

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 Crew

- The review of Personal Progression will take place between the Mentor and Rover Scout, when that particular Personal **Development Plan (PDP)** is completed. They will determine if (or when and how) this achievement will be celebrated.
- There are no Personal Progression Badges for Rovers, as their goals are set between each Rover and his or her mentor.
- Crews are still encouraged to conduct a year-end review of their adventures, in order to make any adjustments to their meetings and activities. This review should be conducted as part of the **Program Quality Standards**.
- Rovers may use the **Journey Card** for Rovers to review their year with their mentor. The Journey Card is helpful for getting a yearly snapshot of each Rover's progress and **development in the SPICES**, regardless of the scope of a Rover's goals as set out in a Personal Development Plan.

- Rovers and their mentors may also use the Personal Progression reviews as an opportunity to adjust goals set out in their PDP's.

