

The Victorian Region Training Update

A guide for District Leaders and Group Leaders introduction

- This presentation has been presented to the Region Teams, Section Councils and Training Team however does not include the insight to Victoria's 2020 initiative, Participate, Assist and Lead. The 2020 initiative, Participate, Assist and Lead will be launched at the 2020 Leader of Adults Conference.
- The intent of this presentation is to ensure that all Leaders are fully informed of our journey to date.
- Notes and comments are provided for each slide and we recommend that you are familiar with the content before presenting to your team.
- Should you have any queries or questions please contact Michael Wong at michael.wong@scoutsvictoria.com.au



Slide 1

- This presentation has been presented to Region and District Teams across Victoria, the Section Councils and the Victorian Training Team.
- It will reinforce the Why, How and What of Scouting with youth led programming at the centre, the invaluable role Leaders have in guiding and supporting our youth and the critical factors that will best prepare our Sections for future program initiatives.



Slide 2

- **Instruction to presenter: - PLAY VIDEO**
- What a great video showing youth engaged, Leaders engaged.
- If you only had 5 minutes to explain to a member of the public about Scouting – then this is it - This essentially shows Scouting in a nutshell.
- Who – Youth actively participating in Patrols supported by adults.
- Why – The Purpose of Scouting, contributing to the development of young people to maximise their individual potential, developing Australia's future Leaders.
- How – By developing the 6 Areas of Personal Growth, SPICES through the Scout Method.
- Where – In the outdoors, anywhere.
- What – By active participation
- Essentially, a movement with youth at its core.



Slide 3

A National Program

- One developmental program
- One continuous journey over 5 Sections
- Ages 5 to 25

- Let's firstly look at our National Scouting program.
- The YPR process is now fully completed and States across Australia are implementing the revised program.
- We will have a program consistent across the whole of Australia, The Program.
- For the first time, one developmental program providing consistency across all five Sections.
- Who will this benefit; our youth members.
- The program empowering youth to choose their own Scouting journey.
- This is the wow factor!

Our Program

One new focus per year

- With Training
- With Support

Victoria
growing together



Slide 4

- Victoria is implementing our own schedule for the introduction of the National Program.
- We're introducing one new focus per year. Why?
- Because it's imperative that we have the whole of Scouts Victoria on the journey at the same time.
- We do not want to lose one youth member, one Leader in this process.
- We want to continue 13 years of sustained growth.
- Each new focus will be supported with training, supported with resources.
- Let's now recap the last couple of years.

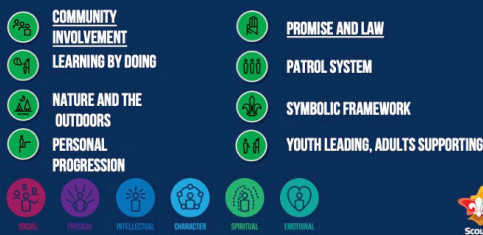
In 2017



Slide 5

- In 2017 we introduced Plan> Do> Review>
- A process that helps us to strive for continuous improvement, to make the program the best it can be and fully deliver on the Purpose of Scouting.
- We asked Leaders and youth to incorporate P>D>R> in their program and in everything they do in Scouting.
- P>D>R> could be a simple thumbs up to a comprehensive discussion with available resources including SPICES cards and a P>D>R> ball.
- I've applied P>D>R> in my work environment. Have you done that too?

2017 Program Objectives and Scout Method



Slide 6

- The Scout Method was revised with the addition of Community Involvement.
- The Scout Method now has 8 elements.
- Active implementation of the Scout Method is pivotal to the success of your Section moving forward.
- Our Scouts develop and learn through the application of the Scout Method and Leaders need to be familiar with each element and how the Scout Method elements will be used in an activity.
- One Scout Promise and one Scout Law was also introduced across all Sections with an alternative Promise version available of member's choice.

