

Dear Scouting Volunteer,

Scouting's *Journey to Excellence (JTE)* is the BSA aspirational planning, performance and recognition program designed to encourage and reward success of our units, districts, and councils. It is meant to encourage excellence and continuous improvement in providing a quality program at all levels of the BSA.

The JTE standards are based on achievements the previous year or previous few years, both individually and for the creation of national standards. Due to the extraordinary circumstances occurring in 2020, benchmarking 2019 to 2020 at the district and council level is not constructive and similarly basing 2021 standards on 2020 for districts and councils is equally inappropriate. Many units, however, have largely adapted their programs to the challenges of 2020 so their members have continued to enjoy Scouting.

For these reasons, the Journey to Excellence recognition program for districts and councils is discontinued immediately. **The Unit level recognition program will continue, and recognition patches will be available for units.**

Unit Recognition

Revised unit criteria, due to the pandemic, is available at <https://www.scouting.org/awards/journey-to-excellence/unit/2020-scorecards-english/>. The criteria intentionally provide units a great deal of latitude due to the significant variability of programming due to local pandemic regulations.

2021 unit scorecards are available at <https://www.scouting.org/awards/journey-to-excellence/unit/>.

Journey to Excellence for Districts and Councils also represents data which is important to help districts and councils. A new membership reporting tool is under development to aid districts and councils with key membership data including gender and ethnic inclusion. You will soon hear more about this.

Unfortunately, the council and district JTE dashboard (dials) and finish line report require substantial manual compilation and data assessment each month. With the significant reduction in staff at the BSA National office, the staff support necessary to keep the dashboard current and helpful to you is simply not available. Consequently, it is necessary to decommission the JTE dashboard and finish line report effective September 18.

We suggest that even if JTE recognition is not available, the JTE standards still represent a vision of good Scouting for Districts and Councils and can be used in strategic planning.

We will be considering what assessment and/or recognition system will be most helpful to councils and district for 2022 and beyond. It is very premature to speculate on what that might be. Questions can be directed to jte@scouting.org.

Thank you for all you do for Scouting and for your support of the Journey to Excellence program.

Neil Lupton

Chair, National Assessment and Evaluation Committee

What Journey to Excellence Brings to Your Unit

1. A framework for **planning** the year.
 - The Journey to Excellence standards are based on what successful units do to continually improve.
 - If your unit plans to achieve gold or silver Journey to Excellence, you'll have a strong and active program.
2. A method for **evaluating** your unit.
 - Journey to Excellence provides tangible measurements based on things you are likely already tracking, such as how many campouts you have, how many youth are advancing, etc., and uses simple ways to calculate your performance.
3. **Guidance** in areas where you might do better.
 - As you track your performance against the Journey to Excellence standards, you can easily see where you could do better.
4. Specific **guidelines and standards** of what is considered good performance.
 - Journey to Excellence has specific, simple measures to help you. You can easily compare what you are doing against the standards.
5. **Early warning** of potential problem areas.
 - You track any areas where your unit is not performing as you might like and have plenty of time to make corrections.
6. **Recognition** for good Scouting.
 - You can proudly receive your bronze, silver, or gold recognition for your Scouting unit for the year.
7. **Benchmarking** to get ideas and tips from other good units.
 - You can receive help and best practices in areas where other units have met the gold standard.
 - In the areas where you are doing well, you can give help and ideas to other units.

National and Council Dashboard

This dashboard is located on the home page of MyBSA:
www.MyBSA.org.

Volunteer Dashboard

Volunteers who have access to the Journey to Excellence (JTE) Dashboard will log in through www.MyScouting.org. If the volunteer is eligible to view the JTE Dashboard based on his or her registered position, then a Council Tools category will be available and the dashboard will be displayed.

Creating a MyScouting Account

Go to www.MyScouting.org. Under “New to MyScouting,” click “Create an account.” Follow prompts to create a user name. Keep in mind that the user name is case sensitive.

Next, choose membership status. If you are a member and know your member ID number, select your council name and then enter your member number. If you do not know your member ID or if you are not a member, select “I Am Not a Member” and continue. (After obtaining your member ID from your local council, log into MyScouting and select “Update My Profile.” At the bottom of the form, enter your member ID and council information. This can be entered any time after you create your account.)

When My Profile comes up, enter your information. Read the terms and conditions and check the box to accept. Then enter verification image in the box. Then click “Create User.”

On the Registration page, choose “Continue.” An email will be automatically generated for you, which will allow you to continue the registration process. Check your email for MyScouting account information. Click on the link within the email, but only click on the link once. You will be directed to a page asking you to create a password.



