

## What is Success as a Troop Leader in Troop 164?

Star, Life and Eagle require Scouts to “serve actively” in a position of responsibility for specific periods of time to meet rank advancement requirements. Under the BSA’s Guide to Advancement, the Troop can set reasonable expectations for what this means. Within our Troop, to receive credit for a position toward advancement, we require Scouts to:

- Know what the position requires and how it fits into the leadership of the troop;
- To write up the duty description in their own handwriting;
- Write how the Scout will demonstrate and practice leadership while holding this position of responsibility;
- Complete a written agreement with the SPL, SM and Advancement Chair that specifies “what success looks like” (e.g., goals for the next 4-6 months in the position);
- Attend 75% of PLCs, and if you are unable to make a PLC, notify the SPL and SM in advance, and get briefed on what you missed within 2 days of the meeting;
- Successfully fulfill all of the assignments given to you as part of your position, and carry out your job to attain your goals IN A TIMELY MANNER;
- Observe and follow the Scout Oath and Law;
- Demonstrate Scout Spirit in performance of the duties;
- Complete ILST with the Troop (Scouts who have completed NYLT are exempt from this requirement);
- Attend 75% of the troop meetings and activities so you can actually take responsibility in your job and demonstrate leadership; and
- Schedule periodic leadership conferences (ideally, monthly but not more than every 6 weeks) with the SPL, SM, and Advancement Chair or another adult appointed by the SM or Advancement Chair, to assess your performance. During these conferences, the leaders will review the goals you set and how you are doing in achieving them. Scouts should expect to answer, among other things, “What have you done?,” “What were you asked to do?,” “What have you done well?,” and “What needs improvement?”

As the BSA Guide to Advancement says, “It is a disservice to the Scout and to the unit to reward work that has not been done. Holding a position and doing nothing, producing no results, is unacceptable.” Therefore, if a scout falls short of these expectations, the SM and Advancement Chair will work together to counsel and mentor the scout to help them meet their expectations. Scouts who fall short of the expectations, depending on the circumstances, may be given specific goals to meet by a specific time, only have part of their time “counted,” not have any period of time “counted” toward rank advancement, and/or may be removed from the position.

I understand what the expectations are for leaders.

SIGNED: \_\_\_\_\_ DATE: \_\_\_\_\_

NAME: \_\_\_\_\_

**WHAT IS SUCCESS?**

Name: \_\_\_\_\_ Date: \_\_\_\_\_

My Position: \_\_\_\_\_

**Duty Description**

**How Will I Demonstrate Leadership in this Position?**

**My Goals:**

SIGNED: \_\_\_\_\_

## Leadership Conferences

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_