



CED 814

Mining My.Scouting for Unit Health

March 2024

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Course Objectives

- Learn What Information a Commissioner Needs to Know to Manage **Unit Service**
- Analyze Key Data to Identify **Units Needing Attention**
- Engage With Unit Leaders to Understand **Unit Needs & Issues**
- **Allocate District Resources**
According to Level of Criticality



Course Outline:

- Metrics
 - Why Use Metrics?
 - What Metrics Available: Inputs & Outputs
- Unit Dashboard
 - Main Features
- What to Look For
 - Identifying Units at Risk
 - Supporting Data on Risks
 - Triage Case Studies
- What Can Be Done to Give Service to Units



Commissioner Tools Data: Why?

- What Value Does CT Data Have For **Managing Unit Service?**
- **Legacy knowledge** for Incoming District Commissioner or Unit Commissioner
Turnover/Learning Curve: (75% new DC over 3Yrs):
- Knowing **Neighborhood** vs Knowing **District**
- Help Spot Potential **At-Risk Units**



Commissioner Web Tools Data: Actions

- Data Set Becomes an **Introduction to Conversations**
- Conversations Have **Goals & Influence**
- **District Commissioners**
 - Triage** Re-Assignments of **Unit Commissioners**
 - Allocation** of District Committee **Resources**
 - Coaching/Mentoring** of Unit Leadership
- **Council Commissioners**
 - Reporting vs. Performance**
 - Allocation** of Council **Resources**
 - Coaching/Mentoring** of District Leadership



What Kind Of Web Data: Inputs

- **Units**

Membership: Size: Retained & New

Advancements: Ranks & Merit Badges / Awards

Leader Training: Key2: CM/SM/NL & CC

Camping: Long Term & Frequent Weekends

Service Hours: Frequency

- **Commissioners**

Unit Visits: Simple Assessment (SA)

Detailed Assessment (DA): Simple & Collaborative

Unit Service Plan (USP)

Round Table Program



What Kind Web Data: Outputs

- **Council/National: Point of This Talk**
Overwhelming Aggregated Data
What Metrics are Useful or Helpful?
- **Enter Unit Dashboard**



Commissioner Data: Format

- Commissioners Tools Has Several Prepared Reports
- Many Reports Include Data Exports
for More Analysis (Pivot Tables).
- Some Data Comes From Other BSA web sources
- **Unit Dashboard: Simplifies Review**



What Could We Know For Unit Service

- How Many Units
- What Type of Unit
- Unit Metrics (Size, Retention, Advancement, Recruiting, Recharter)
- Unit Leader Training
- Roundtable Attendance
- UC Assignments
- Unit Commissioner Contact Comments
- Unit Service Plan (Y/N, Working?)
- **Unit Dashboard: Has All of Above**



Unit Dashboard: Data in One Place

- Commissioner Tools Unit Landing Page:

my.Scouting | Commissioner Tools

Troop 0096 The Peoples Community Baptist Church **B** ←

Unit Summary

Troop 0096 The Peoples Community Baptist Church **B** ← SELECT ORG LEV

District ←
White Oak 37

Unit Meeting Location ← [View Map](#)
31 Norwood Rd
Silver Spring, MD 20905

Key Unit Leaders ←

Scoutmaster [Redacted]	Committee Chair [Redacted]
Chartered Organization Rep. [Redacted]	Council Unit Representative N/A
Unit Advancement Chair [Redacted]	New Member Coordinator N/A
Unit Treasurer N/A	

Unit Contacts

Priority Needs ←
[No priority needs found.](#)

Contact History 202

Completed **2** In Progress **0** Scheduled **0**

[Simple Assessment](#) ← 02/19/2024
District Event

[Detailed Assessment](#) ← 01/07/2024
Other

[Add New Contact](#)

ie.

Contact Information & Visits & RT

The screenshot displays a web application interface for Troop 009. The interface is divided into several sections:

- Unit Summary:** Located at the top left, it includes a dropdown menu for "District" (blurred), a "View Map" link, and a "Commissioners" section with a "View Charter" link. The "Commissioners" section lists: Unit Commissioner (blurred), Assistant Council Commissioner (blurred), and Asst. District Commissioner (blurred).
- Member Information:** A modal window displays details for Troop 009, including Member ID 5053009, YPT status ACTIVE, and fields for Address, Phone Number, and Email Address, all of which are blurred. A "View Map" link is also present.
- Unit Charter:** Located at the bottom left, it shows the Renewal Status as "Posted" and the Expiration Date as "12/31/2024".
- Unit Contacts:** Located on the right side, it includes a "Priority Needs" section with a message "No priority needs found.", a "Contact History" section for the year 2024, and an "Add New Contact" button. The "Contact History" section shows two entries: "Simple Assessment" (District Event) on 02/19/2024 and "Detailed Assessment" (Other) on 01/07/2024, both held by a "Holder Senior" (blurred).
- Roundtable Attendance:** Located at the bottom right, it shows attendance counts for the next roundtable: 3 for Dec, 2 for Jan, and 3 for Feb.

Red arrows point to specific elements: the "View Map" link, the "Commissioners" section, the "Expiration Date" field, and the "Next Roundtable" label.



Unit Meeting Location: Map



Troop 0096

- Commissioner Tools
- Organization Dashboard
- Help Guide

Troop 0096 The Peoples Community Baptist Church B

Unit Summary

District
White Oak 37

Unit Meeting Location [View Map](#)

31 Norwood Rd
Silver Spring, MD 20905

Key Unit Leaders

Scoutmaster
[Redacted]

Chartered Organization Rep.
[Redacted]

Unit Advancement Chair
[Redacted]

Unit Treasurer
N/A

Commissioners

Unit Commissioner
[Redacted]

Assistant Council Commissioner
[Redacted]

Asst. District Commissioner
[Redacted]

Unit Meeting Location Map

Unit Meeting Location Map

Google Keyboard shortcuts Map data ©2024 Terms Report a map error

Unit Contacts

Priority Needs

No priority needs found

Contact Unit Leaders: Email



Troop 009

Unit Summary

District

Member ID 5053009 Address [REDACTED] YPT ACTIVE

Effective Date Phone Number [REDACTED]

Expiration Date Email Address [REDACTED]

Chartered organization rep. [REDACTED]

Unit Advancement Chair [REDACTED]

Council Unit Representative N/A

New Member Coordinator N/A

Other

Holder Senior

File Message Insert Options Format Text Review Help Acrobat

Arial 11 B I U

Send From [REDACTED] To [REDACTED] Cc Subject

YIS [REDACTED]
Assistant Council Commissioner:
National Capital Area Council
Boy Scouts of America



