



Den Leader Position-Specific Training



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INTRODUCTION

The Den Leader Position-Specific Training course provides Cub Scout den leaders with the basic information they need to conduct successful den meetings. The course is intended to be conducted in a small group setting of about six to eight participants, similar to a den meeting.

The course should take about two and a half to three hours to deliver. It may be offered in a single morning or evening session with a minimum of preparation necessary. It can be facilitated by unit, district, or council trainers.

This syllabus is not meant to be read verbatim. Trainers should be familiar with the content and be able to present it without reading. Experienced trainers can use their own words, but must be sure to cover the content and meet all the learning objectives of each session. Key to the success of this training is the interaction among participants. It is important for trainers to observe participants throughout the training (especially during the hands-on activities) to be sure they have learned the topic.

Training code C42 or C61 should be entered into the leader's training records when the course is complete. Den leaders who complete this course and Youth Protection training are considered "trained" as Tiger, Wolf, and Bear den leaders or as Webelos den leaders.

Youth Protection training is a joining requirement for all BSA volunteers and should be completed before this course whenever possible. It is recommended that you contact participants before the course and ask them to bring their completion certificate with them to training. You may want to make Youth Protection training available to participants who have not completed the training either online or face to face. A handout is provided in the appendix that can be emailed or distributed during this course. Urge the participants to take Youth Protection training as soon as possible if they have not done so already.



Materials List

For Participants

- Sample meeting plans from the selected den leader guide (entire month)
- Sample Monthly Pack Meeting Plans*
- Sample pack calendar*
- A council and/or district calendar
- Local resource lists
- Code of conduct prizes (if desired)
- Family Talent Survey Sheet
- Cub Scout/Webelos Scout Uniform Inspection Sheets*
- Scout Leader Uniform Inspection Sheet*
- Age-Appropriate Guidelines for Scouting Activities*
- Individual Cub Scout Record*
- Den Advancement Report*
- Den Leader Training Award Progress Record forms
- *Boys' Life* subscription forms
- Handouts from appendix

For Trainers

- Tiger, Wolf, Bear, and Webelos den leader guides
- Copies of *Scouting* and *Boys' Life* magazines
- *Group Meeting Sparklers*
- Tiger, Wolf, Bear, and Webelos handbooks
- Cub Scout training posters (they can be homemade with oath, law, motto, purposes, etc.)
- Sample den doodle
- Flip chart or whiteboard (with pens)
- Den Advancement Chart
- Candle and matches for conduct candle

Additionally, you will need to gather the materials necessary to conduct the sample den meeting you have chosen from the den leader guide.

*Can be downloaded from www.scouting.org

Preparation for the Course

Select and prepare a gathering activity. Have it available for the participants during check-in. This is important because it is fun and it models part of the instruction presented later in the training (see Gathering Time Activity session).

Trainers will model a typical den meeting by leading the participants through the activities and conducting the ceremonies recommended in the den leader guide.

- Select one of the required adventures and meeting plans from a den leader guide that fits the den most of the participants will be leading.
- If possible, decorate the room with Cub Scouting posters. These posters will provide additional information for the participants to read.
- Create a typical Den Rules poster to display during the session. You will also need to refer to the Den Rules poster during the session on boy behavior (III. Opening).

If possible, provide or ask participants to bring the den leader guide for the rank they are serving (Tiger, Wolf, Bear, or Webelos).

Have Youth Protection material ready. Be prepared to discuss the importance of the training during registration and urge the participants to take Youth Protection training as soon as possible if they have not done so already. (See handout in appendix.)

GATHERING TIME ACTIVITY

Time

Be ready for any participants to arrive 30 minutes before the scheduled start time of the training.

Objectives

At the end of this activity, participants will be able to

- Model an effective gathering time activity.
- Demonstrate ways to keep the boys active before a Cub Scouting event.
- Build excitement among the participants for their role as future den leaders.

Materials

Provide any materials needed for the chosen activity.

Description

Provide any instructions needed for the participants and the intended outcome of the chosen gathering activity.

Activity

Early arrivals will do the gathering time activity the training staff has prepared.

Suggested Activity: What Is a Den Leader?

Write the word ADVENTURE on a flip chart. Explain that as den leaders, participants will learn to plan meetings around Cub Scout adventures and help the boys in their dens have a great time as they complete the requirements. Tell them that it takes a special commitment to be a den leader and thank them for volunteering.

Ask participants to write the word ADVENTURE on a sheet of paper and use the letters to think of words to describe a den leader (example: A = adaptable). You may have them work in pairs or small groups. After a few minutes, ask participants to share their lists.

Variation: Have participants use the word ADVENTURE to identify what they want to get out of the training (example: T = time management skills).

I. BEFORE THE MEETING STARTS

Time

30 minutes

Objectives

At the end of this activity, participants will be able to

- Explain the aims of Scouting and how Cub Scouting helps to fulfill those goals.
- Discuss preparation for a den meeting.

