Your First Den Meeting"* by 10/31 or within 30 days of joining. *Gold:* Silver, plus *all* den leaders have completed position specific training by 12/31 or within 30 days of joining.

Scoring the pack's performance: To determine the pack's performance level, you will use the above information to determine the points earned for each of the 10 criteria and then add those individual point scores to determine a composite score. Count only the highest point total achieved in any one criterion. Bronze level requires earning at least 525 points in at least 7 criteria, Silver level requires earning points in at least 8 criteria and 800 points, and Gold level requires earning points in at least 8 criteria and 1,050 points.

For more resources including workbooks and planning guides: www.Scouting.org/jte