

CUB SCOUT LEADER TRAINING

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THE IMPORTANCE OF TRAINING

Training shows new leaders how to do their jobs and allows for an interchange of ideas with more experienced leaders. *Every Cub Scout deserves qualified, trained leaders who will provide the best program possible, the way it is intended.* Trained leaders ensure that the goals of Cub Scouting are met.

Cub Scout leaders need training to

- help them understand the aims and purposes of Cub Scouting,
- improve their ability to work with boys and other leaders,
- learn Cub Scouting skills,
- learn how to plan an effective Cub Scouting program.

The leadership training program of the Boy Scouts of America provides this information and helps leaders become confident in carrying out their responsibilities.

Each Cub Scout leader's job is different, which is the main reason why training leaders is so vital to the success of the program. Not only must they know how important their jobs are, but they must be acquainted with the methods used to attract and hold boys in Cub Scouting.

In packs with trained leaders, the following results are evident:

- A quality den and pack program is provided, and the boys and families are enthusiastic and interested.
- Boys stay in the program longer.
- Trained leaders stay in the program longer.
- Relationships between the pack and chartered organization are stronger when pack leaders fully understand their jobs.

- There is a better chance that the purposes of Cub Scouting will be met.

Chances are that your pack will have some new leaders each year. They should receive training immediately or as soon as possible. If they don't, they might feel overwhelmed by new responsibilities and chores that they don't understand well, and the boys will be shortchanged in the process.

Every boy needs and deserves trained leaders.

HOW TRAINING IS CONDUCTED

Every leader should try to attend the group training courses that are scheduled in the district. Group training demonstrates the fun and fellowship of Cub Scouting and provides opportunities for new leaders to get to know other pack leaders and share experiences and ideas. There will be times, however, when new leaders are recruited and training courses are not scheduled for several weeks. For this reason, other methods of training are available.

Leaders should be trained as quickly as possible, before they become too involved in carrying out their responsibilities. They need to know how to do the job *before* they begin.

The pack trainer, Cubmaster, or other experienced pack leader can be a great help in getting new leaders started on the right foot. But all leaders should take advantage of the training available through the district so that they will be qualified to work with boys.

The pack trainer or the district training team usually helps facilitate Fast Start, New Leader Essentials, and leader-specific Training. Your pack trainer, unit commissioner, or district executive can give you information on scheduled district training courses and put you in touch with the district training chair.

THE TRAINING CONTINUUM

The BSA's training plan not only provides training for new leaders to help them get started in the right direction, but it also provides continuing training for all leaders. In this way, leaders continue to learn through experience and from additional training opportunities. They stay up-to-date on Cub Scouting and acquire new skills that help them do a better job with the boys.

The training plan includes four levels:

1. Fast Start Training
2. Basic Leader Training
3. Supplemental training
4. Advanced training

The total training plan is all-inclusive and designed to deliver the training that leaders need when they need it. Not all leaders will be directly involved in all aspects of the plan, but they should be aware of the opportunities available to them in this training continuum.

1—Fast Start Training

When new leaders are selected in Cub Scouting, it is essential that they receive immediate information that will help them get started. Proper training lays the groundwork for success in their leadership roles. This training will help new leaders understand what is expected and establish effective

meeting patterns so that the boys and their families can enjoy a quality program from the start.

As the first step in the training continuum, Fast Start Training is meant to provide all the information and resources for new leaders to conduct their first meeting, along with guidance for the meetings that follow.

It is designed to be implemented in such a way that all new leaders receive the Fast Start materials as soon as they are recruited and are motivated to participate in Basic Leader Training and roundtables.

Fast Start is a short, video-based training program designed to provide specific meeting planning information related to the leader's volunteer position. *The Cub Scout Leader Fast Start Viewer Guide* is used with the video to enhance learning and provide an additional resource that stays with the leader.

Each video demonstrates actual meetings that new leaders may use as their own first meetings. The *Viewer Guide* includes this same information in written form, providing a "road map" for planning the first meeting.

Many councils make Fast Start Training available on their Internet Web sites. This interactive computer-based training is not in the same format as the videos, but it delivers the same information. It is an additional resource that packs can use to ensure that all leaders have an opportunity to complete Fast Start Training as soon as possible.

Self-study, rather than group training, is the preferred method for Fast Start Training. This gives the new leader the opportunity to learn at his or her own pace.