Materials

- If possible, a computer to show participants the e-learning site and other Scouting resources on www.scouting.org
- Meeting plans from the den leader guide

Introduction

Welcome all participants and thank them for taking the time to learn more about their role as a Cub Scout den leader. Tell them the format of this training will follow the seven parts of a Cub Scout meeting.

Distribute the outline from your selected meeting from the den leader guide for use as a guide.

Aims of Scouting

Share the aims of Scouting and how the Cub Scouting program helps to achieve them. You might use the following:

The Boy Scouts of America was formally organized in 1910, with Cub Scouting being added as a full-fledged program for younger boys in 1930. Underlying all of Scouting's programs are three distinct foundational goals or aims. The three aims of Scouting are:

- Character growth
- Citizenship training
- Personal fitness

Through Scouting activities, the uniform, ideals, advancement opportunities, and the examples of their leaders, boys learn to become young men of sound moral character.

Because boys enjoy being part of small groups, Cub Scouts are divided into groups called dens, which are usually organized by school grade but in some cases are organized by age. Tiger (first grade or age 6), Wolf (second grade or age 7), Bear (third grade or age 8), and Webelos Scouts (fourth and fifth grade or ages 9 and 10) come together to form a larger group called a pack. Ideally, dens will consist of between six and eight boys.

Finish this introduction by saying something like: “You have volunteered to play an important role, but one that is simple and fun thanks to the support provided by the Boy Scouts of America. This training will help you prepare fun and meaningful den meetings.”

Preparation

Explain that you and your assistants gathered all of the materials necessary to run an effective and organized meeting well in advance of today’s session (point out the materials) so you would be prepared and able to greet early arrivals. Tell participants they should do the same before their den meetings.

Easy-to-follow den meeting plans that are exciting and help boys complete adventure requirements for their rank are contained in the den leader guides. There is a den leader guide for each of the Tiger, Wolf, and Bear ranks and a combined guide for the Webelos and Arrow of Light ranks. We will be using one of the meeting plans during our training today.

Preparation and planning help Cub Scout leaders make Cub Scouting more fun for both boys and leaders, help reduce leader stress, and provide the long-term benefits for our Scouts. Fortunately, the BSA provides the materials to make planning simple—leaders just need to use them!

If it has not been done already, pass out the selected meeting plans. Tell participants that meeting plans can be found in the printed den leader guides.

II. GATHERING

Time

30 minutes

Objectives

At the end of this activity, participants will be able to

- Describe the importance of gathering time.
- Explain advancement.
- Understand the reasons for having a pack budget.
- Understand the importance of the Family Talent Survey Sheet.

Materials

- Sample den doodle
- One copy each of the Tiger, Wolf, Bear, and Webelos handbooks (for demonstration)
- One copy each of the Tiger, Wolf, Bear, and Webelos den leader guides
- Copies of Individual Cub Scout Record
- Den Advancement Report
- Den Advancement Chart (posted on the wall)
- Adventure belt loops and pins (for demonstration)
- Family Talent Survey Sheet

Introduction

Explain that it is important to give active, excited Cub Scouts something to do as soon as they arrive at the meeting place. This is a good time to have some fun and still accomplish several business details. This is also a part of the meeting where parent helpers, a denner (a different Cub Scout selected each month to be a peer leader), and a den chief (an older Scout recruited from a Boy Scout troop or Venturing crew to help the den leaders) should be used.

Explain that in the Tiger den, parents are actively involved in the meetings and this is a very important part of Tigers. While parents should be encouraged to be active in Wolf and Bear dens as well, they might not be so involved during the Webelos years. The boys are moving toward the Boy Scouting program where troops are boy-led. Parents who are not serving as den leaders or assistants are encouraged to assist the den leader with projects and adventures (see the Advancement section of this session).

Activity

Ask participants to recall the gathering activity they did as they arrived and waited for today's training course to begin. Share with them that you got this activity from one of the den leader guides (or *Group Meeting Sparklers*). Tell them good gathering activities do not require that all participants start or stop at the same time, are interruptible, and do not require the full attention of both the leader and the assistant.

Business

State that the gathering time is the best time during the den meeting to check attendance.

Explain that each pack should have an annual budget to meet basic expenses. This budget is created by the pack committee in conjunction with other den and pack leaders at the beginning of each Scouting year.

Funding for the budget may come from participation in a council-sponsored product sale (such as popcorn). The method used to raise funds will be determined by the pack committee, not by the individual den.

The pack budget should include expenses for den meeting materials. The boys can bring some materials from home, and scrap materials can be used, but most, if not all, out-of-pocket expenses for den meetings should be reimbursed by the pack's budget. Weekly den dues paid by the boys can help fund the den meeting program.