Unit Dashboard: Membership & Program & Advancement



Troop 0096

Commissioner Tools

Organization Dashboard

Help Guide

Youth Membership



		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	1	1	0	1	▲ 100.00%
	Actual	0	26	26	28	-2	▼ -7.14%

Age Distribution



[Download Report](#)

	Ages	11	12	13	14	15	16	17	18
Youth		1	4	4	4	1	9	1	0

Program



Advancements



[Download Report](#)

Period	Scout	Tenderfoot	SC	FC	Star	Life	Eagle	Total	Palms	MB
MTD	0	0	1	0	0	0	0	1	0	0
YTD	0	0	1	0	0	0	0	1	0	0

Unit Dashboard: Unit Service Plan

Pack 0926 St Martins Catholic Com **B**



Pack 0926 St Martins Catholic Com **B** SELECT ORG LEVEL

Unit Service Plan	Program	Target Date 2024/10/14	Lead Cubmaster	View
--------------------------	---------	---------------------------	-------------------	----------------------

Unit Summary

District
Seneca 38

Unit Meeting Location [View Map](#)
201 S Frederick Ave
Gaithersburg, MD 20877

Key Unit Leaders

Cubmaster [Redacted]	Committee Chair [Redacted]
Chartered Organization Rep. [Redacted]	Council Unit Representative N/A

Unit Contacts

Priority Needs [View](#)
Unit with no new members | Unit with no committee | Unit not meeting

Contact History 2024 ▼

Completed **0** | In Progress **0** | Scheduled **0**

No Contacts Found

[Add New Contact](#)

Type of Evaluation of Unit Performance

Why Use Objective Metrics?

Single Time Point Observation

May Not Reflect Overall Status

Independent From Reviewer Past Experiences

Available to Commissioners and Professional Scouters

Guidance for Conversations

Between Unit Leaders and Unit Commissioner

Mentoring Approach Focused on

Unit Based Immediate Needs



Units At Risk: How Identify

- Best Signs of a **Unit at Risk** Come from a **Visit**
 - Unit Commissioners Availability
 - Frequency of Visits
- MCS304: Helping at Risk Units
 - No Youth Leaders, No Discipline, No Adult Leadership, One Active Adult, No Delegation to Others, No Parent Involvement, Poor Communication, No Committee, No Planned Program, Charter Org Leader Unhappy, Youth Dropping Out, Low Attendance at Meetings or Outings
- What Can UC get from **Group Email** Distribution?
 - No Committee Meetings, Unit Stops Meeting



Units At Risk: How Identify

- What Signs Come from **Metrics**?
 - Unit Size
 - Critical Mass for Effective Programming
 - Recruiting Success
 - Leader Training
 - Program
 - Advancement
 - Outdoor Activity
 - Service Hours
 - Attendance at Events via Scoutbook, If Connected
 - Unit Renewal Progress



Units At Risk: Identify by Metrics?

- Signs of a Unit at Risk via Metrics Source
 - Size** is Below a Critical Mass: <10, <15, <20,
 - Little to **No Advancement** Recorded,
 - Low Level of Leadership **Trained For Position,**
 - Recruiting & Retention Issues:**
 - Age Distribution: Top Heavy, or Bottom Heavy,
 - Decrease in Number of Registered Scouts,
 - Missing Classes,
 - Large Ratios:** Youth/Adult: >5, >8, >10,
 - No Round Table** Attendance,
 - No Camping** Data,
 - Not Participating** in District Events,
- **Start Conversation** with Unit Key 3



Unit Size: Critical Mass for Effective Programs

Suggested Unit Size for Effective Programs

Packs: 20: Den Size at Each Age Cohort: 5/Den

Troops: 12: Patrol Size on Camp Outs: 4/Patrol

Crews: 7: Cohort Cohesion for High Adventure Trips

Ships: 7: Minimum for Cruising on Boats

Locally Reality: Turnout for Outings

Often Less Than Half of Registered Scouts

Competing for Youth Attention

School Work, Sports Programs, Family Obligations



Supporting Data on Unit Health Risks

Core Metrics

Leader Training

Key 2: Position Specific

Membership

Current Unit Size: Program Specific Thresholds

Unit Growth: Positive Year Over Year Increase

Or Program Specific Thresholds

Program

Rank Advancement

Pack & Troop: 30% of Youth (Prior 12 months)

Crews/Ships/Posts: Youth Officer Training

Outdoor Activity Components

Prior 12 months: Pack: TBD, Troop: Long Term Camping



Unit Health Indicator
Health Metric Criteria by Program Reference Table
Rev: January 25, 2023

Unit Health Metric	Cub Scout Packs	Scouts BSA Troops	Venturing Crews	Sea Scout Ships	Explorer Posts
1. Key Leaders Trained	Cubmaster + Committee Chair position trained	Scoutmaster + Committee Chair position trained	Advisor + Committee Chair position trained	Skipper + Committee Chair position trained	Advisor + Committee Chair position trained
2. Exceed Small Unit Threshold	20 or more Cubs in pack	12 or more Scouts in troop	7 or more Venturers in crew (1)	7 or more Sea Scouts in ship (1)	7 or more Explorers in post (1)
3. Year Over Year Membership Growth	Positive year over year membership growth <i>OR</i> Pack has 50 or more Cubs	Positive year over year membership growth <i>OR</i> Troop has 30 or more Scouts	Positive year over year membership growth <i>OR</i> Crew has 15 or more Venturers (1)	Positive year over year membership growth <i>OR</i> Ship has 15 or more Sea Scouts (1)	Positive year over year membership growth <i>OR</i> Post has 30 or more Explorers (1)
4. Rank Advancement / Youth Leadership	At least 30% Cubs have rank advancement in prior 12 months	At least 30% Scouts have rank advancement in prior 12 months	Crew lead by youth officers elected to their office and trained	Ship lead by youth officers elected to their office and trained	Post lead by youth officers elected to their office and trained
5. Outdoor / Super activity (2)	Pack participation in TBD outdoor activities in prior 12 months	Troop participation in long term outing in prior 12 months (3)	Crew participation in super activity in prior 12 months (4)	Ship participation in super activity in prior 12 months (4)	Post participation in super activity in prior 12 months (4)

Data provided by unit/other Scouter with “check the box” entry to Scoutbook or my.Scouting