All new leaders should receive the appropriate Fast Start video and the *Viewer Guide* the moment they agree to serve. Enough videos and guides should be available for immediate distribution to every new leader. The video and guide contain everything new leaders need to plan and conduct their first

Suggested Procedure for Delivering Fast Start

1. The person recruiting the leader should use Fast Start as a recruiting tool. When talking to a prospective leader, the recruiter would give the prospect the video and *Viewer's Guide* for the position. In some councils, Fast Start is available as Internet Web-based training; in this case, the new leader should get pertinent information regarding the council's Web site.
2. New leaders should view the video program and then review the *Viewer Guide* outline of that meeting. If it is an option, leaders may prefer to take Fast Start by completing the Internet Web-based training for their position.
3. An experienced Cub Scouter, possibly the pack trainer or the recruiter, should contact the new leader within two or three days to review the information and answer questions. At that time, the Cub Scouter could explain how monthly themes work and how they relate to the pack meeting. The dates for roundtable and for Basic Leader Training should be discussed, along with an explanation of the benefits of each. The Fast Start video could also be collected, leaving the *Viewer Guide* with the new leader.
4. The Cub Scouter might also offer to take the new leader to a meeting being conducted by an experienced leader. It is important for the new leader to know that other volunteers are willing to provide support and coaching.
5. The person responsible for maintaining training records should be informed that Fast Start materials have been delivered to the new leader.

meeting. If they understand this, it is likely that these new leaders will view the materials as soon as they get home that evening, when both interest and anxiety are at their highest. (*Note:* New leaders should be asked to return the DVD to their pack or at New Leader Essentials or a roundtable.)

These materials are designed to be used alone by the new leader, but it is a good idea for someone from the pack (or, for new packs, from the district) to contact the new leader within two or three days to find out how things are going and to answer any questions. This is also a good time to invite the new leader to participate in roundtables and New Leader Essentials and to pick up the DVD for future use.

2—Leader-Specific Training

The next training for leaders has two parts:

New Leader Essentials is for all new leaders in Cub Scouting, Boy Scouting, Varsity Scouting, and Venturing. It highlights the values, aims, history, funding, and methods of the Scouting program. Once completed, it need not be taken again, even if the leader moves to a different position or program level.

Leader-specific training gives a leader the knowledge and skills needed for a specific position. Leader Specific Training is available for the following positions in Cub Scouting:

- Tiger Cub den leader
- Cub Scout den leader and assistant
- Webelos den leader and assistant
- Cubmaster and assistant
- Pack committee members

This training does the following:

- Goes into greater detail on youth development and boy behavior, program planning, activities, and the purposes of the program.
- Is usually presented in one or two group sessions, but can be delivered to small groups or even individuals through personal coaching.

Every Cub Scout leader should complete Basic Leader Training; it prepares him or her to deliver a quality, fun-filled program. Leaders who understand the whys and hows of the program are more effective in their roles. They know how to use available resources to provide an exciting and worthwhile program for boys. Trained leaders have confidence in carrying out their responsibilities and, along with the boys, have more fun.

Your pack trainer, unit commissioner, or district training chair can help you learn about the training available in your district and council. Dates and locations of upcoming training courses, both basic and supplemental, are usually announced in the local council or district newsletter. This information can be obtained from your local council service center or district and/or council Web site. The monthly roundtable is another place to learn more about training opportunities.



Once a leader has completed New Leader Essentials and leader-specific training, the leader is eligible to wear the trained leader emblem.

The trained emblem is worn on the left sleeve of the uniform, immediately below and touching the badge of office.

This emblem is often presented at the district training course; however, the pack will want to present it again to its trained leaders in a special pack ceremony. In any event, trained leaders should be congratulated during a pack meeting.

3—Supplemental Training

Supplemental training includes a variety of training courses given on a district, council, and national basis. They are designed to provide Cub Scout leaders with additional information on specific areas of Cub Scouting. Some of the Cub Scout methods and skills touched on only briefly in leader-specific training are covered in greater depth in supplemental training courses.

Some supplemental training courses (such as Unit Leader Enhancements and the monthly roundtables) are held regularly as sources of continuing information. Other supplemental courses include pow wows or Universities of Scouting; specialized courses, such as Outdoor Leader Skills for Webelos Leaders and Basic Adult Leader Outdoor Orientation (BALOO); and Cub Scout leader national conferences at the Philmont Training Center and Florida Sea Base.

Unit Leadership Enhancements

One form of supplemental training takes place within the pack: the Unit Leadership Enhancement. This training is conducted by a member of the pack leadership team as a part of the monthly pack leaders' meeting. Enhancements are short training discussions intended to help leaders be better prepared to deliver a quality Cub Scouting program to their boys. Pack leaders can choose from among 15 topics, which are presented in Chapter 28.

Unit Leadership Enhancement Topics

1. Advancement
2. Annual Program Planning
3. Character Development
4. Cub Scout Camping
5. Family Involvement
6. Leadership Training
7. Membership
8. National Awards
9. Pack Budget Plan
10. Pack Committee
11. Pack Meetings
12. Planning Special Events
13. Policies of the BSA
14. Program Evaluation
15. Youth Protection

Roundtable

Cub Scout leader roundtables are held monthly on a district basis. Den and pack leaders join for fun and fellowship while learning new tricks, stunts, games, crafts, ceremonies, songs, and skits related to the Cub Scout theme and Webelos activity badges for the following month. There are also opportunities for sharing ideas and activities with leaders from other packs.

After attending the roundtable each month, your leaders will come to your pack leaders' meeting well-informed and ready to complete plans for your den and pack program for the next month.