Advancement

Explain that in Cub Scouting, most advancement occurs in the den, but some also occurs at home with the Cub Scout and his family. Share that all boys work on the Bobcat rank first to help them learn the basics of Cub Scouting, regardless of when they enter the program. Show them that the Bobcat requirements are up front in all the different boys' handbooks. Encourage them to review the Bobcat requirements and practice them when they get home so they can help their Cub Scouts learn them.

Share the basics of advancement for all Cub Scout ranks after Bobcat. A boy completes seven adventures (interdisciplinary activities taking roughly three to four den meetings), some required and some elective, to earn his badge of rank.

Share that the adventures are designed to meet the abilities, needs, and interests of boys in the grade or age of the den. A boy coming in as a third-grader does not go back and earn Wolf since it is not the age-appropriate program.

Tell participants that before the meeting starts is also a good time to look in each Cub Scout's handbook to see what he has accomplished since the last meeting and to record his progress in the den records. Show participants where advancement is recorded in the boys' handbooks. This could also be done during the Talk Time part of the meeting.

Distribute copies of the Individual Cub Scout Record. Explain that this is a tool to keep track of advancement and should follow the boy if he moves to another pack. Stress the importance of keeping accurate records. Tell them this form and many others are available at www.scouting.org/CubScouts.

Distribute copies of the Den Advancement Report. Share that this form is used to report boys' advancement progress to the pack committee member responsible for advancement so recognition items can be obtained from the local council service center.

Show a sample Den Advancement Chart and explain it is fun for the boys to fill in the blanks on their line of the chart and is an incentive to complete adventures. These charts can be purchased at the local Scout shop or council service center, or online at www.scoutstuff.org.

Show a den doodle and explain its use as a simple, fun tool to recognize advancement and attendance. Examples of den doodles are shown in the den leader guides.

Remind participants that the motto of Cub Scouting is “Do Your Best.” This is the criteria against which we measure the Cub Scout—the individual Cub Scout’s best, not a strict standard.

Conclude by handing out copies of the Family Talent Survey Sheet. Explain to the participants the need to have each parent and adult family member complete this form. It can be done at any time, but it will allow them to know which parents are willing to help with adventures as well as what talents and abilities are available and can be utilized among the adults in the den.

III. OPENING

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Appreciate the value of formal opening ceremonies.
- Explain the behavior patterns of Cub Scout–age boys and methods for improving boy behavior.
- Describe how the Cub Scout uniform is used as a method to achieve Cub Scouting’s purposes.
- Explain the use of the Cub Scout sign.

Materials

- Cub Scout/Webelos Scout Uniform Inspection Sheets
- Scout Leader Uniform Inspection Sheets
- Materials necessary for the opening as chosen from a den leader guide
- Characteristics of Cub Scouts handout (see appendix)
- Purposes of Cub Scouting poster (handmade)
- Conduct candle and matches

Introduction

Start this presentation by holding up the Cub Scout sign. Explain that the sign is used when reciting the Scout Oath and Scout Law. It is also valuable for letting Cub Scouts and others know it is time to be quiet and pay attention. The two spread fingers symbolize the alert, listening ears of the wolf.

Hang a poster listing the purposes of Cub Scouting and the Scout Oath and Scout Law on the wall of the training room. Be sure to call attention to the poster during the course of this session.

Purposes of Cub Scouting

Character Development
Spiritual Growth
Good Citizenship
Sportsmanship and Fitness
Family Understanding

Respectful Relationships
Personal Achievement
Friendly Service
Fun and Adventure
Preparation for Boy Scouts

Opening

With the participants taking on the role of Cub Scouts, conduct the opening from the meeting plan you have chosen.

After the opening, remind participants that a formal opening is important because it lets the boys know the meeting has started. A good opening may provide the boys a chance to help meet the citizenship and spiritual growth parts of Scouting's purpose or to set the stage for the month's meetings. Explain that because Scouting recognizes the importance of reverence, it is appropriate for meetings to begin with a prayer. This is a decision that should be made in conjunction with both the boys' parents and the chartered organization. This opening period may also be a good time for a uniform inspection.

Uniforms

Distribute the uniform inspection sheets. Ask participants why proper uniforms are important for boys. Write responses on the board or flip chart. Guide them to include the following:

- Boys in uniform are generally better-behaved.
- The uniform is the best place to display the patches and awards they have earned.
- The uniform provides identification with the organization and with other Cub Scouts.
- The uniform is an equalizer among the members of the den.

Share that it is also important for den leaders to set a good example for their Cub Scouts by wearing a proper uniform.

Conduct

Explain that establishing rules for good behavior right from the start is important. These rules may need to be reinforced in the event of a change in leadership or meeting location. Let the boys help establish the den code of conduct at the first meeting so they are a part of the process rather than feeling the rules are just the den leader's rules.