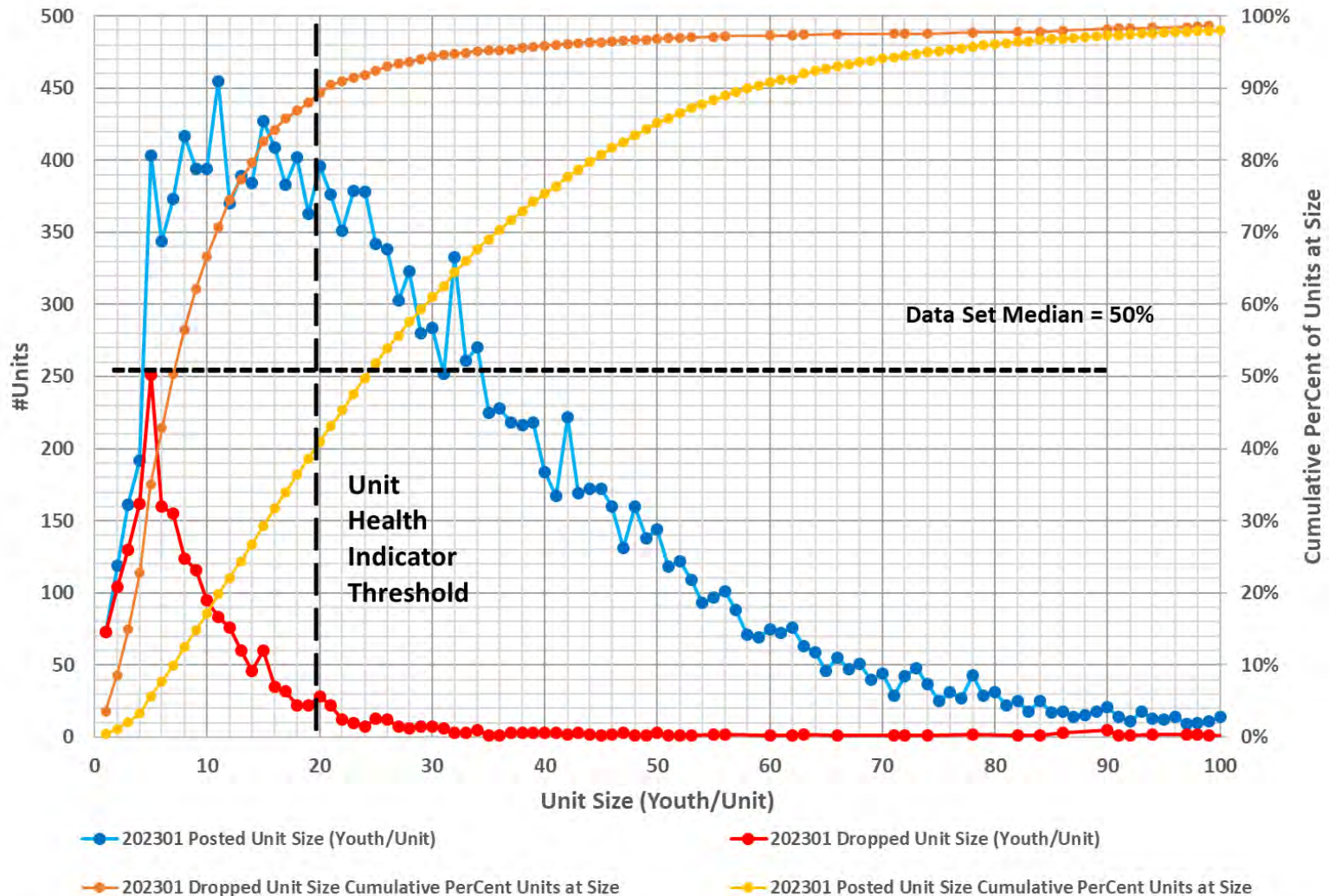
Notes:

- (1) Count both primary and multiple youth membership registrations
- (2) Participation requirement can be from any combination of events in the past 12 months. All members participating in the same event is not required.
- (3) Scouts BSA long term outing must be 5 consecutive nights of camping
- (4) A super activity is a major trip, activity, or project requiring advanced planning and promotion by unit members. Participation in a super activity planned by another group qualifies for the health metric.