Check with your pack trainer or unit commissioner to find out the time and location of your district's monthly roundtable.

Pow Wow/University of Scouting

The pow wow is an annual get-together of Cub Scout leaders from an entire council or district. A pow wow is a training conference that takes place in a festive atmosphere. Encourage all Cub Scout leaders to attend the annual pow wow.

The pow wow is "convention time" for the pack—a time when a wise Cubmaster takes all leaders to a learning extravaganza. There are sections on games, crafts, skits and puppets, ceremonies, administration, and the Webelos den. It's a time for parents and all experienced, new, and prospective leaders to share ideas and see what the other packs are doing.

Your council may combine the fun and excitement of pow wow with a variety of training activities for leaders in Boy Scouting, Venturing, and even commissioners or other district Scouters. This super-sized training event is known as a University of Scouting and may take the place of a Cub Scout leader pow wow.

All leaders are encouraged to attend this exciting, fun-filled, and informative training session every year. Check with your pack trainer, unit commissioner, district training chair, or local council service center to find out when and where your pow wow or University of Scouting will be held.

Outdoor Leader Skills for Webelos Leaders

Designed specifically for Webelos den leaders and their assistants, this teaches outdoor-related skills through demonstration and hands-on practice. Webelos den leaders should attend this training before conducting Webelos overnight camping with the boys and parents of the den. In addition to covering basic camping skills, this training features planning campouts and finding resources.

The council and/or district usually offer Outdoor Leader Skills for Webelos Leaders training several times each year. Check with your pack trainer, unit commissioner, district training chair, or local council service center for dates and locations.

Basic Adult Leader Outdoor Orientation (BALOO)

Basic Adult Leader Outdoor Orientation is a one-day training event that introduces parents and leaders to the skills needed to plan and conduct pack outdoor activities, particularly pack camping. A BALOO trained leader must be in attendance at each pack overnighter.

BALOO includes information on

- Preparations
- Site selection
- Parent involvement
- Health and safety
- Equipment
- Feeding
- Introduction to outdoor skills

This training is required for any adult who is in charge of planning a pack campout.

Youth Protection Training

Every leader in Cub Scouting should complete Youth Protection training, which is delivered by the district or council and can be taken online through your local council Web site.

Parents will also find this training valuable. In addition to a thorough review of BSA Youth Protection policies, the training develops an increased awareness of Youth Protection issues. Your pack trainer, Cubmaster, unit commissioner, or district training chair can provide information on how to receive this important training.

Completion of Youth Protection training is a requirement for all awards in the Cub Scout leader recognition plan (see Chapter 25, "Cub Scout Leader Recognition Awards").

For more information, see Chapter 27, "Youth Protection."

Trainer Development Conference

The trainer development conference is designed to provide all trainers with enhanced contemporary skills for delivering quality training in their areas of responsibility. The council usually offers it as a one-day conference. Most of the sessions in the conference not only demonstrate good training methods but give participants an opportunity to interact and in many cases actually practice what they have learned.

All trainers, including pack trainers, should participate in a trainer development conference. Your district training chair can provide you with details on the date and location of the next conference.

National Cub Scouting Conferences

Cub Scout leader training conferences are held at the Philmont Training Center near Cimarron, New Mexico, and at the Florida Sea Base in the Florida Keys. Councils recommend individuals, who receive invitations to attend these conferences.

At Philmont, the leader takes part in training sessions while family members may enjoy a special program of activities. The weeklong conferences combine a family vacation with the opportunity to participate in a quality training experience and association with Scouters from across the country.

Check with your district executive or local council service center for more information.

Den Chief Training

The Cubmaster, assistant Cubmasters, and/or Cub Scout and Webelos den leaders have the primary responsibility for training den chiefs; however, most districts or councils conduct a four-hour Den Chief Training course, which is basic training for both Cub Scout and Webelos Scout den chiefs. All den chiefs should attend, along with the Cubmaster and den leaders.

Den Chief Training is full of fun, excitement, and information to help den chiefs do a good job.

If your district or council does not conduct Den Chief Training, your pack might want to join with other packs to hold one. Information is contained in the Den Chief Training pamphlet, which is available through your local council service center.

4—Advanced Training (Wood Badge)

Wood Badge is advanced training in leadership skills for all adults in BSA programs. In addition to Cub Scouters, leaders in Boy Scouting, Varsity Scouting, Venturing, and commissioner service are invited to participate in Wood Badge.

This advanced training is presented in two parts:

1. An advanced learning experience presented over two long (three-day) weekends or as a weeklong course.
2. An application phase of several months during which the leaders apply the specific skills they have learned at Wood Badge to their Scouting responsibilities.

The Wood Badge beads, woggle slide, and neckerchief are presented as recognition to those leaders who successfully complete both parts of the training.

Completion of Basic Leader Training is required for Cub Scout leaders to be eligible for an invitation to participate in Wood Badge training. Your pack trainer, Cubmaster, unit commissioner, or council service center can provide you with more information.

