**New Scouter Onboarding**

**30 Days to become a Scouter!**

**Suggested Screening Timeline**

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| **Week** | **GC** | **Scouter** | **Mentor** |
| **1** | * Welcome prospective Scouter:   + Discuss screening and training requirements   + Talk about assigning a mentor to offer support during first months of Scouting   + Follow up with welcome email reiterating screening and training information discussed * Set interview date | * Start screening process   + Online Registration   + Code of Conduct   + References   + PRC/VSS |  |
| **2** | * Assign a mentor * Complete Interview | * Complete interview * Meet with Mentor * Start on Scouting Fundamentals (SF) including Respect in Sport (RIS) | * Meet with new Scouter   + offer support, share resources   + set up a timeline for completing SF |
| **3-4** | * Check in with Scouter & Mentor to ensure everything is on track | * Complete Scouting Fundamentals (SF) including Respect in Sport (RIS) | * Check in with Scouter to check on progress * Address any questions that may have come up through the training |
| **End of week 4** | * Once training is complete, send an email to the group welcoming the new Scouter! | * Complete Onboarding  = Active Scouter |  |
| **5** | * GC, Scouter, and Mentor meet to discuss a timeline for:   + completion of Wood Badge 1   + goals the Scouter would like to work on   + and any additional support required by GC and/or Mentor | | |
| **Ongoing**  6 months – 1 year | * Mentor & GC check in with new Scouter on a regular basis – Mentor checks in with the new Scouter on a monthly basis and GC checks in with the new Scouter at least once/program cycle to check in on progress and provide any additional support required | | |

**Who are mentors?**Mentors are Scouters with experience who are willing to share their knowledge with new Scouters, in addition to giving support, encouragement, and feedback.

**Why have a mentor?**

The relationship between a new Scouter and their mentor is an important way of helping new volunteers to feel welcomed, confident and committed to carry out their roles.

**What can a mentor do?**

* Maintain contact with the Scouter and visit them when possible.
* Stay in touch with the GC to keep them up to date on their progress.
* Keep Scouter on track with trainings
* Provide support & resources as required
* Connect Scouter with the bigger Scouting community by inviting them to Group Committee Meetings, Scouter Gatherings, etc.

**New Scouter Onboarding**

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| Scouter: | Group Commissioner: | Mentor: |

**Screening Timeline**

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| **Step** | **Important Information** | **Goal Date** | **Date Completed** |
| Online registration | Register through MyScouts |  |  |
| Code of Conduct (CoC) | When you log into MyScouts, you will be asked to read the CoC and accept it. |  |  |
| References | Completed during online registration. Provide 5 (non family) references (name, email address and relationship). Of the five, 2 must have known you for at least 5 years. |  |  |
| Interview | To be completed by 2 Qualified Scouters. |  |  |
| Police Check & Vulnerable Sector Search (PRC & VSS) |  |  |  |
| **Scouting Fundamentals – Approx 5 hours** | | | |
| **Module** | **Learning Objective** | **Goal Date** | **Date Completed** |
| Why Scouting is Important for Young People – 15 min | * The impact of Scouting * Our Culture of Safety * Your Path to becoming a Scouter |  |  |
| How Scouting Helps Develop Well Rounded Youth – 30 min | * The Scout Method * An introduction to the Four Elements of The Canadian Path * Youth-led, Plan-Do-Review, Adventure and SPICES * Your role, as a Scouter on The Canadian Path * How you can help youth experience Personal Progression |  |  |
| How Great, Safe Scouting Adventures Happen – 20 min | * The Patrol System * The Structure of Scouting Sections Scouter Teams and Section Supervision * What are Groups and Councils * The Key 3 Model * Introduction to World Organization of the Scouting Movement (WOSM) |  |  |
| Respect in Sport for Activity Leaders – *External training –* 3 hrs | * Recognize, understand and respond to issues of bullying, abuse, harassment, and discrimination (BAHD) |  |  |
| How you can help Scouting reach more youth people – 55 min | * Understand your role as a Scouting volunteer in making our programs accessible, welcoming, and inclusive to all those who want to be members * How you can help Scouting reach more young people |  |  |
| What comes next? – 8 min | * Introduce Wood Badge, Scouts Canada’s Scouter development program * Outline remaining membership requirements * Help you determine your next steps for completing your Scouter training |  |  |