JOURNEY TO EXCELLENCE QUESTIONS

JTE@Scouting.org

JOURNEY TO EXCELLENCE RESOURCES

www.Scouting.org/JTE



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1325 West Walnut Hill Lane
P.O. Box 152079
Irving, Texas 75015/2079
<http://www.scouting.org>

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SCOUTING'S JOURNEY TO EXCELLENCE

It's the performance
measurement and recognition
program for councils, districts,
packs, troops, teams, crews,
ships, and posts. It is:

A method for **RECOGNITION**

A framework for **PLANNING**

A source of **GUIDANCE**

Quality program, sustainability, and growth must
all be in balance for success to truly be achieved.



Data Foundation and Calculations

Councils and districts are recognized within the categories of finance, membership, program, unit service, and leadership and governance. Because Journey to Excellence metrics are based on information that councils are already recording, users of the dashboard receive powerful analytical information without having to duplicate efforts.

How the Program Works

Each criterion has a point value for bronze, silver, and gold. As you achieve at one of those levels, you earn those points. Each criterion will be scored and you'll have a total score. You will need a prescribed number of total points to achieve bronze, and the same for silver and gold. These point values may change from year to year. As you earn more points, you'll achieve a higher level.

For councils and districts to become gold, there is a requirement that you also must have a prescribed number of points in each of the five categories. This is the reward for having a balanced program. As an example, you may have achieved the required number of points in four of the five categories, but missed on one category. Even if you have enough total points to achieve gold, since you missed the total points needed in one of the five categories, you will only be recognized at the silver level.

How the Benchmarks Are Set

Each year, a group of volunteers and professionals get together from across the country to look at the actual data from the past three years in every criterion. As achievement improves, the benchmark will get more challenging. If achievement has slipped, the benchmark will move down to match the achievement. In this way, as councils and districts improve each year, they will be challenged to improve even more. Being realistic, if performance slips, the benchmark will be reduced to match the trend. The philosophy from the start of JTE has been to set up a system where 10 percent of the councils will achieve gold status, the next 40 percent will achieve silver status, and the next 30 percent will achieve bronze status. Therefore:

- **Gold status** = top 10 percent
- **Silver status** = 50th percentile to the 89th percentile
- **Bronze status** = 20th percentile to the 49th percentile

Data Calculations and Scoring

The JTE Dashboard is your guide to measuring performance using nationally established benchmarks and comparisons to prior years.

Performance Standard

This measurement is designed to recognize improved performance and advance a status level when warranted. Performance standard is a factor in most, but not all criteria.



Determined Standard

This measurement sets benchmark values to determine gold, silver, and bronze levels.



Pack _____ of _____ District
2020 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 and Budget: Have a program plan and budget that is regularly reviewed by the pack committee, following BSA policies relating to fundraising. (Virtual/remote meetings are acceptable.)	Have an annual program plan and budget adopted by the pack committee.	Achieve Bronze, plus pack conducts a planning meeting involving den leaders for the following program year.	Achieve Silver, plus pack committee meets at least six times during the year to review program plans and finances.	50	100	200
Membership					Total Points: 500		
#2	Building Cub Scouting: Recruit new youth into the pack in order to grow membership.	Conduct a formal recruitment program by October 31 or use a personalized invitation method and have current pin on beascout.org.	Achieve Bronze, and either increase youth members by 5% or have at least 40 members.	Achieve Silver, and either increase youth members by 5% or have at least 60 members.	50	100	200
#3	Retention: Retain a significant percentage of youth members.	Reregister 60% of eligible members.	Reregister 65% of eligible members.	Reregister 75% of eligible members.	50	100	200
#4	Webelos-to-Scout transition: Have an effective plan to graduate Webelos Scouts into troop(s).	With a troop, hold two joint activities (live or virtual) or 75% of second year Webelos have completed "The Scouting Adventure."	60% of eligible Webelos register with a troop.	80% of eligible Webelos register with a troop.	25	50	100
Program					Total Points: 900		
#5	Advancement: Achieve a high percentage of Cub Scouts earning rank advancements.	50% of Cub Scouts advance one rank during the year or 50% of families are connected through Scoutbook.	60% of Cub Scouts advance one rank during the year.	75% of Cub Scouts advance one rank during the year.	100	200	300
#6	Outdoor activities: Conduct outdoor activities and field trips. (includes pack coordinated family home-centered activities)	Each den has the opportunity to participate in three outdoor activities or field trips during the year.	Each den has the opportunity to participate in four outdoor activities or field trips during the year.	Each den has the opportunity to participate in five outdoor activities or field trips during the year.	50	100	200
#7	Day/resident/family camp: Cub Scouts attend day camp, family camp, and/or resident camp. (includes council-offered alternatives)	33% of Cub Scouts participate in a camping experience or have improvement over the prior year.	50%, or 33% and have improvement over the prior year.	75%, or 50% and have improvement over the prior year.	50	100	200
#8	Service projects: Participate in service projects. (includes home engagements serving others)	Participate in two service projects and enter the hours on the JTE website.	Participate in three service projects and enter the hours on the JTE website.	Achieve Silver, plus at least one of the service projects is conservation-oriented.	25	50	100
#9	Pack and den meetings and activities: Dens and the pack have regular meetings and activities. (Virtual/remote meetings are acceptable.)	Hold eight pack meetings a year. Den or pack meetings have started by October 31.	Achieve Bronze, plus dens meet at least twice a month during the school year.	Achieve Silver, plus earn the Summertime Pack Award.	25	50	100
Volunteer Leadership					Total Points: 400		
#10	Leadership recruitment: The pack is proactive in recruiting sufficient leaders.	Have a registered assistant Cubmaster.	Achieve Bronze, and prior to recruiting event, the committee identifies pack and den leadership for the next year.	Achieve Silver, plus every den has a registered leader by October 31.	50	100	200
#11	Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable.)	Cubmaster or an assistant Cubmaster or pack trainer has completed position-specific training.	Achieve Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining.	Achieve Silver, plus two-thirds of committee members have completed position-specific training.	50	100	200

