

District Training Committee Orientation



Sam Houston Area Council
January 2018



Welcome!

As **district training chair** of your district, you have a unique opportunity to assist your district Scouters in providing a quality program to our youth!

You have accepted the responsibility to not just run training events, but to train leaders – whenever and wherever needed.



Council Support

To keep you informed and provide updates to national and council training policies and guidelines, the council training committee meets with district training chairs four times per year :

- Key Leader Conference in January
- Council Coordinated meetings in April, August, and October.



Communication & Training

The **Key Leader Conference** breakout for district training committee members is considered “basic training” for your position.

Council Coordinated breakouts provide updates on what’s new that is important for you to know in your district position.

This PowerPoint deck is provided to help orient you between those sessions.



District Operations

There are four basic functions of the district:

- Membership
- Fund development
- **Program** (which includes training)
- Unit service



Program Function

The program committees of Sam Houston Area Council include:

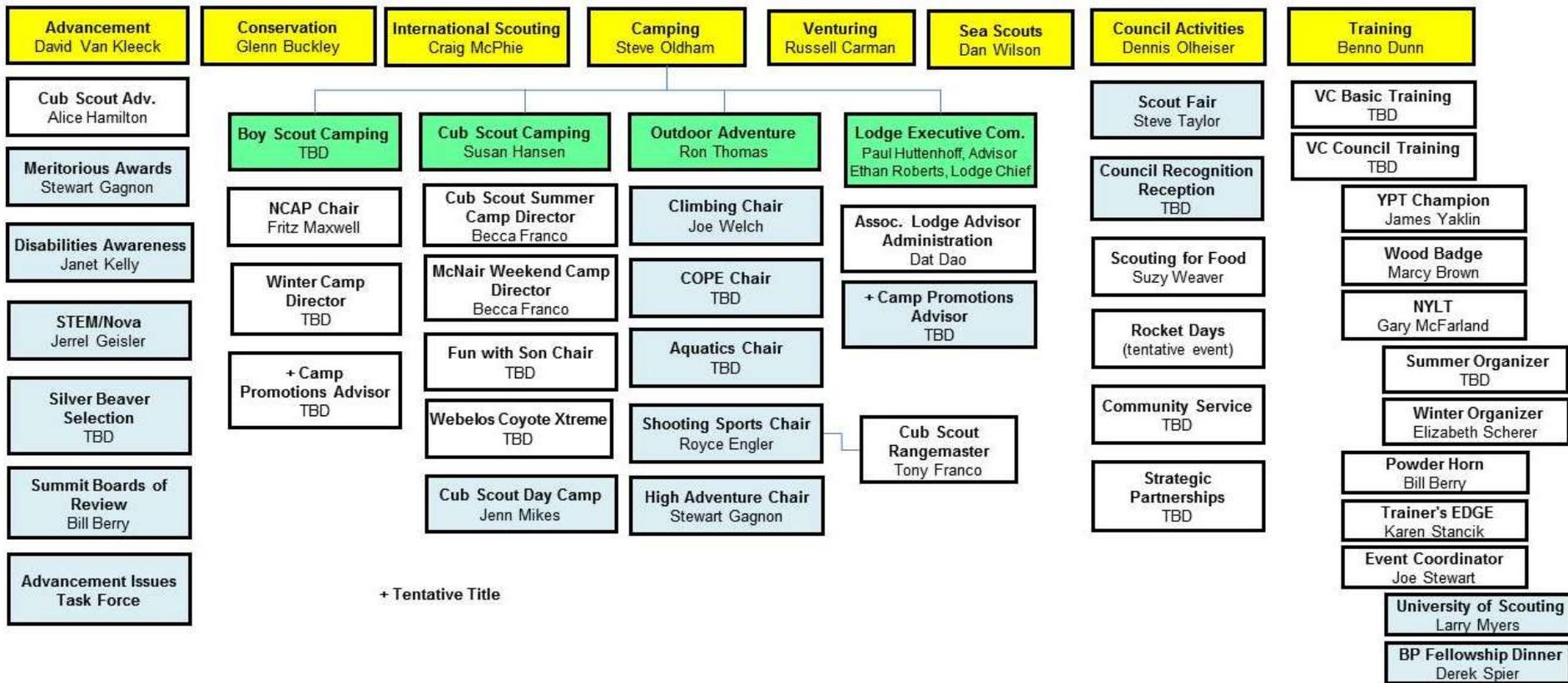
- Activities & Civic Service
- Advancement
- Camping
- ***Training***
- Conservation
- International
- Sea Scouts
- Venturing

Most of these committees include sub-committees, which may not exist at the district level.

