

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, parents 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 be done in a way that's appropriate to the age group of the Section in question. They should involve parents, Scouters, the Patrol (Team), mentors and anyone else who has contributed to the personal journey, as appropriate.

Personal Progression reviews should cover a number of topics in an age-appropriate way, including:

- Their role within the Section and Patrol (Team) that year, and what they've learned
- Any Outdoor Adventure Skill stages they've achieved
- Any Personal Achievement badges they've achieved
- How many camps or nights away they've had
- How many kilometres they've travelled through Section activities
- How much they've given back to their community through service projects and environmental projects
- Any progress they've made towards their Top Section Awards or their Personal Development Plans
- 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 Section 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 given Section depends on the individual members and the approach that would most benefit them. For Sections that have well-functioning Patrols (Teams), it is probably best to have the youth complete their Personal Progression reviews within their Patrols (Teams). Scouters can use the **Journey Card** to provide each youth with a summary of the Section's activities throughout the year, then youth can work within their Patrols (Teams) to complete their Journey Card and share them with the rest of their Patrols (Teams). To close the loop, youth could also review their Personal Journey with a Scouter and their parents.



Personal Progression reviews could also be facilitated between each youth and two Scouters, a Scouter and a parent, the Section Leadership Team, the Patrol Leader, the youth's 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 some Section-specific tips to help you facilitate this important element of Scouts Canada's program:

Personal Progression Reviews in the Pack

- Use the Journey Card for Cubs to help youth see what they've accomplished this year (both individually and as part of the Pack).
- Use Lairs to facilitate reviews, asking Howlers to take the lead. Each Cub can complete their **Journey Card** and share it with the rest of the Lair.
- Use **Cubs' Jungle Maps** to review as a Lair or Pack the adventures you've been on this year. This review should be conducted as part of the **Program Quality Standards**.
- Break the youth into their **roles (Runner, Tracker or Howler)** to talk about what they've learned. With regard to personal development, Howlers may have more in common with each other than with Trackers or Runners.
- Ask parents to stay for the Personal Progression review meeting. First review the Pack activities together (as a Pack), then ask parents and their youth to complete the Journey Card together at the meeting.
- Complete the Personal Progression reviews prior to Howlers leaping-up to Scouts. Then recognize Cubs with the Personal Progression badges at the advancement ceremony; this will help Runners and Trackers feel engaged in the advancement ceremony.
- Be sure that reviewing personal progression doesn't turn into a contest of who received the most badges.

- **Development in the SPICES is the outcome;** badges are just a vehicle for diverse adventures.
- Ensure that Cubs document what their goals are for next year, so that they don't forget over the summer. They should be encouraged to work on Personal Achievement and Outdoor Adventure Skill badges over the summer.
- Have a year-end Howler Council meeting at which the Howlers can provide feedback to their Scouters before moving up to Scouts.

| YEAR PROGRESSION | JUNGLE ADVENTURES | ADDITIONAL CHALLENGES | REVIEW PROCESS | NEXT STEP |
|--|--|--|---|---------------------|
| Runner Age 9 Take on more adventures for each area of the jungle than with the Lair or Pack. | 1. Learn Cub Scout Patrol Law and Motto 2. Complete Adventure Skills 3. Complete Personal Achievement Badges 4. Complete the Outdoor activity | 1. Review each adventure with Lair and the Pack 2. Plan and participate in ongoing activities, especially those with Beaver Colony 3. Complete Adventure Skills 4. Complete Personal Achievement Badges | 1. Review each adventure with Lair and the Pack 2. Plan and participate in ongoing activities with Pack, with specific attention to the SPICES | Scouters Parents |
| Tracker Age 10 Take on more adventures for each area of the jungle than with the Lair or Pack. | 1. Take part in leadership of Lair 2. Plan and participate in ongoing activities, especially those with Beaver Colony 3. Complete Adventure Skills 4. Complete Personal Achievement Badges | 1. Review each adventure with Lair and the Pack 2. Plan and participate in ongoing activities with Pack, with specific attention to the SPICES | Scouters Parents | Scouters Parents |
| Howler Age 11 Take on more adventures for each area of the jungle than with the Lair or Pack. | 1. Participate in leadership of all areas of the Scouters 2. Complete Adventure Skills 3. Complete Personal Achievement Badges 4. Investigate leading activities with other sections, especially with Scout Troop | 1. Review each adventure with Lair and the Pack 2. Plan and participate in ongoing activities with Pack, with specific attention to the SPICES | Scouters Parents | Scouters Parents |

Each year provides new challenges for the Cub Scouts. Let's take a look at how following the SPICES allows you to track your progress in a meaningful way.

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It starts with Scouts