In 2018



Slide 7

- In 2018 we launched The Adventure Begins.
- The Adventure Begins was about reinforcing the core fundamentals of Scouting that we saw in the video.
- These fundamentals were, The Purpose of Scouting, the SPICES, the Scout Method, Plan>Do>Review>.
- We are reinforcing that Scouting is a youth oriented movement guided by adults.
- Why did we initiate The Adventure Begins?
- At a National level it was recognised that the fundamentals of Scouting is our foundation stone and that future success required the fundamentals firming in place across all Sections.

Programs are all



Slide 8

- We also recognised that it is all about program, program, program.
- Our programs need to be Adventurous, Fun, Challenging and Inclusive.
- Active youth participation is crucial to our future growth.
- Taken one step further, successful Sections have programs based on ideas and suggestions provided by their Section Council.
- Should that surprise you?
- Youth will participate if the program is Adventurous, Fun, Challenging and Inclusive and if the program is based on the activities and journeys they want to do.
- Agreed?
- They will return
- Are you any different? Would you continue to attend an activity that you weren't enjoying?
- How does our retention look then?



Patrol System



Youth Leading, Adults Supporting

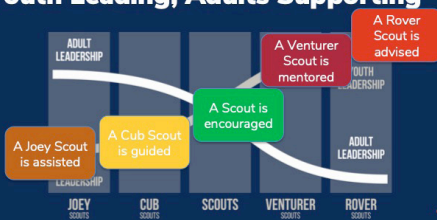
Section Councils plan and program, Youth Leading with Adult Support



Slide 9

- We mentioned earlier how the Scout Method has 8 elements.
- All of the elements are important in the delivery of our Scout program however the Patrol System and Youth Leading, Adult Supporting stand out.
- Youth will plan their own adventures so these 2 elements need to be functioning.
- Why the Patrol System?
- Virtually every Scouting activity can be undertaken in the Patrol providing opportunities to develop leadership skills, teamwork and communication.
- The Patrol System will facilitate youth embarking on their adventures.
- Why YLAS?
- Because it empowers youth so much more scope and opportunity to follow their own interests, supported and guided by adults.

Youth Leading, Adults Supporting



Slide 10

- Youth Leading, Adults Supporting.
- This diagram shows how a youth member's leadership grows over time, how scouting is truly a youth leading, adult supporting movement where youth are increasingly self-managing.
- **Instruction to presenter: - Pause to allow Leaders time to process the graph.**
- Picture an older youth member in your Section versus a youth member about to journey from the Section below.
- Here are some words to characterise/ describe the development of a youth member's leadership on their Scouting journey and I want you to compare the two.
- **Instruction to presenter: - Read out the individual characteristics as they appear on the screen.**

Program focus for 2019

• Challenge Areas



CREATIVE



COMMUNITY



OUTDOORS



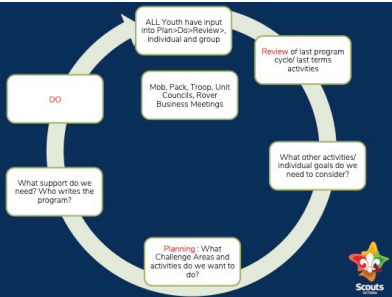
PERSONAL GROWTH



Slide 11

- Our 2019 initiative was the launch of the 4 Challenge Areas.
- Creative, Community, Outdoors and Personal Growth.
- Challenge Areas represent the four key categories Scouting activities come under and they are used to support program planning.
- In February this year, Leaders were asked to look at their programs and fit the activities into one of the four Challenge Areas.
- Leaders were also asked to determine a dominant Challenge Area and were provided with resources on the Our Program webpage.
- Now we are going to take it one step further.

