

Michigan Crossroads Council
An Introduction to the Unit Health Index
(taken from Bay Lakes Council)

As with many councils, the Michigan Crossroads Council has struggled to provide effective service to help units improve their overall health. At the root of this issue are two dilemmas: there aren't enough commissioners to do this work and there is the lack of a reliable understanding of the health of each of its units.

To help resolve these issues, the council developed the Unit Health Index. The Unit Health Index uses objective data from standard reports to calculate a green – yellow – red health rating for each unit. With those ratings, commissioners have a reliable indicator of the health of every unit in the district or council and the ability to differentiate healthy units from units in greater need of help. With that understanding, commissioners can then make targeted unit contacts and develop the appropriate service plans to help units in greatest need of support.

What It Is

- A tool that easily calculates an indication of the overall health of *every* unit in the council
- A compliment to other tools, such as Commissioner Tools and Journey to Excellence
- A tool that calculates a differentiation of unit health status, which enables the allocation of scarce resources to where the need is greatest

What It's Not

- Artificial Intelligence or a “black box” solution
- An assessment
- A replacement for commissioners or a justification to no longer make unit contacts

A Picture is Worth 1000 Words

With the axiom that “a picture is worth 1000 words”, this handout provides some sample key reports and analysis that illustrates what the Unit Health Index can reveal.

Basic Summary Handout:

- **Unit Health Index Summary** (page 2): this one-page handout summarizes the basic points of the Unit Health Index. It can be used as an attachment to reports and analysis as a background explanation.

Michigan Crossroads Council

Unit Health Index Details

Based on Bay Lakes Council Summary - June 2022 & Unit Health Metrics-Draft, Jan.25, 2023

Overview

The Unit Health Index is a tool that provides a reliable indication of a unit's overall health with a green – none – red rating.

The Unit Health Index benefits:

- It is all calculated from available, objective data: Mostly from My.Scouting.org
- It can be calculated for every unit without the need for Commissioner Tool assessments.
- It provides differentiation by index rating, district, program, and council views.
- It supports the allocation of scarce Scouting resources to where the need is the greatest.
- Its variables have been validated as being reliable against the council's recharter record.

Index Measurements

The Unit Health Index is calculated by measuring 5 simple, objective metrics. The scoring values used came from the Unit Health Metrics-Draft, Jan. 25, 2023. Taken together, these metrics provide a reliable indicator of the unit's overall health.

The 5 metrics are:

1. Are the unit leader and committee chair position trained?
2. Will the unit attend summer camp or conduct a high adventure trek in 2023?
3. Did the Pack or Troop have 30+% rank advancements in the prior 12 months?
4. Did the unit have a year-over-year increase in membership if below the metric high value?
Packs 50, Troops 20, Ships and Crews 15, posts 30.
5. Does the Pack have 20+ or Troop have 12+ or Crew Ship Post have 7+members?

Rating Calculation

Each metric can be answered with a "yes" or "no" and each is equally weighted. "yes" response is worth 1 point; a "no" response is worth 0 points. The response values are totaled to get an overall rating.

Total Health Index rating is color coded on the Units tab of the MCC Dashboard as follows:

- Green Unit: 4 or 5 points
- No color Unit: 3 points
- Red Unit: 0, 1, or 2 points

Data Sources

Data for the Unit Health Index comes from standard My.Scouting.org reports produced by the National Council and an 2023 Summer Camp MICHIGAN Crossroads Council report of unit summer camp.

Index Updates are done daily based on yesterday's My.Scouting.org updates overnight.