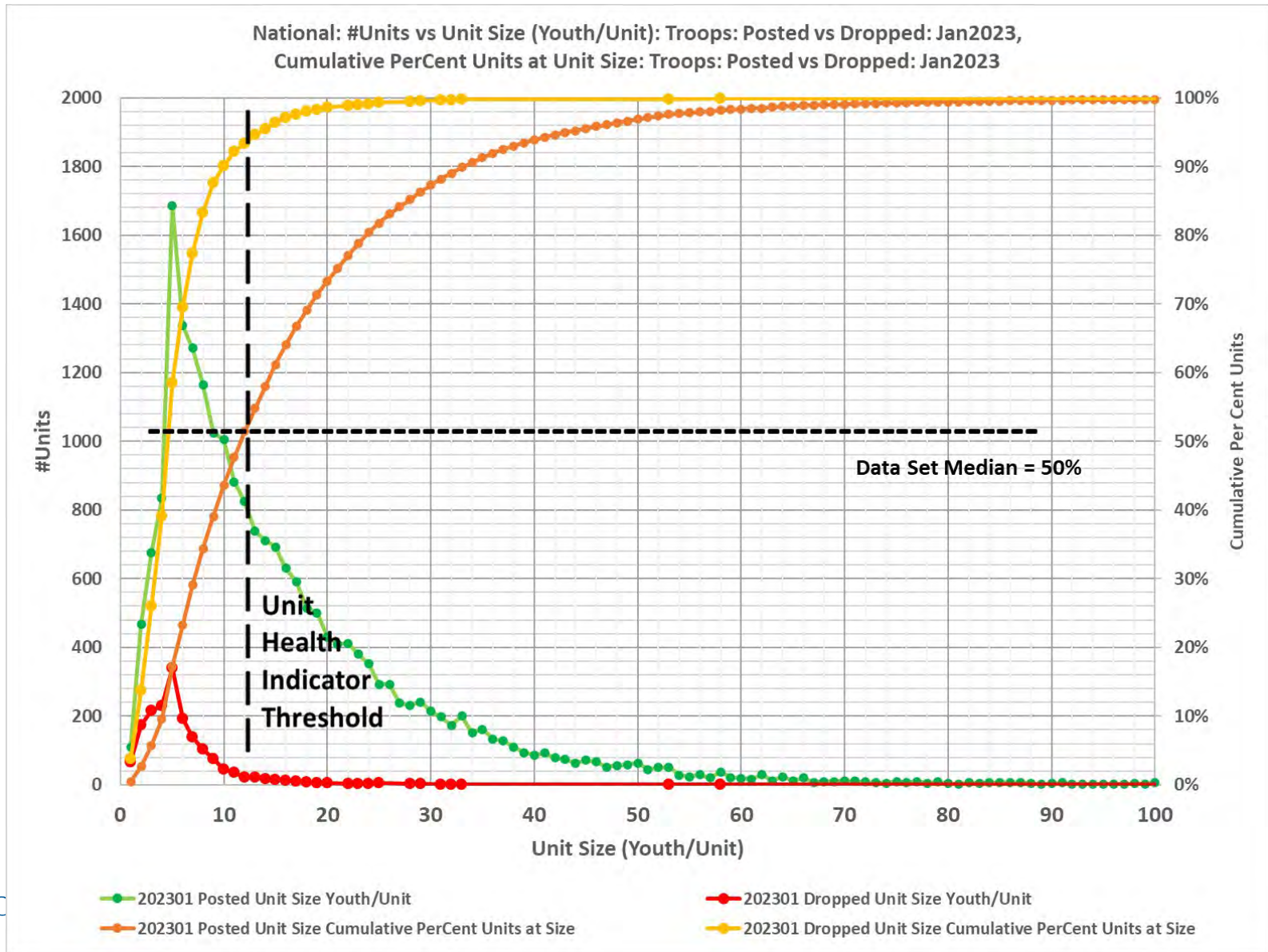


Membership Thresholds: Packs

National: #Units vs Unit Size (Youth/Unit) : Packs: Posted vs Dropped: Jan2023,
 Cumulative PerCent of Units at Size vs Unit Size: Packs:Posted vs Dropped: Jan2023



Membership Thresholds: Troops



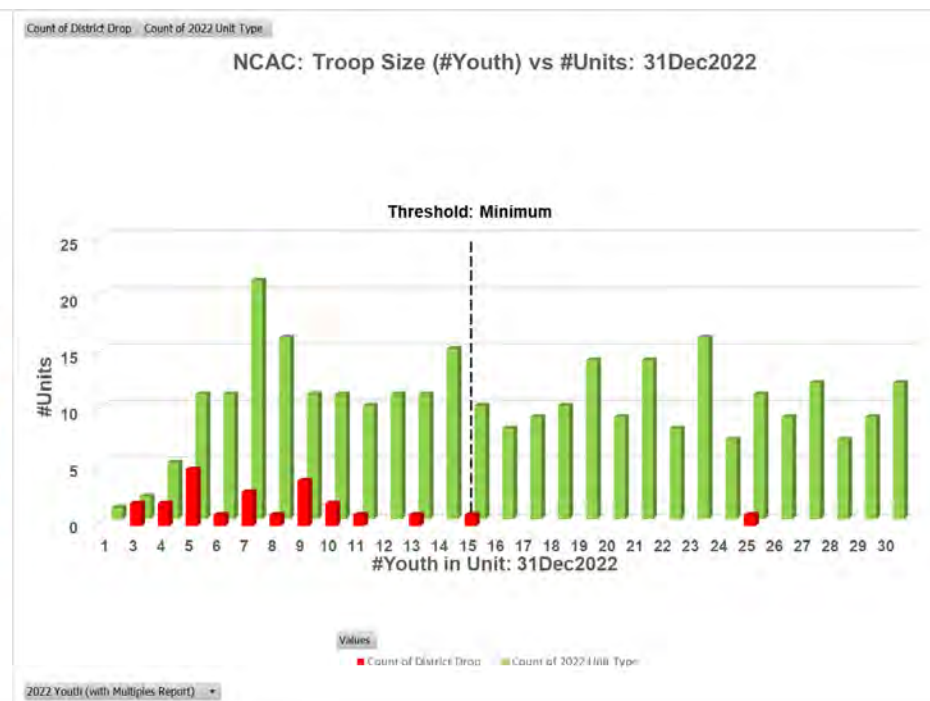
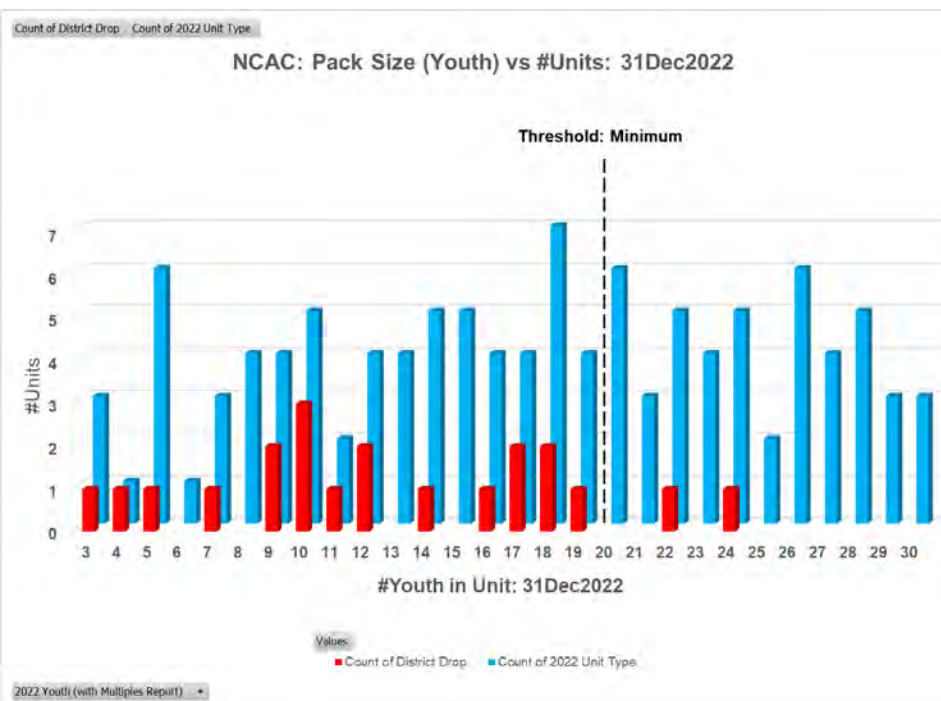
BC