Program Cycle



Slide 12

- Let's look at a Program Cycle for a Section.
- It might appear complicated however in reality we all go through these steps. Here it is written and put into order with words.
- So what is a Program Cycle?
- A Program Cycle can be any period of time that may be tied to a school term as we are most familiar, a certain period of time such as 2 or 3 months, or even a major Unit camp or activity.
- Your Unit program is structured around the Program Cycle and essentially consolidates our initiatives over the last 3 years.
- So let's break the Program Cycle down step by step.
- Starting at the top, it is important that All youth have input into the Plan>Do>Review> process either on an individual basis or as a member of their Patrol.
- The Review> in the Patrol setting is led by the Patrol Leader and Assistant Patrol Leader supported by adults.
- The Patrol will Review> the last program cycle and activities and discuss future activities aligned to the 4 Challenge Areas.
- The Patrol Leader takes the Patrol ideas to the Unit Council.
- Part of the Review> process includes considering other activities or individual goals that need to be considered in the Planning stage. Are there District, Region or Branch activities?
- Now the Planning stage.
- The activities suggested by the Patrols are considered by the Unit Council and a program determined that has a balance of all 4 Challenge Areas, is adventurous, fun, challenging and inclusive, which covers all the SPICES and identifies which interested Scouts would like lead or assist in the activity.
- The Unit Council will then decide what support is required and who will prepare each program.
- DO, youth participating in a program that is Adventurous, Fun, Challenging and Inclusive.
- The Program Review cycle then starts over again.

Patrol Discussion
Program Review> and Planning>

Patrol: _____ Date: _____

Step 1
Reviewing the last program cycle

What worked well?	What didn't work?	What could we do better?

Step 2
Gathering Information

Consider other activities/units commitments already planned, such as District, Region, State events

Step 3
Coming up with new ideas (by Patrols)

Activities based on the 4 Challenge Areas, see the back page to help you

Patrol Activities	Other Interests/Units	Outdoor Adventures

Slide 13

- Here's a resource that will help your youth members with the Program Review> and Planning> Process
- **Instruction to presenter: - Work your way through Steps 1 to 2.**
- Step 3 this is where youth now take the first stage in planning their journey through their Patrols or in a whole Mob such as Joey Scouts.

Our Challenge Areas are

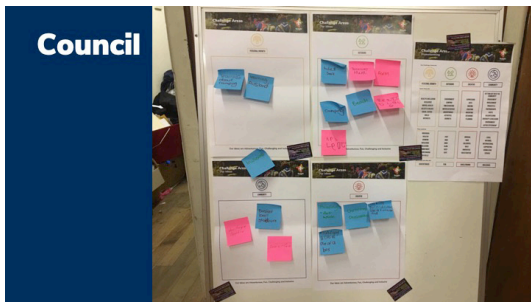
Community	Creative	Outdoors	Personal Growth
<p>GETTING OUT IN THE COMMUNITY</p> <p>ENGAGEMENT</p> <p>INVOLVEMENT</p> <p>PROJECTS & PARTNERSHIPS</p> <p>VOYTS</p> <p>WELLBEING</p> <p>DIVERSITY & INCLUSION</p> <p>ENVIRONMENT</p> <p>ACTIVE CITIZENSHIP</p>	<p>EXPRESSION</p> <p>ARTS</p> <p>MAKING</p> <p>CREATING</p> <p>INVENTING</p> <p>DESIGNING</p> <p>PLANNING</p>	<p>ENVIRONMENT</p> <p>CAMPING</p> <p>TIME IN NATURE</p> <p>WATER ACTIVITIES</p> <p>ADVENTUROUS ACTIVITIES</p> <p>JOURNEYS</p>	<p>HEALTH & WELLBEING</p> <p>RESILIENCE</p> <p>MENTAL HEALTH</p> <p>BELIEFS & VALUES</p> <p>SOCIAL JUSTICE</p> <p>SKILLS</p> <p>INTERESTS</p>
<p>LOCAL</p> <p>NATIONAL</p> <p>INTERNATIONAL</p> <p>SUPPORTING</p> <p>KNOWLEDGE</p> <p>SERVICE</p>	<p>UNUSUAL</p> <p>NEW</p> <p>COLORFUL</p> <p>BOLD</p> <p>INNOVATIVE</p> <p>INVESTIGATIVE</p>	<p>FAST</p> <p>WIDE</p> <p>WIDE</p> <p>SLOW</p> <p>DEEP</p> <p>SAFE</p>	<p>INDIVIDUAL</p> <p>HEALTHY</p> <p>GROWING</p> <p>BELIEVING</p> <p>COMMITMENT</p> <p>UNDERSTANDING</p> <p>NEW SKILLS</p>