Bronze: Earn at least 525 points by earning points in at least 7 objectives.

Total points earned: _____

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.

No. of objectives with points: _____

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

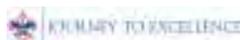
We certify that these requirements have been completed:

Cubmaster _____ Date _____

Committee chair _____ Date _____

Commissioner _____ Date _____

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



Scouting's Journey to Excellence

2020 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	The pack has a program plan and budget that is reviewed at all pack committee meetings, and the pack follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. Program plans and budget are reviewed with den leaders and parents at the start of the program year. The pack's program plan should be shared with the unit commissioner. Committee meetings may be held remotely.
Membership Measures	
2	A formal recruitment event is conducted to serve the diversity of the local community and new members are registered by October 31, 2020. On December 31, 2020, the pack has an increase in the number of youth members as compared to the number registered on December 31, 2019. A membership growth plan template can be found at www.scouting.org/membership . The pack has an up-to-date pin on the "Be a Scout" website. Given current challenges, holding large formal recruiting events may not be possible. Bronze may be achieved by developing and implementing a Cub Scout recruiting plan involving direct personal invitations for youth to join.
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) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Cub Scouts. If the pack has a December charter, use the one expiring on December 31, 2019; otherwise use the one expiring during 2020.
4	Hold at least two joint activities with a troop or troops, and have graduating boys or girls register with a troop. "The Scouting Adventure" for second-year Webelos is described in the <i>Webelos Scout Handbook</i> . If the pack has no second-year Webelos Scouts, this requirement is met at the Bronze level.
Program Measures	
5	Total number of Cub Scouts advancing at least one rank (Bobcat, Lion, Tiger, Wolf, Bear, Webelos, Arrow of Light) during the calendar year (A), divided by the number of youth registered at the end of the year (B). Advancement = (A) / (B). The pack is encouraged to use Scoutbook to track each individual's advancements.
6	The pack has activities and field trips in the outdoors, which could include outdoor pack meetings, hikes, family campouts, parades, outdoor service projects, etc. All dens have the opportunity to participate. Given constraints for large gatherings in some communities, coordinated activities involving families at home may be counted.
7	Cub Scouts attend an in-council or out-of-council Cub Scout day camp, family camp, and/or Cub Scout resident camp in 2020. STEM programs either as a day camp or resident camp are also included. All levels are total number of different Cub Scouts attending (A) divided by total number of Cub Scouts registered in the pack as of June 30, 2020 (B). Total = (A) / (B). Virtual alternatives are acceptable. These include virtual camping programs and other remote activities.
8	The pack participates in at least two service projects during the year and enters them on the Service Hours website or through Scoutbook. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization. Service projects may include home-centered efforts providing they serve others outside the home.
9	Have at least eight pack meetings or activities within the past 12 months, with one of those meetings being to review the pack's program plans and asking for parental involvement in the pack. Den meetings start by October 31, 2020 and all dens meet at least twice each month within the past year. Pack earns the Summertime Pack Award.
Volunteer Leadership Measures	
10	The pack has a Cubmaster, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. The pack identifies persons for next year's leadership for existing dens, including Cubmaster, Den Leaders, and Webelos Den Leaders prior to the start of the program year. All dens have a registered leader by October 31, 2020. Program plans are shared with parents at pack meetings.
11	All leaders have completed youth protection training. Bronze: Cubmaster, an assistant, or pack trainer has completed position-specific training. Silver: Bronze, plus the Cubmaster and den leaders have completed position-specific training or, if new, will complete within three months of joining. Gold: Silver, plus 2/3 of committee members (including chartered organization representative) have completed training. Virtual training courses may be acceptable.