Distribute “Characteristics of Cub Scouts” and state that it is important for den leaders to understand “normal” behavior so that expectations for the boys are reasonable. Further, we should remember each boy is a unique individual and boys of the same age develop at different rates.

Ask the participants to suggest items that might be included in a den code of conduct. Write them on a flip chart or whiteboard.

Demonstrate the conduct candle (or another favorite method) for influencing boy behavior. Refer to the Den Code of Conduct poster and tell participants that as long as they (role-playing as the boys) are well behaved and follow the code, the candle will stay lit. Suggest that when the candle burns down the den could have a special den ice cream party (or other similar reward, especially if you have one for this training).

Conclude by saying the conduct of adult den leaders, the den chief, and parent helpers is also an important consideration. The Cub Scouts will look up to the adult leaders and the den chief and will model their behavior on what the leaders demonstrate. Remind the participants that in addition to issues discussed in the Youth Protection session, any verbal abuse is to be avoided.

IV. TALK TIME

Time

15 minutes

Objectives

At the end of this activity, participants will be able to

- Understand the concept of themes.
- Know the relationship between the den and the pack.
- Understand the den's role in the pack meeting.

Materials

- Den leader guides
- Materials for the Talk Time in your chosen meeting

Introduction

Explain that right after the opening is the time to conduct formal den business and orient the boys to the remainder of the meeting. Usually, during the first meeting of the month, Talk Time would include pack and den meeting ideas, plans for the den's part in an upcoming pack meeting, and plans for special den activities. Later, it could be a time for selecting a denner, creating a den yell or cheer, or playing a game. This may also be an appropriate time to check advancement and record progress, if not already done. It is a desirable goal to keep the Talk Time part of the meeting under five minutes in length.

Themes

Explain that each month the Cub Scouting program emphasizes a theme or one of the points of the Scout Law around which leaders can plan den and pack meetings. These monthly themes are useful because they simplify planning, give dens a focus for work, and bring all dens together at the pack meeting with activities related to the same theme—not to mention that they teach important values.

Pack Meetings

Remind participants that their den is part of a Cub Scout pack, and some den meeting activities may work toward the den's part in the monthly pack meeting. Pack meetings are led by the Cubmaster and should include all members of the Cub Scout's family. Activities include songs, skits, demonstrations, ceremonies, and recognition of achievement. Each den should have a part in the pack meeting.

Ask participants to take a look at the pack meeting ideas in the handouts.

Talk Time

If appropriate, lead the Talk Time activity suggested from your chosen meeting.

V. ACTIVITIES

Time

20 minutes

Objective

After this activity, participants will be able to

- Understand the purpose of fun activities at den meetings.
- Discuss the outdoor program and understand its value to Cub Scouts.
- Understand the outdoor training opportunities available for Cub Scout den leaders.

Materials

- Materials necessary to conduct a chosen activity from your den meeting plan
- “Scouting’s Camping Program—Ever-Increasing Challenge Out-of-Doors”; available at www.scouting.org/outdoorprogram

Introduction

Tell participants that boys in Cub Scouting want to have fun and to do fun things with their friends. Den meetings should be one of the times when boys have the most fun.

Pack Meeting

Remind den leaders that during the Talk Time portion of the meeting they might have planned or discussed what the den is going to do at the pack meeting. Now is the time when the den might practice its part. Remember, try to get everyone involved (even, or especially, parents and other family members) at the pack meeting.

Activity

Recall that Cub Scout–age boys are full of energy and like to expend it in large quantities.

Tell participants that games and activities related to the adventures the den is working on can be a great way to expend boyhood energy while working on advancement and to accomplish learning goals like teamwork, sportsmanship, personal fitness, earning awards, and doing your best. Often, projects started at den meetings can be taken home for the boys to finish with their families.

Conduct the activity from your chosen den meeting plan.

The Outdoor Component of Scouting

Share with the participants that outdoor adventure is one of the promises made to boys when they join Scouting. Ask them to list reasons why outdoor programs are

important. Write their answers on a flip chart or whiteboard. Among the reasons they list, the following should be included:

- Boys yearn for outdoor programs that stir their imagination and interest.
- In the outdoors, boys have opportunities to acquire skills that make them more self-reliant.
- Boys can explore trails and complete challenges they first thought were beyond their ability.
- Boys meet unexpected challenges that contribute to forming good character as a result of outdoor experiences.
- Boys can learn good communication skills, leadership, and teamwork as they strive toward achieving goals they set for themselves.
- Boys learn by doing—a hallmark of outdoor education.
- Research shows that a connection to the outdoors is a vital part of human development.

Go to www.scouting.org/outdoorprogram so you can explain “Scouting’s Camping Program—Ever-Increasing Challenge Out-of-Doors,” which shows the different outdoor programs in Scouting. Explain that as Scouts grow older, they can be involved in more advanced outdoor experiences.

