Bay-Lakes Council
An Introduction to the Unit Health Index

As with many councils, the Bay-Lakes 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 3): 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.
Basic Unit Health Index Reports:
- **District Report** (page 4): the district-level report shows each unit's rating and health data detail and the district's composite health rating. The district report is the foundation from which all other reports and analysis is based.
- **Council Report** (page 5): the council-level report shows health rating composites by council, district, and program level views
Sample Analysis Reports:
- **Pack and Troop Unit Health Index Ratings by Index Question** (page 6): This analysis shows the unit health performance for Green, Yellow, and Red units against each of the five questions that make up the Unit Health Index calculation. This analysis shows that there are clear and material differences in the performance by rating level. It also provides a basis to target unit contacts and to conduct more detailed assessments to understand underlying factors and develop service plans to improve the unit's health.
- **2022 Recharter Rate by Unit Health Index Rating** (page 7/top): Results of Bay-Lakes Council's 2022 recharter results for all units, packs, and troops by Unit Health Index rating. This analysis clearly shows the poor rate that Red packs and troops rechartered, supporting the conclusion that support should be focused on Red units and not Green units.
- **% Units with No Trained Leaders** (page 7/bottom): This is an example of a deep-dive analysis that was done by tabulating Unit Health Index ratings with unit training data from a standard Training Manager report. As with other reports, the differentiation by Unit Health Index rating is clear. This specific analysis identifies a clear risk for Red units that could warrant commissioner collaboration with the Training Committee to develop an intervention to improve training for the leaders in Red units.

Bay-Lakes Council
Unit Health Index Summary
June 2022

Overview

The Unit Health Index is a tool that provides a reliable indication of a unit's overall health with a green – yellow – red rating.

The Unit Health Index has the following benefits:
- It is easy to calculate from available, objective data
- 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 Questions

The Unit Health Index is calculated by answering 5 simple, objective questions. Taken together, those questions provide a reliable indicator of the unit's overall health. The questions are:
1. Is the unit leader position trained?
2. Did the unit attend summer camp or conduct a high adventure trek last summer?
3. Did the unit have any rank advancements in the prior 6 months?
4. Did the unit have a year-over-year increase in membership?
5. Does the unit have at least 10 members?

Rating Calculation

Each question can be answered with a "yes" or "no" and each is equally weighted. There are no questions that require a "yes" answer. A "yes" response is worth 1 point; a "no" response is worth 0 points. The response values are totaled and an overall rating is calculated as follows:
- Green Unit: 4 or 5 points
- Yellow Unit: 3 points
- Red Unit: 0, 1, or 2 points

Data Sources

Data for the Unit Health Index comes from standard My.Scouting reports produced by the National Council and an annual council report of unit summer camp and high adventure activity.

Index Updates

The Unit Health Index will be updated as follows:
- Spring (typically March): captures the results of the annual recharter process
- September: captures the results of spring recruiting and summer camp activity
- December: captures the results of fall recruiting and year-end results

For more information, contact:

David Bainbridge
Assistant Council Commissioner
(920) 412-4332 / davebainbridge@new.rr.com