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 11 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, meeting at least bronze standards in outdoor activities, and earning at least 1,050 total points.

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

Troop _____ of _____ District
2020 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 and budget: Have a program plan and budget that is regularly reviewed by the committee, following BSA policies related to fundraising. (Virtual/remote meetings are acceptable.)	Have an annual program plan and budget adopted by the troop committee.	Achieve Bronze, plus troop conducts a planning meeting involving youth leaders for the following program year.	Achieve Silver, plus troop committee meets at least six times during the year to review program plans and finances.	50	100	200
Membership					Total Points: 500		
#2	Building Scouting: Recruit new youth into the troop in order to grow membership.	Have a membership growth plan that includes a recruitment activity or use a personalized invitation method and have current pin on beascout.org.	Achieve Bronze, and either increase youth members by 5% or have at least 25 members.	Achieve Silver, and either increase youth members by 5% or have at least 35 members.	50	100	200
#3	Retention: Retain a significant percentage of youth members.	Reregister 75% of eligible members.	Reregister 80% of eligible members.	Reregister 85% of eligible members.	50	100	200
#4	Webelos-to-Scout transition: Have an effective plan to recruit Webelos Scouts into the troop.	With a pack or Webelos den, hold two joint activities (live or virtual).	Achieve Bronze, plus recruit two Webelos Scouts.	Achieve Bronze, plus provide at least one den chief to a pack and recruit five Webelos Scouts.	25	50	100
Program					Total Points: 900		
#5	Advancement: Achieve a high percentage of Scouts earning rank advancements.	40% of Scouts advance one rank during the year.	50% of Scouts advance one rank during the year.	60% of Scouts advance one rank during the year.	50	100	200
#6	Short-term camping: Conduct short-term or weekend campouts throughout the year. (Alternative home-centered approaches may be used.)	Conduct four short-term overnight campouts.	Conduct seven short-term overnight campouts.	Conduct nine short-term overnight campouts.	50	100	200
#7	Long-term camping: Participate in a long-term camp with a majority of the troop in attendance. (Includes council-offered alternatives)	The troop participates in a long-term camp.	60% of Scouts attend a long-term camp.	70% of Scouts attend a long-term camp.	50	100	200
#8	Service projects: Participate in service projects, with at least one benefiting the chartered organization. (Includes home engagements serving others)	Participate in three service projects and enter the hours on the JTE website.	Participate in four service projects and enter the hours on the JTE website.	Participate in five service projects and enter the hours on the JTE website.	25	50	100
#9	Patrol method: Use the patrol method to develop youth leaders. (Virtual/remote meetings are acceptable.)	The troop has patrols, and each has a patrol leader. There is an SPL, if more than one patrol. The PLC meets at least four times a year.	Achieve Bronze, plus PLC meets at least six times. The troop conducts patrol leader training.	Achieve Silver, plus PLC meets at least ten times. At least one Scout has attended an advanced training course, such as NYLT or Order of the Arrow Conference.	50	100	200
Volunteer Leadership					Total Points: 400		
#10	Leadership and family engagement: The troop is proactive in recruiting sufficient leaders and communicates regularly with parents. (Virtual/remote parents' meetings are acceptable.)	Have at least one registered assistant Scoutmaster.	Achieve Bronze, plus the troop holds two courts of honor, where troop plans are reviewed with parents.	Achieve Bronze, plus the troop holds three courts of honor, where troop plans are reviewed with parents.	50	100	200
#11	Trained leadership: Have trained and engaged leaders at all levels. All leaders are required to have youth protection training. (Online/remote training is acceptable except for Introduction to Outdoor Leader Skills.)	Scoutmaster or an assistant Scoutmaster has completed position-specific training.	Achieve Bronze, plus the Scoutmaster and 60% of assistants have completed position-specific training or, if new, will complete within three months of joining.	Achieve Silver, plus two-thirds of active committee members have completed position-specific training and at least one person has attended an advanced training course involving a total of at least five days.	50	100	200

- Bronze:** Earn at least 525 points by earning points in at least 7 objectives.
- Silver:** Earn at least 750 points by earning points in at least 8 objectives.
- Gold:** Earn at least 1,000 points by earning points in at least 8 objective and at least Bronze in #6 or #7.