Supporting Outdoor Activities

Tell participants about the basic training offered for Cub Scout leaders—BALOO (Basic Adult Leader Outdoor Orientation). This course teaches the BSA’s Cub Scout–level camping policies along with the necessary tools to help units carry out a successful camping experience. Completion of this course is mandatory for at least one adult on a pack overnigher.

Share with the participants that the outdoor training for Webelos leaders is Outdoor Leader Skills for Webelos Leaders. The course is designed to help Webelos leaders enhance the outdoor program for the Webelos Scouts in their den by teaching some basic outdoor skills as well as skills needed to complete many of the Webelos outdoor adventures. This course can be taught as a stand-alone experience but is often presented in conjunction with Introduction to Outdoor Leader Skills.

Remind the participants about the date for the next Outdoor Leader Skills course.

NOTE: Introduction to Outdoor Leader Skills is a Boy Scout, Varsity Scout, and Venturing leader training course.

VI. CLOSING

Time

15 minutes

Objectives

After this activity, participants will be able to

- Understand the purpose of a den meeting closing.
- Learn about upcoming training opportunities.
- Participate in a den meeting closing.

Materials

- Closing ceremony materials needed from chosen den meeting plan
- Information sheet about upcoming training opportunities for den leaders

Introduction

Tell participants that just as openings are important to start a meeting, closings are important to conclude meetings and a good time to get important messages across to the Cub Scouts.

Closing

Explain that a good den meeting closing can provide time for a Cub Scout to reflect, be recognized for achievement, and maybe even learn a new skill like folding an American flag. Den meeting closings can be solemn, patriotic, inspirational, or fun. The den leader might also want to add a Den Leader's Minute comment.

Share that it is a good idea to invite the Cub Scouts' parents who are arriving to pick up their sons to join the den—along with the parents who helped with the meeting—for the closing.

Reminders

Explain that the relative quiet of the closing portion of the meeting is a good time to remind Cub Scouts of upcoming pack and den activities. Keep in mind we are dealing with young boys, so reminders should also be in written form for their parents.

Effective and frequent communication with parents is a very important, if not critical, ingredient in the success of your den and your Cub Scouts. Knowing about issues, meetings, and activities well in advance will be appreciated and will make them more successful.

At this point, share information about upcoming training opportunities (roundtables, pow wows, university of Scouting, etc.) for den leaders in your area. Explain that meeting with and learning from other Cub Scout leaders from throughout the community will enhance their Cub Scout leadership experience.

VII. AFTER THE MEETING

Time

30 minutes

Objectives

After this activity, participants will be able to

- Understand the importance of planning den meetings and activities.
- Identify resources for den leaders to use to plan den meetings.
- Name the things leaders should keep in mind when planning meetings.
- Explain the importance of the Webelos-to-Scout transition.

Materials

- Den leader guides
- Copies of *Boys' Life* and *Scouting* magazines
- Age-Appropriate Guidelines for Scouting Activities
- Locally produced resource lists
- Den Leader Training Award Progress Record forms
- Den Annual Adventure Plan (appendix)
- Participant Course Assessment (appendix)

Introduction

Ask participants if they have ever heard a leader of a youth group say, “I don’t plan my meetings. The boys usually figure out something to do.” The problem is, if you don’t plan your den meetings, the boys may indeed find something else to do—and it likely won’t accomplish the aims we are trying to achieve in Scouting. The Voice of the Scout survey tells us that chaos and meetings that are poorly planned are big factors among less-than-satisfied Cub Scout parents.

Planning

Share with participants that immediately following the den meeting is the time to sit down with the den chief and assistant leaders to evaluate the meeting, talk about and plan for the next meeting, and update records while things are still fresh in their minds.

Planning is vital to the success of the den. Well-planned den meetings attract and keep Cub Scouts coming each week. Planning also helps make the den leader’s role much easier, and Cub Scouting resources make planning easier.

Explain to participants that right after the meeting is not when the planning process for the next meeting starts. The Boy Scouts of America suggests a monthly pack and den planning sequence and provides many resources to help you through the process. The time after the den meeting is when the leaders confirm the plans made during the monthly plan for the next meeting.

Tell participants that the first planning step is an annual pack planning conference. At this conference, all of the leaders in the pack gather and set the pack's program for the next 12 months. Pack meetings are scheduled, and special community, pack, and council activities are put on the calendar so everyone can plan for them.

Den leaders will need to plan their program for the year as well. Leaders should decide which adventures work the best for their location and climate, and then fill in the Den Annual Adventure Plan.

Each month the pack might have a pack leaders planning meeting. At this meeting, final details are covered for this month's pack and den meetings, and plans and assignments are made for the next month.

Share that some larger packs might also have a den leader meeting and a den leader–den chief meeting as further steps in the process.

Encourage den leaders to keep the following in mind when planning their den meetings. Write the words or phrases in bold on a board or easel pad and use the text for discussion.