**Wood Badge 1 for the Canadian Path  
Approximately 5 Hours**

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| **Module** | **Learning Objective** | **Goal Date** | **Date Completed** |
| **Canadian Path Principles – 1 hr 25 min** | | | |
| How to Facilitate the SPICES – 20 min | * Describe each of the six SPICES * Identify development moments during experiences/adventures * Discuss which SPICES were developed during an experience/adventure within your Sections’ Review process |  |  |
| How to Incorporate Spirituality – 20 min | * What Spirituality is in Scouting * How Spirituality, as part of SPICES, can be incorporated into The Canadian Path program * How to incorporate Spirituality at an age-appropriate level * The use of the Internal Compass and how it can be used in Plan-Do-Review |  |  |
| How to Facilitate Adventure – 20 min | * What “Adventure” means in Scouting * How to facilitate an adventure using Plan-Do-Review * How to ensure that adventures are Youth-led |  |  |
| How to Facilitate a Balanced Program – 25 min | * Understand what makes a balanced program * List and explain the six Program Areas that drive a balanced program * Support the youth as they select activities that reflect balanced programming |  |  |
| **Facilitating the Program – 2 hrs** | | | |
| How to Facilitate Outdoor Adventure Skills – 20 min | * Understand the 9 Outdoor Adventure Skills (OAS) * What are Stages and how to achieve them * Accessing Competencies * Safety and Risk Management * How to deal with potential obstacles * Funding Outdoor Adventure Skills activities |  |  |
| How to Facilitate a Meeting – 15 min | * The typical structure of a Meeting * How to facilitate the opening and closing ceremonies * How to keep youth safe during the meeting |  |  |
| How to Incorporate badges – 20 min | * Understand the role of badges in The Canadian Path * How badges can help you facilitate a better Scouting program |  |  |
| How to Take Youth Camping – 20 min | * How to plan a camping adventure where no one gets hurt * What should be considered when planning for camp * How to incorporate the program elements while at camp |  |  |
| How to Use the Patrol System – 30 min | * Understand your role in facilitating the Patrol System in your Section * Learn the role of Patrols in The Canadian Path * How Patrols can help you deliver a better Scouting program |  |  |
| What is STEM? – 15 min | * Understand how STEM better equips youth for adventures on The Canadian Path * Confidently facilitate STEM adventures with your youth * Encourage youth to explore multiple solutions to a single problem and give youth the tools they need to find their own solutions |  |  |
| **Scouters Working Together – 1 hr 30 min** | | | |
| How to Engage Parents – 10 min | * The benefits of an engaged group of parents * Strategies for parent engagement * How to appropriately involve parents in Scouting activities |  |  |
| How to Fund the Program – 20 min | * Why we fundraise * Scouts Canada’s three official fundraisers * Fundraising best practices and tactics |  |  |
| How to Work with the Section Leadership Team – 20 min | * The role of Section Leadership Teams * How Section Leadership Teams help facilitate the program * How your Scouter Team supports Section Leadership Team |  |  |
| How to Plan for Youth-led – 20 min | * Why and what Scouters plan * Why and what Youth plan * What the three different time frames for planning are – Long (4 Cycles), Medium (Cycle), and Short (Month term planning * What planning looks like with each section |  |  |
| How to use the Program Quality Guide – 20 min | * Why the Program Quality guide has been developed, and what impact it should have on your Scouting program * How to use the Program Quality guide * What program cycles are, and their role in a quality program * The roles youth, parents, and your Group Committee in assessing your Section’s program |  |  |