Sam Houston Area Council Program Committees January 2018

- Standing Committee
- Support Committee
- Steering Committee
- Sub-Committee
- Individual/ No Committee

Vice Chair of Program
Diane Cannon



District Training Chair

As district training chair, your responsibilities include:

- Managing the training program for your district
- Training unit leaders – not just running training courses
- Support council and national Scouting policies



Job Description

Your complete job description as outlined by Sam Houston Area Council, in 2016, is provided as a handout for this slide deck. A copy can also be downloaded from the council website: “District Committee Job Descriptions.”

<http://www.samhoustonbsa.org/district-operations>



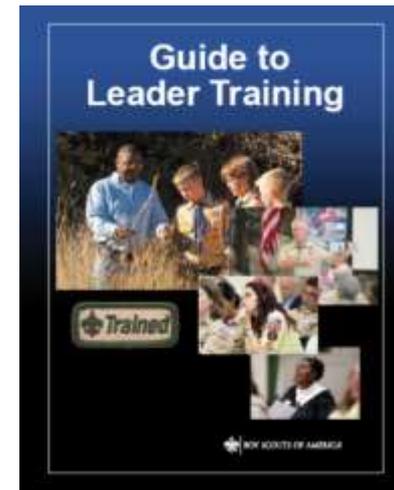
National Support Literature

BSA also provides a guidebook that will help prepare you for the tasks that you will be responsible for in your district:

Guide to Leader Training

Outlines basic council and district responsibilities for leader training and was revised in 2012.

http://www.scouting.org/filestore/pdf/511-028_WEB.pdf



Reporting to Your District

Although you will likely be keeping local district records on your own, the council will regularly provide you with reports from ScoutNet that may help you prioritize tasks.

Be sure to share this info with the appropriate Scouters in your district who can use it to help make a difference!



Trained Leaders by District

Files for each district showing the trained status of each unit's registered leader is located in Yahoo Groups "shactraining" at this URL:

<https://groups.yahoo.com/neo/groups/shactraining/files/Trained%20Leaders%20by%20District%20/>

Files are updated monthly and contains records back to 2014.



Managing District Training

In almost everything we do and do well, someone taught us how. The same is true in Scouting. If we want Scouting to do well, we need trained leaders.

We have a big job – a management job.