- **Have a written plan.** Explain that this is a useful tool to help keep track of the parts of the meeting.
- **Involve parents.** This part is essential in Tigers, but explain that in all dens even parents who don't think they have time to be leaders have some time and talent to contribute. Find out their skills and talents—and use them!
- **Frequency.** Dens should meet according to the den meeting plans in each den leader guide unless special circumstances such as inclement weather or significant calendar conflicts prevent meeting. A consistent meeting pattern will help families remember and keep them coming back. Many dens meet weekly and year-round, and the den leader guides have meeting plans to accommodate that pattern.
- **Time and location.** Scouting activities and meetings may be scheduled whenever it is convenient for the boys and their families. Scouting meetings may be held at the school, in a home, in an outdoor setting, or at any other facility that lends itself to a den meeting. The chartered organization has the responsibility to provide the pack with a suitable meeting location. Den meetings should be held at the same location each time so boys and parents can easily remember where to go. This is also true in regard to the time of the meeting.
- **Length of meeting.** Cub Scout–age boys have short attention spans, and they also have family, school, or other community activities that take their time. Meetings should last about an hour. Stop while they are still having fun, so they want to come back.

- **The purposes of Cub Scouting.** All den activities should be planned with the purposes of Cub Scouting in mind.
- **Age-appropriate.** Scouting is designed to meet the needs and abilities of boys as they grow and mature. It is important for leaders to ensure that all activities and events are tailored for the Scouts' ages and skill levels. (Pass out Age-Appropriate Guidelines for Scouting Activities.)
- **Fun, fun, fun.** For both boys and leaders! Creating a fun environment for your Cub Scouts is an important skill for a den leader. Scouting is a game with a purpose, and Cub Scouting should be enjoyed by the boys, their families, and their leaders.
- **KISMIF.** Keep It Simple, Make It Fun!

Webelos-to-Scout Transition

Tell the participants that one of the most important things of which a Webelos den leader should be aware is the Webelos-to-Scout transition. From the time a Scout begins in Webelos, he should be looking forward to Boy Scouting.

Not every detail of the Webelos-to-Scout transition needs to be shared in this training, but all new Webelos den leaders need to be introduced to this very important part of Webelos Scouts.

Few families register their boys as Tigers with the intent of having them remain in Scouting until they age out as Venturers at 21. However, Scouting offers a continuous program that provides fun, interesting, educational, and character-building experiences, so it is important for them to know that they can! If a Scout exits the program at any level, he will not be able to reap the many benefits offered by the full scope of Scouting.

The main goal of a Scout leader should be to retain every Scout so that every Scout can take full advantage of the program. For this reason, leaders should always say to their Webelos Scouts, “When you become a Boy Scout, you will ...” rather than “If you become a Boy Scout ...” Leaders should assume boys will continue in the program past Cub Scouting. Of course, you might not be able to retain 100 percent of the boys who join Scouting. However, if the expectation that the boys will remain in Scouting is communicated at every opportunity, and if the Webelos Scouts are told of the great experiences they will have in Boy Scouting, you will have a much greater chance of retaining more boys and having a longer time to influence them with all that Scouting has to offer them.

A key factor to improving Webelos Scouts' transition from Cub Scouts to Boy Scouts is the ongoing working relationship of the leaders of a pack and a troop. Often, troops have an immediate avenue from which to obtain new Scouts because their chartered organization has both a pack and a troop and possibly a crew as well (called a full family of Scouting). The pack is a “feeder pack” whose Cub Scouts feed into the troop—much like elementary students feed into their neighborhood middle schools. This is not always the case, and if a troop is the only Scouting unit in the chartered organization, members should cultivate a relationship with a nearby pack that is also a single unit in its organization.

Ideally, all packs will have troops with which they are aligned so that the passage from Cub Scout pack to Boy Scout troop is seamless. By the time Webelos Scouts are ready to cross over, they and their families should be familiar with and comfortable with the youth and adult leaders of the troop and with their roles in the troop and troop activities. And they should be excited about beginning this new adventure.

It is important to note that boys can join any troop they want to join. Most troops hold open house meetings for the purpose of having boys and their families visit to see which troop best fits their needs and wants. However, it is often easiest and most comfortable for boys to join troops with which they are familiar and with which their packs already have a relationship.

A Webelos Scout who has earned the Arrow of Light Award and is at least 10½ years of age or has completed the fifth grade can join a Boy Scout troop. The Webelos Scout's graduation ceremony should clearly signify his transition to a new level of Scouting and can include the presentation of his Arrow of Light Award, a *Boy Scout Handbook*, and a troop neckerchief.

Resources

Explain that it may sound like a lot of work, but the BSA makes planning a snap by providing a large number of resources.

Tell them they have already taken a look at the No. 1 planning tool, the den leader guides, a resource that includes plans and ideas for a full year of den meetings, and a close No. 2, the scouting.org/CubScouts website. Ask them to take a look at these for more resources.