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Dropped Unit Analysis: NCAC

Most Dropped Units Below Size Threshold

Dropped vs All: Unit Size (#Youth) vs #Units: P&T



Dropped Units Analysis: Triage District Resources

Review of Unit Health Indicators

Focus District Resources on Units with Low Scores

Rankings of Importance

Recruiting: Plus 1 Membership

Membership Threshold Score

Key 2 Training Score

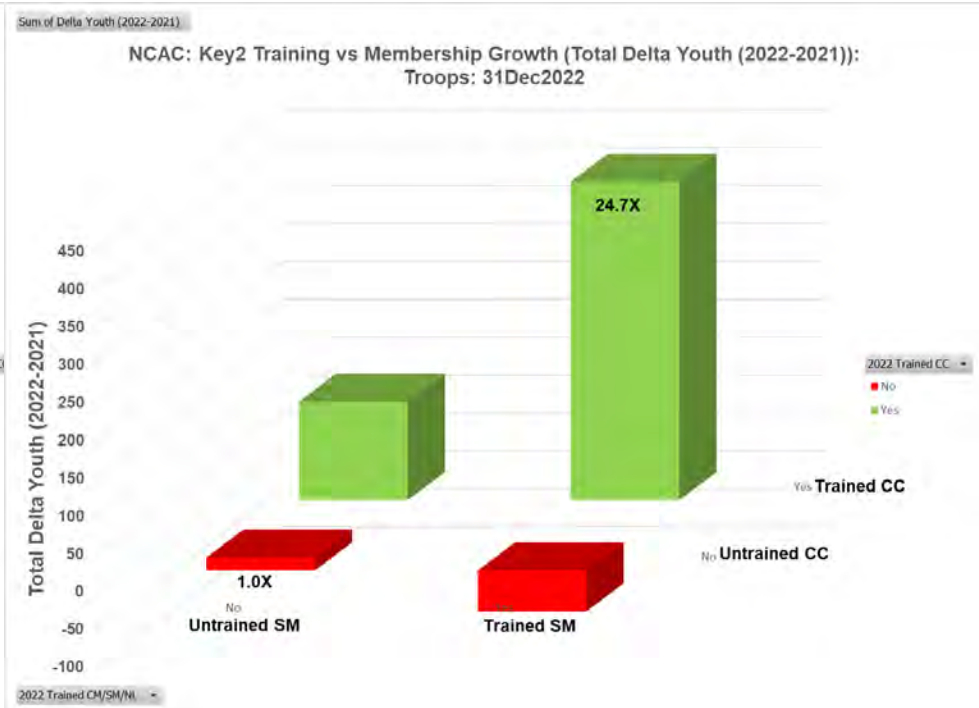
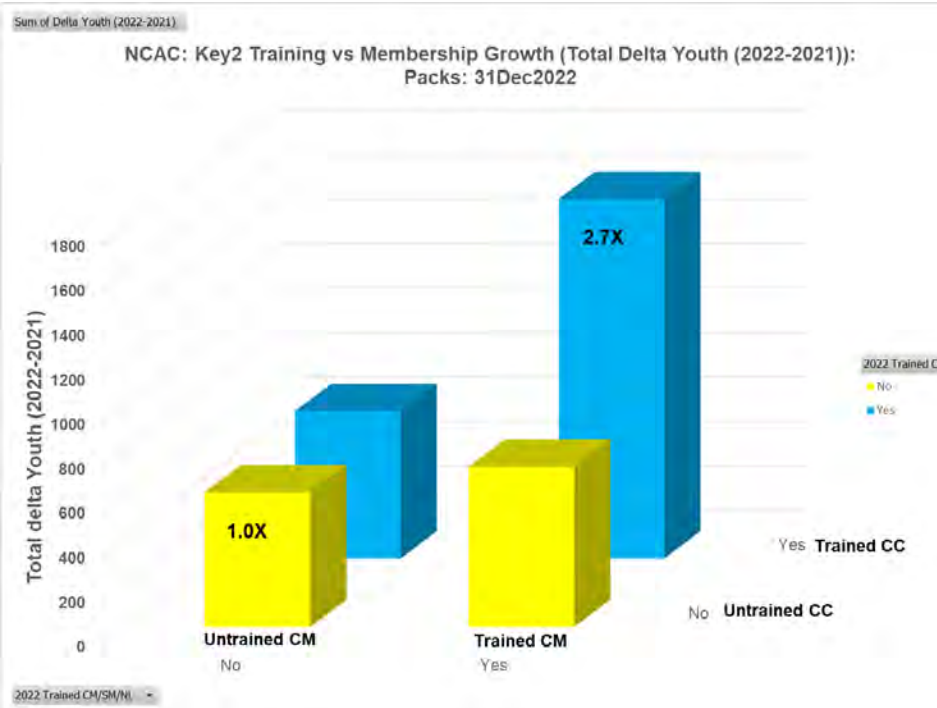
Rank Advancement Score

Outdoor Program Score

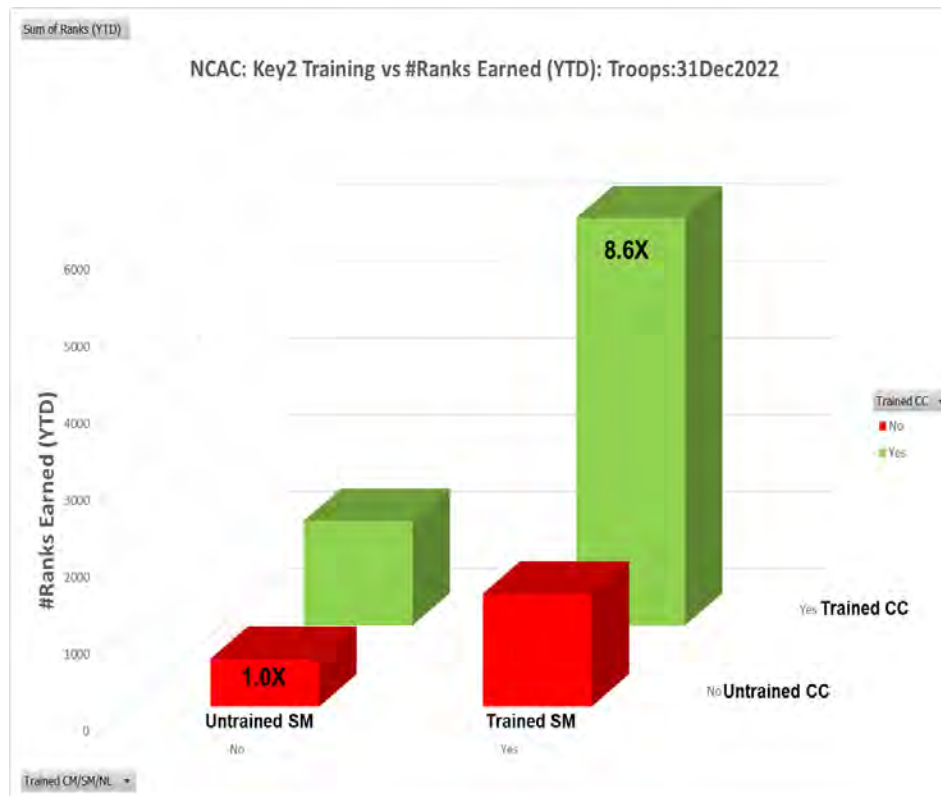
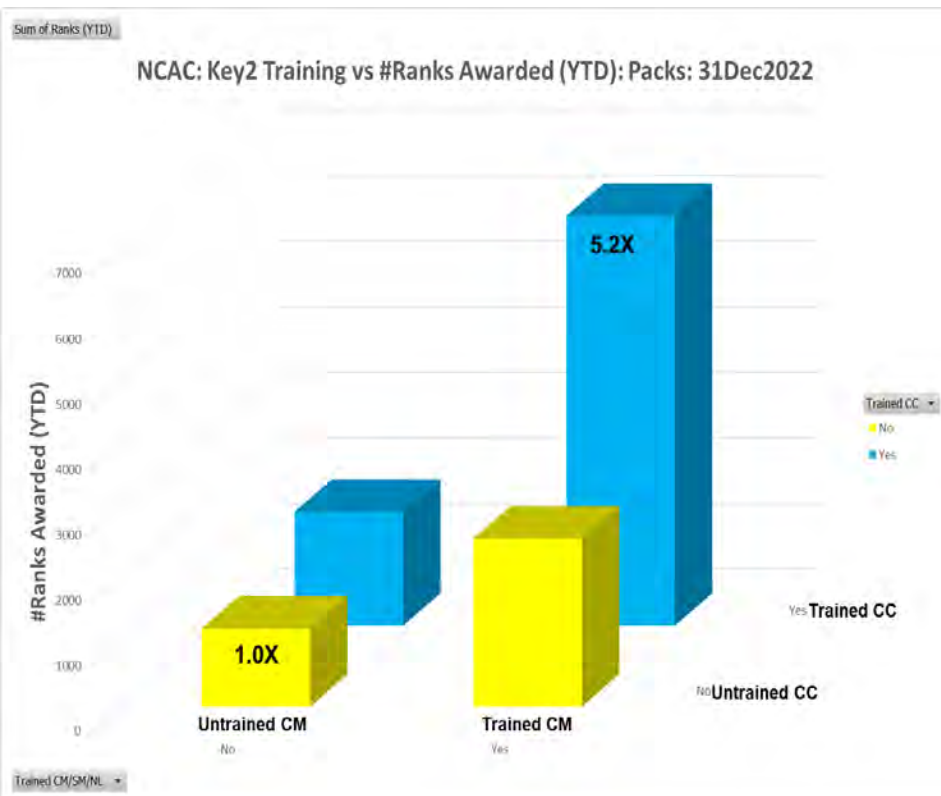
Engage Unit Leadership to Address Their Needs