Total points earned: _____

No. of objectives with points: _____

- Our troop has completed online rechartering by the deadline in order to maintain continuity of our program.
- We certify that these requirements have been completed:

Scoutmaster _____ Date _____

Committee chair _____ Date _____

Commissioner _____ Date _____

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

Scouting's Journey to Excellence

2020 Troop 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	The troop has a program plan and budget that is reviewed at all troop committee meetings, and the troop follows BSA policies relating to fundraising and fiscal management as found on the Unit Money-Earning Application form and any other publication that the council has developed for fundraising and fiscal management. A meeting is held with youth leaders where they are involved in developing the plan for the next program year. The troop's program plan should be shared with the unit commissioner. Separate troops for males and females under the same chartered organization may have a shared unit committee. Committee meetings may be held remotely.
Membership Measures	
2	The troop has a growth plan to serve the diversity of our community and conducts a formal recruiting event. On December 31, 2020, the troop has an increase in the number of youth members as compared to the number registered on December 31, 2019. A membership growth plan template can be found at www.scouting.org/membership . The troop has an up-to-date pin on the "Be a Scout" website. Given current challenges, holding formal recruiting events may not be possible. Bronze may be achieved by developing and implementing a recruiting plan involving direct personal invitations for youth to join.
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) minus any age-outs (C). Total = (A) / (B-C). Age-outs are youth who are too old to reregister as Scouts. If the troop has a December charter, use the one expiring on December 31, 2019; otherwise use the one expiring during 2020.
4	Hold at least two activities with a pack or Webelos den, and recruit new Webelos Scouts into the troop. Den chiefs are provided to one or more Cub Scout dens. Virtual gatherings are acceptable.
Program Measures	
5	Total number of Scouts advancing at least one rank (Scout, Tenderfoot, Second Class, First Class, Star, Life, Eagle) during the calendar year (A), divided by the number of youth registered at the end of the year (B). Advancement = (A) / (B). The troop is encouraged to use Scoutbook to track each individual's advancements.
6	Conduct short-term (at least one overnight) campouts throughout the year.
7	Number of Scouts who attend any in-council or out-of-council long-term summer camp (of at least five nights), high-adventure experience, or jamboree, or serve on camp staff within the past year, divided by the Scout membership on June 30, 2020. Youth attending long-term specialty camps such as NYLT or STEM are also counted. Alternatives that spread the camping nights over multiple experiences may be included. Virtual alternatives are acceptable. These include virtual camping programs and other remote activities.
8	The troop participates in service projects during the year and enters them on the Service Hours website or through Scoutbook. The projects may be completed as joint projects with other organizations. At least one project must benefit the chartered organization. Service projects may include home-centered efforts providing they serve others outside the home.
9	The troop is separated into patrols and each patrol has an elected patrol leader. If the troop has more than one patrol, there is an elected senior patrol leader. If the troop has more than one patrol, the PLC meets at least four times each year. The troop holds patrol leader training each year, and youth have the opportunity to participate in advanced training. PLC meetings may be held remotely.
Volunteer Leadership Measures	
10	The troop has a Scoutmaster, an assistant, and a committee of at least three members. Ideally, the chartered organization representative should not be dual registered as one of the committee members. Separate troops for males and females under the same chartered organization may have a shared unit committee. The troop conducts courts of honor where youth are recognized and program plans are shared with parents. Courts of honors may be done remotely.
11	All leaders have completed youth protection training. Scoutmaster and 60% of the assistants have completed position-specific training or, if new, will complete within three months of joining. Two-thirds of active committee members (including chartered organization representative) have completed position-specific training. For Gold, one leader must have attended an advanced training course involving a total of 5 days or more, such as Wood Badge, Summit or Philmont Training Center, at some point in their Scouting tenure.

Scoring the troop's performance: To determine the troop's performance level, you will use the above information to determine the points earned for each of the 11 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 750 points, and Gold level requires earning points in at least 8 criteria, meeting at least bronze standards in either short-term or long-term camping, and earning at least 1,000 total points.

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