

SCOUTERS' TIP

VENTURER SCOUTS

PLAN-DO-REVIEW

How do I facilitate Personal Progression Reviews?

Each youth entering The Canadian Path comes with a unique set of skills and abilities. While youth work together in the adventures they undertake, they also choose specific personal achievement activities based on their own skills and interests, and work toward badges of their choosing. Although there is one Canadian Path, there are many trails by which to explore that path. No matter what trail through The Canadian Path youth choose, the SPICES form the core dimensions in which each youth is encouraged to grow. The **Plan-Do-Review** model is used for all aspects of the program, including the review of each youth's Personal Progression at the end of every Scouting Year.

Personal Progression reviews are an important part of The Canadian Path. They help youth and Scouters see how each youth has developed on his or her own journey through the program. This is an opportunity to celebrate each youth's successes. It is also an opportunity for youth to look forward and set new goals for themselves. Personal Progression reviews should involve Scouters, mentors and anyone else who has contributed to the personal journey, as appropriate.

Personal Progression reviews should cover a number of topics including:

- Their role within the Company that year, and what they've learned
- Any **Outdoor Adventure Skill** stages they've achieved
- How many camps or nights away they've had
- How many kilometres they've travelled through Company activities
- How much they've given back to their community through service projects and environmental projects
- Any progress made toward the **Queen's Venturer Award** or **Duke of Edinburgh's Award**

- How they've developed in each of the **SPICES**
- Their favourite activities within each of the Program Cycles

After the Personal Progression reviews have been completed, youth receive the appropriate Personal Progression badge for their roles in the Company that year. The Personal Progression reviews should happen in the spring so that youth have the opportunity to wear their Personal Progression badges through the summer.

There is no single best way for Scouters to facilitate Personal Progression reviews. What's best for a Company depends on the individual members and the approach that would most benefit them. For larger Companies, it may be best for youth to complete Personal Progression reviews in Expedition Teams. Venturers can use the **Journey Card** to provide a summary of the Company's activities throughout the year, then collaborate on highlights. To close the loop, youth could also review their Personal Journey with a Scouter and their parents.

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Personal Progression reviews could also be facilitated between each youth and two Scouters, the Company Leadership Team, or with a peer mentor etc. There are many ways to facilitate year-end Personal Progression reviews; Scouters should use their best judgement to recommend an approach that will work best for their youth.

The important aspect of Personal Progression reviews is that the

youth see the ways which they've developed over the course of the year, and feel like their progress is being celebrated by those close to them. This positive reinforcement should push youth to set loftier goals for themselves next year, helping them develop into well-rounded citizens of tomorrow.

Here are a few more Company-specific tips to help you facilitate this important element of Scouts Canada's program:

Personal Progression Reviews in the Company

- The Venturers and their Company Leadership Team will determine how they wish to review both their Solo Climbs and the Company's Expeditions.
- Upon completion of the **requirements for each stage of the climb (Trailhead, Tree Line, Snow Line, Summit)**, Venturer Scouts will be presented with a badge symbolizing the stage that he or she has completed. This may happen at any point during the year (unlike the Colony, Pack and Troop).
- Venturers should still conduct Personal Progression reviews at the end of each year using the Journey Card. Venturers should focus on their **development in the SPICES** through the Company's adventures.
- The Company should review all of its Expeditions collectively. Next, each Venturer should complete his or her **Journey Card**. This review should be completed as part of the Company's seasonal assessment. Venturers should take turns sharing their Personal Journey, thanking those who have helped them over the course of the year and asking for support to achieve their goals for next year.
- Venturers should be strongly encouraged to share their Personal Journey with their parents. If a Venturer has an external mentor that helped him or her throughout the year, the Venturer should also plan to share his or her Personal Journey review with the mentor.

Links

- [Questions to ask the Youth as the Activities are Reviewed](#)
- [Venturer Scout Journey Chart](#)

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