Effect of Key 2 Training on Membership Growth



Effect of Key 2 Training on Rank Advancement



Key 2 Training Makes a Difference

Effect of Key 2 (CM/SM/NL & CC) Training on Metrics Comparison Between Both Untrained (1.0X) to Both Trained

	Packs	Troops	Crews
#Units	2.4X	5.4X	2.5X
#Youth	3.5X	7.6X	2.9X
Membership Growth (#Youth(YTY))	2.7X	24.7X	-3.2X
Rank Advancement	5.2X	8.6X	22.0X
Rank Advancement Per Scout	3.4X	6.0X	
Awards or Merit badges	7.5X	9.2X	NA
Awards or Merit Badges Per scout	5.9X	6.4X	
Round Table Attendance	9.2X	17.5X	2.0X
#Adults	3.7X	8.4X	1.6X
Membership Growth (#Adults(YTY))	3.5X	8.2X	1.8X

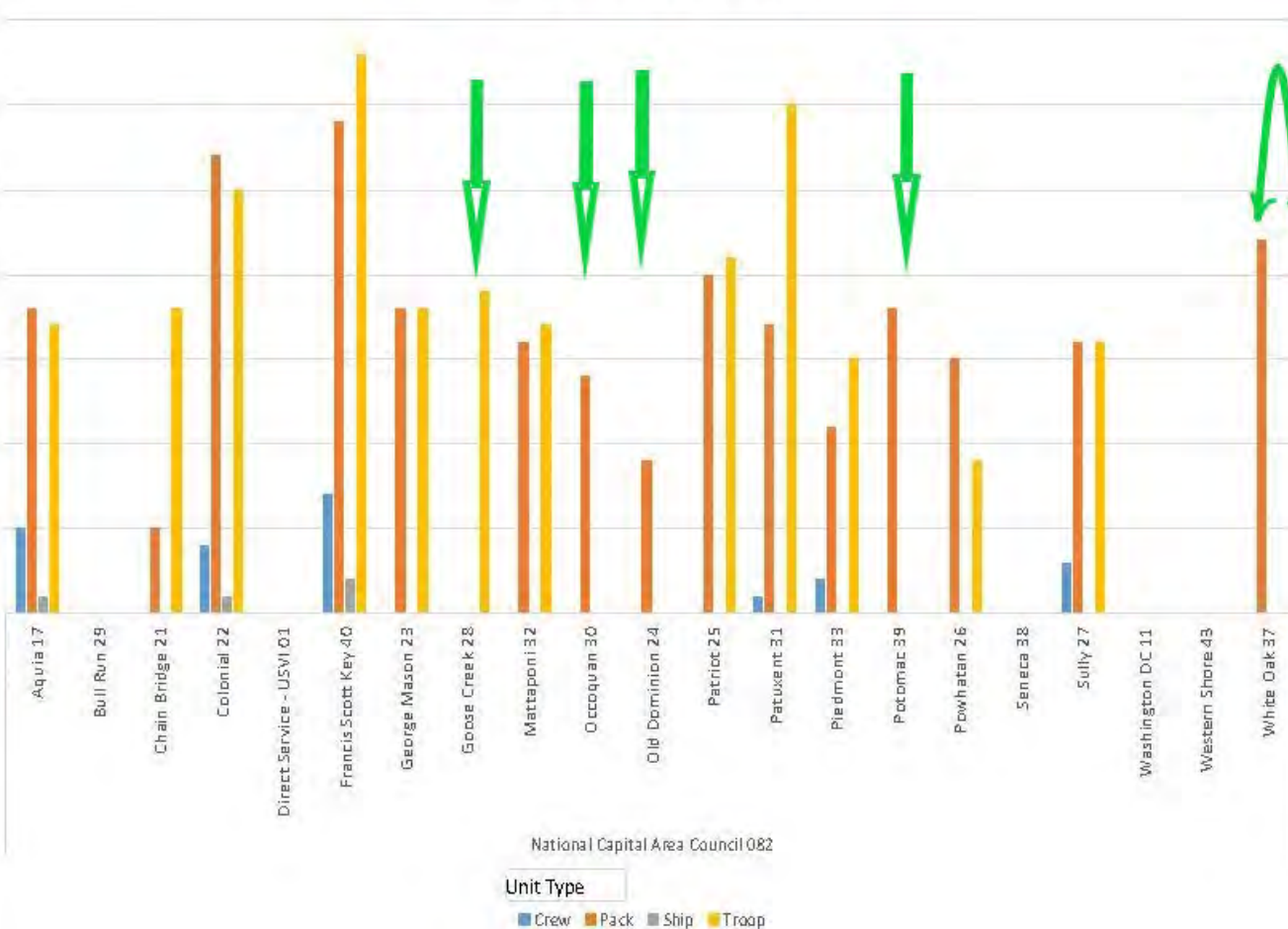
Note: 2.7x = 270%



Lack of Round Table Attendance

Units Attending Roundtable

Number of Units at Roundtable



Limited Unit Attendance at Round Table
 Maybe RTC
 Non-Reporting Issues (Green Arrows)
 versus Unit Leadership Issues

