

# Scouter Development Map

The Scouter Development Map helps Scouters self-assess and track personal development and set developmental goals for the upcoming program cycle. For each skill, mark off your current Learning Stage based on past experience.

## SECTION SCOUTERS

SKILL	COMPETENCY STATEMENT	STAGE 1 I Don't Know	STAGE 2 I Know	STAGE 3 I Can	STAGE 4 I Have
Patrol Systems	Facilitate a Scouting program that functions primarily in Patrols (teams)			WB1	WB2
Facilitate a Scout Meeting	Facilitate a fun, safe and constructive Section meeting			WB1	WB2
Adventure	Enable a youth-led adventure that uses the Plan-Do-Review process			WB1	WB2
Program Quality Assessment	Facilitate a Program Quality Assessment with a section/ Patrol (team)		WB1		WB2
Plan for Youth-Led	Facilitate youth-led development of monthly, seasonal and annual program plans		WB1		WB2
Work with Section Leadership Teams	Apply youth-leadership mechanisms in a Section-appropriate manner		WB1		WB2
Youth-Led Camping	Facilitate age-appropriate, youth-led overnight camping trips		WB1		WB2
SPICES	Use SPICES to facilitate personal progression and growth		WB1		WB2
Fundraising	Use Scouts Canada's official fundraiser to fund the program		WB1	WB2	
Engage Parents	Engage parents/guardians in contributing to their child's development through Scouting		WB1	WB2	
Incorporate Badges	Integrate badges to appropriately facilitate personal progression		WB1	WB2	
Outdoor Adventure Skills	Facilitate the Outdoor Adventure Skills program for youth		WB1	WB2	
Spirituality	Incorporate spirituality, as part of the SPICES, into the Canadian Path program		WB1	WB2	
Age-Appropriate Program Facilitation	Use age-appropriate facilitation techniques		WB1	WB2	



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Camping	Conduct a safe and fun camping trip in all four seasons			WB2	
Scoutcraft	Use tools required to have adventures in the outdoors effectively and safely			WB2	
Outdoor Safety	Use appropriate skills and equipment needed for safe outdoor adventures			WB2	
Winter Adventures	Conduct fun and safe cold-weather adventures			WB2	
Scouter Development	Facilitate the Scouter Development Process			WB2	
Volunteer Support Strategy	Implement Scouts Canada's Volunteer Support Strategy			WB2	
Risk Management	Assess and manage risk associated with Scouting activities			WB2	
Communication	Communicate effectively with individuals, teams and other stakeholders			WB2	
Conducting Crucial Conversations	Conduct a crucial conversation that results in a timely, constructive and respectful outcome			WB2	
Volunteer Recruitment	Use selective recruitment to identify and recruit prospective Volunteers			WB2	

WB1—Wood Badge I for The Canadian Path

WB2—Wood Badge II for The Canadian Path

# My Scouter Development Plan

My Name: \_\_\_\_\_

My Support Scouter: \_\_\_\_\_

Skill: \_\_\_\_\_  
\_\_\_\_\_

Current Stage

Target Stage

Learning Method (circle one):

- Self-Directed
- Coaching/Mentoring
- Workshop/Course

Resources that I will use:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Skill: \_\_\_\_\_  
\_\_\_\_\_

Current Stage

Target Stage

Learning Method (circle one):

- Self-Directed
- Coaching/Mentoring
- Workshop/Course

Resources that I will use:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Skill: \_\_\_\_\_  
\_\_\_\_\_

Current Stage

Target Stage

Learning Method (circle one):

- Self-Directed
- Coaching/Mentoring
- Workshop/Course

Resources that I will use:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

### **Why has Scouts Canada transitioned to a competency framework?**

Overwhelming feedback from our membership indicated that our former, curriculum-based approach to Volunteer development was not adequately preparing Scouters for success. The Scouter Development model, including the Scouter Development Map aligns Volunteer development with the Scout Method and The Four Elements of The Canadian Path.

We have been transitioning to a competency framework for some time now. The concept of the Scouter Development Map influenced the design of Wood Badge I for The Canadian Path (2016), the revitalized Wood Badge II program (2017) and Wood Badge I for Group Commissioners (2018).

The approach used in the Scouter Development model is consistent with modern effective adult learning processes and has already been implemented successfully in other National Scouting Organizations such as The Scout Association (UK).

### **What is a Support Scouter and how do I find one?**

A Support Scouter is simply a Scouts Canada Volunteer who agrees to help you set developmental goals and connect you with the resources you need to be successful. The best Support Scouter will be someone local, such as a Section Contact Scouter, who can provide you with regular in-person support. Speak with your Group Commissioner if you are unsure of who would make a good Support Scouter.

### **How often should I meet with my Support Scouter?**

As often as necessary for you to feel satisfied. It is suggested that you meet with your Support Scouter at least once per program cycle (season) to reassess your Scouter Development Plan and set new goals.

### **What do I do if I lose my Scouter Development Map? Do I have to start from scratch?**

Since the Scouter Development method is competency based, you are the living record of your own personal

development. This worksheet is a tool to help you set personal development goals. If you lose your sheet, simply download or print off a new copy.

### **What do I do when I have reached a Learning Milestone such as Wood Badge I or Wood II?**

Contact your supervising Commissioner. He or she will approve that you have reached the learning milestone and will arrange to have your MyScouts.ca profile updated. At this point you may proudly wear the associated recognition as part of your uniform.