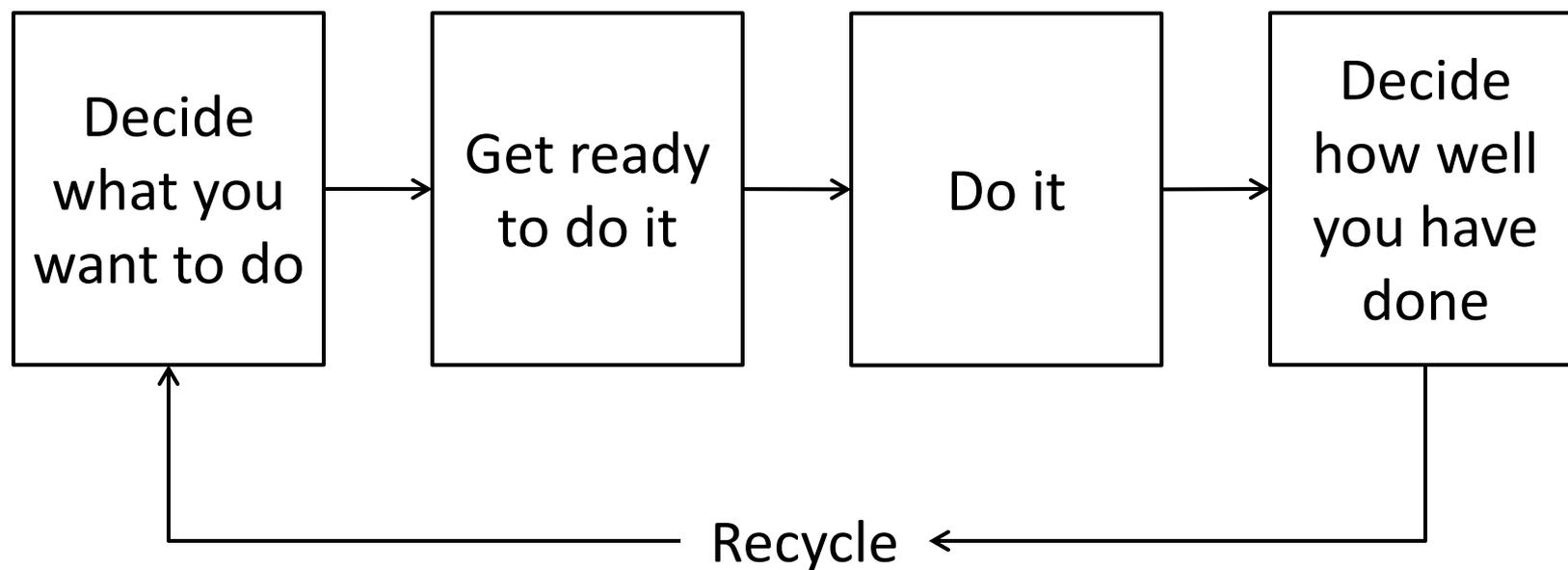
Managing District Training

Training is where the action is in Scouting, and our role is to get unit leaders trained so that they can deliver the program of the Boy Scouts of America.

We must produce leaders who feel successful, are having fun, know they are a part of Scouting, and will stay with us.



Training Management Process



Training Management Process

Decide what you want to do

Set goals for:

- Cub Scouting
- Boy Scouting
- Venturing



Training Management Process

Get ready to do it

- Organizing
- Coordinating
- Prospecting
- Setting priorities
- Planning
- Staffing
- Promotion
- Materials
- Equipment
- Budget



Training Management Process

Do it

- Work the plan
- Conduct the training
- Observe
- Keep records
- Report results



Training Management Process

Decide how well you have done

- Evaluate
 - Goals met
 - Training records
- Praise and recognize trainees and training team



Measurable Goals for District Training

1. High quality
2. 100 percent trained top leaders, year after year
3. A complete training program, yearlong
4. Timeliness – train when and where participants are ready
5. A strong, qualified training team



Why District Training Fails

Poor Quality – Poor Management

1. Poor quality
2. Not enough fun
3. Not enough opportunities
4. Not enough trainers
5. Inadequate follow-up
6. Poor records
7. Insufficient promotions and advertisement
8. Poor management

“I’m going to do the job all by myself!”



District Training Organization

- District Training Chair
 - Vice Chair
 - Cub Scout Coordinator
 - Boy Scout Coordinator
 - Venturing Coordinator
 - Registrar

District Resources: District Chair, District Executive, Commissioners, Advancement, Camping, and Activities Chairs

Council Resources: Council Training Chair, Other District Training Chairs



Liaison and Coordination

1. Council

2. Other Districts

3. Your district

- District Chair
- District Executive
- Membership Committee
- Advancement & Recognition Committee
- Camping & Outdoor Program Committee
- Activities & Civic Service Committee
- Unit Commissioners
- Roundtable Commissioners



Prospecting

1. Build a list of unit personnel not fully trained
 - Cubmasters, Scoutmasters, Advisors, and Skippers
 - Den Leaders
 - Assistant Unit Leaders
 - Unit Committee Members
2. Use district and council records
3. Use commissioners

This is not a once-a-year inventory!



Priorities

1. Unit leaders and den leaders are always top priority
2. Consider expected tenure of the top leader (if a short-timer, train the replacement)
3. Consider unit vital signs
 - Meetings, attendance, advancement, camping record, new members, 2-deep leadership
 - Pay attention to those needing help
4. The new leader is a priority
 - Train the whole unit leadership team



Planning District Training

1. Tie training to goals, prospects, and priorities
2. Consult council and district calendars
3. Consult district local event and school calendars
4. Focus on the formation of new units
5. Don't overschedule
6. Provide time for follow-up
7. Remember Murphy's Law and be flexible



Staffing

1. Build the trainer “pool” for each program
2. Recruit and train a strong faculty for each event
3. Bring in new faces
4. Note sources of trainers: Trainer’s EDGE, council training team, Wood Badge trained Scouters, other districts, all of your other resources
5. Look for the following: current knowledge of subject, training skills, people who make it FUN, enthusiasm



Managing District Training

One of the keys to the success of the Scouting program is trained volunteer leadership: leaders who are trained in the purposes of Scouting, in the methods through which these purposes are achieved, and in the techniques of the leader's individual position.



Managing District Training

A Challenge

As chair of the district training committee, as a committee member, or as a trainer, you are a key to Scouting's success. You help men and women find the answers to the two basic questions, "What is my position?" and "How do I do it?"



Managing District Training

A Challenge

The Boy Scouts of America's leadership training program is designed to meet the needs of each volunteer position. You will help make this program a dynamic success in your district.