Outline of Triage Case Studies

- Critical Issues
 - Danger of Folding
 - Soon, Next Cycle, Recruiting Help
- Important Issues
 - Training vs Membership
 - Training vs Advancement
 - Program or Data Entry Issues
 - Single Year Crews
- Of Concern Issues
 - Bottom Heavy Troops
 - Advancement vs Program
 - Rapid Growth
 - Missing Class



Triage Case Study: Top Heavy Danger of Folding: This Cycle



Troop 0318

Commissioner Tools

Organization Dashboard

Help Guide

Youth Membership

	Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
New	0	0	0	0	0	0.00%
Actual	0	3	3	5	-2	-40.00%

Age Distribution

Ages	11	12	13	14	15	16	17	18
Youth	0	0	0	0	0	0	1	2

Program

Advancements

Period	Scout	Tenderfoot	SC	FC	Star	Life	Eagle	Total	Palms	MB
MTD	0	0	0	0	0	0	0	0	0	0
YTD	0	0	0	0	0	0	0	0	0	0



Triage Case Study: Top Heavy Danger of Folding: Next Cycle



Pack 0499

Commissioner Tools

Organization Dashboard

Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	1	4	5	21	-16	-76.19%

Age Distribution

	Ages	5	6	7	8	9	10	11
Youth		0	0	0	0	2	2	1

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Triage Case Study: Top Heavy Danger of Folding: Needs Recruiting Help



Troop 0941

Commissioner Tools

Organization Dashboard

Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	0	10	10	12	-2	-16.67%

Age Distribution

Ages	11	12	13	14	15	16	17	18
Youth	0	0	0	0	3	3	4	0

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Outline of Triage Case Studies

- Important Issues
 - Training vs Membership
 - Training vs Advancement
 - Program or Data Entry Issues
 - Single Year Crews



Triage Case Study: Training vs Membership



Troop 1441

Commissions Tools

Organization Dashboard

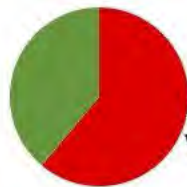
Help Guide



Current	18	100.00%
Expired	0	0%
Never Taken	0	0%

Position Training

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Trained	7	38.89%
Not Trained	11	61.11%

Youth Membership

	Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
New	0	0	0	0	0	0.00%
Actual	0	7	7	12	-5	-41.67%

Age Distribution

[Download Report](#)

Ages	11	12	13	14	15	16	17	18
Youth	0	0	1	0	1	3	2	0

Triage Case Study: Untrained Leadership Membership Loss & Poor Recruiting



Troop 1441

Commissioner Table

Organization Dashboard

Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	0	7	7	12	-5	-41.67%

Age Distribution

Ages	11	12	13	14	15	16	17	18
Youth	0	0	1	0	1	3	2	0

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Triage Case Study: Training vs Advancement



Troop 0759

Commissioner Tools

Organization Dashboard

Help Guide



Adults Registered
19

Youth Protection Training



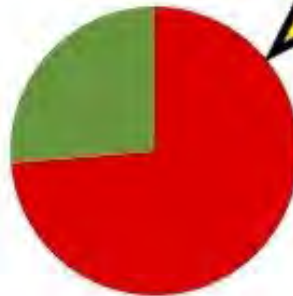
- Current
- Expired
- Never Taken

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19	100.00%
0	0%
0	0%

Position Training



- Trained
- Not Trained

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5	26.32%
14	73.68%

Even Age Spread: Little Advancement



Troop 0759

Commissioner Tools

Organization Dashboard

Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	0	22	22	26	-4	-15.38%



Age Distribution

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Ages	11	12	13	14	15	16	17	18
Youth	0	1	10	3	4	3	1	0



Program

Advancements

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Period	Scout	Tenderfoot	SC	FC	Star	Life	Eagle	Total	Palms	MB
MTD	0	0	0	1	0	0	0	1	0	0
YTD	1	0	0	1	0	0	0	2	0	33



Unit focus: Program vs Advancement



Troop 0759

Commissioner Tools

Organization Dashboard

Help Guide

YTD	1	0	0	1	0	0	0	2	0	33
Unit Activities Download Report										
Campouts										
	Campouts	Scouts Participating	Total Attendance	Days Camped	Nights Camped					
Youth	2	18	24	79	55					
Hikes										
	Hikes	Scouts Participating	Total Attendance							
Youth	0	0	0							
Service Projects										
	Service Projects	Scouts Participating	Total Attendance	Service Hours	Conservation Hours					
Youth	1	7	7	21	0					

Triage Case Study: Program vs Data Entry



Pack 0033

Commissioner Tools

Organization Dashboard

Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	1	2	3	2	1	▲ 50.00%
	Actual	1	90	91	71	20	▲ 28.17%

Age Distribution

[Download Report](#)

Ages	5	6	7	8	9	10	11
Youth	11	16	19	16	14	10	5

Program

Advancements

[Download Report](#)

Period	Tiger	Bobcat	Wolf	Bear	Webelos	AoL	Ranks
MTD	0	0	0	0	0	0	0
YTD	0	0	0	0	0	10	10

Triage Case Study: Single Year Crew Dynamics



Crew 1794

Commissioner Tools
Organization Dashboard
Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	3	3	6	10	-4	-40.00%

Age Distribution

Ages	13	14	15	16	17	18	19	20	21
Youth	0	0	0	0	0	6	0	0	0



Outline of Triage Case Studies

- Of Concern Issues
 - Bottom Heavy Troops
 - Limited Youth Mentorship
 - Advancement vs Program
 - Rapid Growth
 - Missing Class



Triage Case Study: Old Troop

Bottom Heavy: Youth Mentorship?