Tell them that other Scouting volunteers in their pack, district, and council can be a great resource as well. Experienced Scouters can provide new ideas, activities, and moral support, all of which will help make their Cub Scouting experience a great one.

Show copies of *Boys' Life* and *Scouting* magazines, and explain that these magazines provide program information and support for Cub Scouts and leaders. *Scouting* magazine comes to all registered leaders, and *Boys' Life* is a subscription that might be either part of the pack budget or the option of the family.

Distribute other locally produced or national resource lists.

Share other training opportunities that are also great resources for program and meeting ideas. Refer to the list of opportunities passed out earlier. Tell participants that among the best of these opportunities is the monthly Cub Scout leader roundtable. These meetings are built around activities their packs and dens might be doing the following month. Encourage den leaders to attend roundtables and to take advantage of all available resources when planning a program for their Cub Scouts.

Remind participants that parents and families are also great resources for den programs. Parents may have talents they can share or access to places of interest for Cub Scouts. Completed Family Talent Survey Sheets will help you gather this information. Active, involved parents and families encourage their Cub Scouts to participate more fully in the Cub Scouting program and receive more of the benefits of the program.

Answer participants' questions and pass out the assessment.

Summary

Conclude with something like the following:

“As a den leader, you are one of about 500,000 Cub Scout leaders, serving about 2 million Cub Scouts in around 50,000 Cub Scout packs. But to the boys in your den, you are the most important of those leaders. Through you, a boy will have experiences he will remember his entire life—Scouting experiences that for over 100 years have helped prepare boys for leadership, citizenship, and life in general. We challenge you to make sure those experiences are safe, well planned, and fun—for you and for your Cub Scouts.

“We encourage you to take advantage of all the resources and opportunities available to you as a den leader. We thank you for your time today, and for all the time you contribute to your Cub Scouts.”

Conduct a meaningful presentation of training recognition, and give participants copies of the Den Leader Training Award Progress Record sheet.

Be sure to complete and submit a training attendance report and/or enter the training into MyScouting Tools so that leaders receive credit for the training.

APPENDIX

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CHARACTERISTICS OF CUB SCOUTS

(Compiled from various child development sources)

6-Year-Old Boys

- Six-year-old Tigers have longer attention spans and continue to prefer structured activities to more open-ended experiences.
- They enjoy taking on new roles and responsibilities but still require much direction from adults and frequently ask questions to ensure that they are completing tasks the right way.
- The language skills of 6-year-olds become increasingly sophisticated throughout the year.
- Scientific discovery for children this age is affected by their tendency to straddle the world between make-believe and reality.
- Tigers continue to enjoy moving in a variety of ways. Although far from proficient in motor skills, this does little to dampen their enthusiasm for trying out new activities and sports.
- Their hand-eye and foot-eye coordination is still developing, so skills like throwing, catching, kicking, and striking are still emerging.
- Six-year-olds are confident and delight in showing off their talents.
- They start to display an increasing awareness of their own and others' emotions and begin to develop better techniques for self-control.
- Predictable routines are important sources of stability and security for children this age.
- Six-year-olds draw emotional stability from their interactions with adults with whom they feel secure, particularly during challenging situations and circumstances.

7-Year-Old Boys

- The 7-year-old Wolf can have a wide range of development levels and interests.
- Seven-year-olds are usually beginning to really develop motor skills in combination—such as running up to a ball to kick it. Physical play is important at this age to help them enhance coordination.

- They enjoy working with simple tools and small items.
- Wolf Cub Scouts are curious and looking to learn new things. Problem-solving skills are becoming a part of their makeup.
- Seven-year-olds are better at sharing. “Mine” is being replaced by interests in playing together.
- They are not yet independent and like structure. Rules make sense to them and they tend to think in terms of right and wrong, good or bad, with little middle ground.
- Attention spans in 7-year-olds are increasing, but they are still looking for a variety of activities.
- Wolf Cub Scouts are developing a serious interest in the world around them and in nature.

8-Year-Old Boys

- The 8-year-old Bear is full of energy but tires easily. He is restless and fidgety. He will develop some skill in activities and games played frequently.
- Eight-year-olds seldom get into real fights. They usually resort to name-calling. They like responsibility and independence and want to do well. They usually play in groups but also like to play alone.
- They want adventure. If it isn’t available, they make their own. They may exaggerate something real, imagine an experience, or simply brag. Remember that these tall tales are not lies. They are a reflection of a boy’s need to be big, strong, and brave when in reality he is not. A den leader can use this thirst for adventure in helping boys explore new things.
- They are eager for learning and are beginning to solve more complex problems. They like to be challenged and take time in completing a task.
- Their attention span is good. They enjoy hobbies and like to collect anything and everything. Value is much less important than quantity. A few may organize their collections; others will merely mess up their rooms with assorted treasures.
- They dislike criticism and are eager for peer approval. They want to be like others of their age. They are often self-critical and perfectionists.
- They are sometimes dreamy, absorbed, and withdrawn. They are less impulsive than younger children.
- They enjoy learning and practicing moral values and are aware of right and wrong, good and bad.

