**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
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| **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
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**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
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**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
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| **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
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