Troop 0440

Missionary Tools

Organization Dashboard

Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	1	-1	-100.00%
	Actual	0	45	45	40	5	12.50%

Age Distribution

Ages	11	12	13	14	15	16	17	18
Youth	3	12	9	6	12	3	0	0

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Triage Case Study: New Troop

Bottom Heavy: Advancement Levels



Troop 0492

- Organization Dashboard
- Help Guide

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	11	0	11	11	0	0.00%



Age Distribution

[Download Report](#)

Ages	11	12	13	14	15	16	17	18
Youth	0	2	5	4	0	0	0	0



Program

Advancements

[Download Report](#)

Period	Scout	Tenderfoot	SC	FC	Star	Life	Eagle	Total	Palms	MB
MTD	0	2	1	0	0	2	0	5	0	0
YTD	0	2	1	0	0	2	0	5	0	1



Triage Case Study: New Troop Type Program: Service Focus



Troop 0492

Commissioner Tools

Organization Dashboard

Help Guide

Unit Activities

[Download Report](#)

Campouts

	Campouts	Scouts Participating	Total Attendance	Days Camped	Nights Camped
Youth	0	0	0	0	0

Hikes

	Hikes	Scouts Participating	Total Attendance
Youth	0	0	0

Service Projects

	Service Projects	Scouts Participating	Total Attendance	Service Hours	Conservation Hours
Youth	2	5	6	26	16

Triage Case Study: Rapid Growth



Pack 0457

Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	1	1	1	0	0.00%
	Actual	0	44	44	18	26	144.44%

Age Distribution

Ages	5	6	7	8	9	10	11
Youth	2	7	7	10	5	6	6

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Triage Case Study: Missing Class Non-Critical to Pack: Troop Maybe?



Commissioner Tools
Organization Dashboard
Help Guide


Youth Membership

		Girls	Boys	Total This Year	Total Last Year	Difference	% Gain
Youth	New	0	0	0	0	0	0.00%
	Actual	8	8	16	13	3	▲ 23.08%

Age Distribution

Ages	5	6	7	8	9	10	11
Youth	1	1	3	3	0	7	1

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What Can Be Done

- **Identify** Units That Need Closer Look
- **Contact** Unit Leaders
 - Ground Truth System Data
- Are Reports **Accurate**?
 - or Data Entry Issues?
- What Type of **Help is Needed**?
 - A Friend for Transition Through Rough Patch?
 - Information to Link to Resources?
 - Life Saving Efforts?
- What Type of **Help is Available**?
 - Commissioner Corps. Or District?



Commissioner Actions: Know Your District

Review Available Resources

Commissioner Load

- Balance UC Availability vs. Unit Need

- Balance UC Functionality vs. Unit Need

- Balance UC Comfort Zone vs. Unit Need

District Committee Load

- Availability of Membership VC

- Availability of Marketing VC

- Access to Social Media

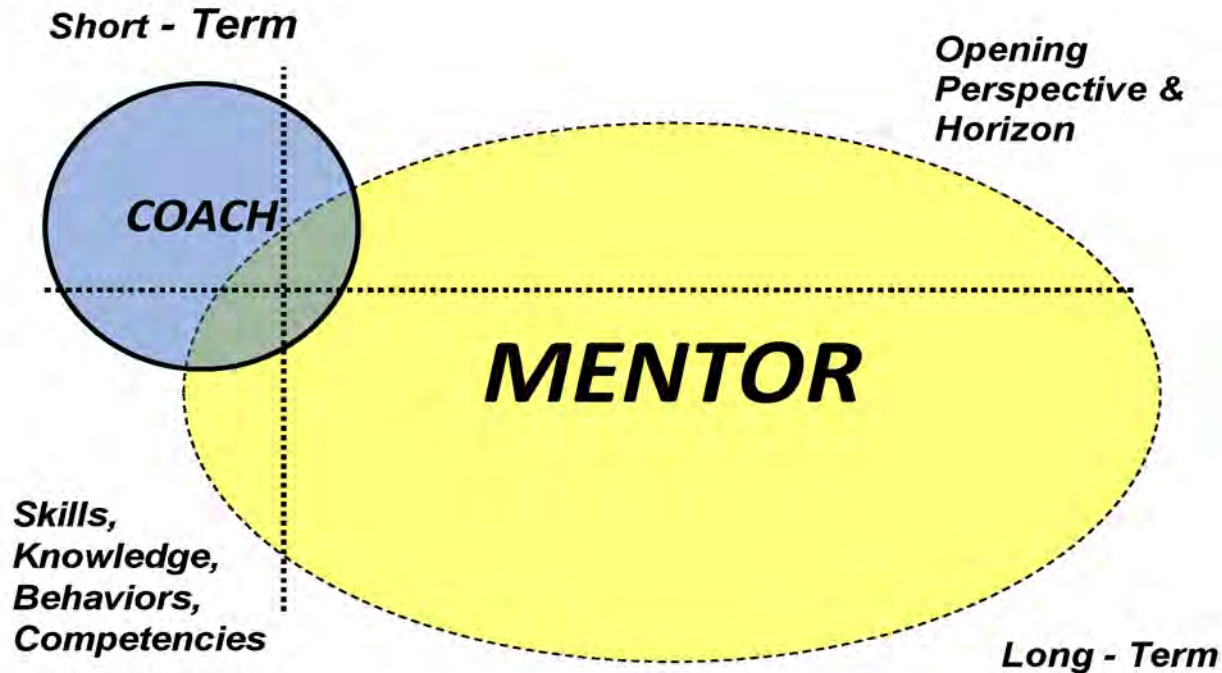
Other District/Council Resources

Follow Up Actions

- Discuss With Unit What Help is Useful?
- Persuasion for Leader's Training
- Assistance on Recruiting Events
 - Advertising: Social Media Type
 - Manpower: Linked Troops & Packs
- Follow Up: Monitor Unit
 - Change in UC Coverage: Swap Units
 - Multiple UC Follow Unit
- Coaching vs Mentoring



Coaching vs. Mentoring



Coaching vs Mentoring



Coaching vs. Mentoring

	Coaching	Mentoring
Goals	To correct inappropriate behavior, improve performance, and impart skills as an individual accepts a new responsibility	To support and guide the personal growth of the mentee
Initiative	The coach directs the learning and instruction.	The mentee is in charge of his or her learning.
Focus	Immediate problems and learning opportunities	Long-term personal development
Roles	Heavy on telling with appropriate feedback	Heavy on listening, providing a role model, and making suggestions and connections



Course Summary

- What Information a Commissioner Needs to Know to Manage Unit Service
- What Key Data and Information Will Identify Units Needing Attention
- Allocate Commissioner & District Resources According to Level of Criticality
- Engage With Unit Leaders to Work on Their Plan

Comments?

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