They could be



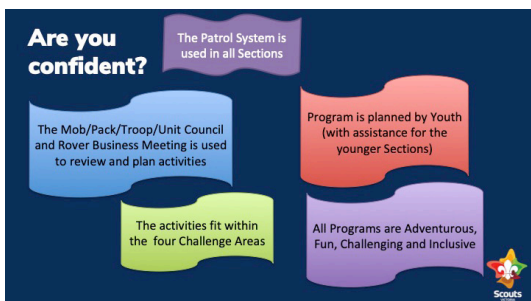
Slide 14

- When we first introduced Challenge Areas we asked Leaders take activities from past programs and decide which one of the Challenge Areas best applied to that activity.
- We then asked Leaders to identify a dominant challenge area within a program.
- We are now flipping over and asking youth to come up with activities and then fit or map them to the challenge areas
- Let's have a go
- **Instruction to presenter: - In pairs, Leaders to come up with activities based on a Challenge Area and allocate activities their Section has previously run to a Challenge Area.**



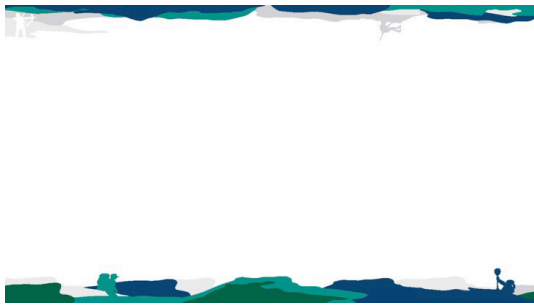
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- This is an example of Rosemary Redgrave's Joey Scout planning meeting.
- Basketball was a popular outdoor Challenge Area and one of the Joey Scouts realised that the Mob had suggested too many Outdoor Challenge Area Activities.
- One of the Joey Scouts remembered that a new basketball stadium had just been built and suggested that the Mob could visit the basketball stadium within the Community Challenge Area.
- Youth members as young as Joey Scouts now have the opportunity and have demonstrated the ability to have input into their program.'
- The JS and CS were finding their voices - these were wow moments



Slide 16

- Are you confident?
- So that we are all as well prepared as possible for the next initiatives it's important that we call all answer YES to these questions.
- **Instruction to presenter: - Read out each statement.**
- Patrol system. The Patrol System provides youth the opportunity of leadership, teamwork and a sense of belonging.
- Unit Council. The Unit Council is the forum where the youth member's program ideas and suggestions become the program. Plan>Do>Review> is used by the Unit Council to promote improvement.
- Challenge Areas. A balanced program covers all 4 Challenge Areas and all Scouting activities can fit within 1 or more of the Challenge Areas.
- Adventurous, Fun, Challenging and Inclusive. Active participation by youth members will confirm that the Section program is Adventurous, Fun, Challenging and Inclusive.
- Program by youth. Youth will participate in a program that they've planned, a program that represent their Scouting journey and personal progression.




Slide 17

- **Instruction to presenter: - Play the video.**
- These are the elements that will provide success for our youth members, our Sections, Group and Scouts Victoria.
- Youth lead programming.
- Plan>Do>Review>, planning to achieve goals.
- Youth Leading, Adult Supporting.

Where to next?
Remainder of 2019 – reinforce our program fundamentals
2020 – record youth program participations and learn the differences between Participate, Assist and Lead
we will then transition to Milestones


Planning for this is starting now - will you be ready?





Slide 18

Victorian Resources
Find everything at scoutsvictoria.com.au
"Our Program"

- Program facts
- Posters
- How to seek program support
- Upload photos that show your Challenge Areas program in action
- A version of this presentation



Slide 19



The purpose of the Scout Movement is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities".

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