9-Year-Old Boys

- Nine-year-old boys like active, rough play.
- They tend to have good body control and are interested in strength, skill, and speed.
- They tend to like more complicated crafts and work-related tasks. They like to collect things.
- They will be curious and have definite interests. Their attention spans become longer, and they can do more abstract thinking and reasoning.
- Individual differences in your Scouts will become more obvious.
- Nine-year-olds might have some behavior problems, especially if not accepted by others.
- They are aware of right and wrong and want to do right.
- You will see them begin to test boundaries and exercise a great deal of independence.
- They enjoy team games and are very interested in friends and social activities. They like group adventures and cooperative play. They are competitive, and you will often hear “Not fair!”
- They are becoming very independent, dependable, and trustworthy.
- They have difficulty admitting they made mistakes, but they are becoming more capable of accepting mistakes and taking responsibility.
- Nine-year-olds are acquiring consciences.

10-Year-Old Boys

- Ten-year-old boys are more active and rough with well-developed motor skills.
- They have many interests, often of a short duration, but they might begin to show talents.
- They are alert, poised, concerned with fads, able to argue logically, and concerned with style.
- They are close and affectionate with their parents. They show pride in their fathers and consider their mothers all-important.
- They like privacy and are selective in friendships. A 10-year-old might have one best friend.
- This is not an angry age. Anger, when it comes, is often violent and immediate.
- They worry mainly about school and peer relationships. It is important to be “in” with their peers.
- Ten-year-olds tend to have a strong sense of justice and a strict moral code. They are usually more concerned with what is wrong than with what is right.

GLOSSARY OF SCOUTING TERMS

adventure. The basic unit of advancement required to achieve the Tiger, Wolf, Bear, Webelos, and Arrow of Light ranks. Adventures are either required or elective; seven must be completed for each rank advancement.

adventure loop. A recognition device for Cub Scouts seeking the Tiger, Wolf, and Bear ranks. The loops are used to denote having achieved elective and required adventures. The loops are designed to fit on the Cub Scout web belt.

adventure pin. A recognition device for Cub Scouts seeking the Webelos and Arrow of Light ranks. The pins are used to denote having achieved elective and required adventures. The pins may be worn on the Webelos colors or on the front of the Webelos cap.

chartered organization. A community organization that has been granted an annual charter by the Boy Scouts of America to use the program of the Boy Scouts of America. Responsible for the selection of leaders in the organization's Scouting programs.

commissioner. A volunteer Scouter, representing the district or council, who works as a friend and mentor to Scouting units to help them succeed.

council. A geographically defined administrative organization, tasked with delivering the programs of the Boy Scouts of America to the community organizations within its borders.

Cubmaster. The top volunteer position in every Cub Scout pack. Responsible for planning the monthly pack meetings and working with the pack committee to make sure the pack is moving together and in the right direction.

den. This is the name given to smaller, working groups of Cub Scouts (typically six to eight boys). Dens are organized by age and/or grade. In large packs, there may be more than one same-age and/or -grade den. Dens usually have a number (Den 1, Den 2, etc.).

den chief. A Boy Scout, Varsity Scout, or Venturer selected by the Cubmaster to help the den leader lead the activities of a Cub Scout den.

denner. A Cub Scout or Webelos Scout who is elected or selected to be the temporary youth leader of his den. Denners can change every few weeks, monthly, or other term so every Scout gets leadership experience.

district. A geographic administrative committee of volunteers within a council, organized to serve the Scouting units within its borders.

district executive. A career Scouting professional who works as a staff member for the local council. They are assigned specific communities within the council. Sometimes a district executive is referred to as a “DE.”

pack. The larger group a Cub Scout belongs to beyond the den. All packs have numbers that identify them (“Pack 125,” for example). Packs usually consist of more than one den and are commonly referred to as a Scouting unit.

pack committee. A group of registered Scouting volunteers, selected by the chartered organization, who serve as the administrative support for the Cub Scout pack. It consists of at least three members, including a committee chair. The committee assists with tasks such as program planning, record keeping, correspondence, finances, advancement, training, public relations, and membership and registration.

roundtable. A monthly gathering of adult Scouting leaders designed to provide help with program planning, training, and other useful tools.

Webelos Scouts. The part of Cub Scouting for fourth- and fifth-grade (or 9- and 10-year-old) boys. The word comes from We’ll Be Loyal Scouts.

YOUTH PROTECTION TRAINING

The Boy Scouts of America places the greatest importance on providing the most secure environment possible for our youth members. To maintain a safe environment for the boys, the BSA has developed numerous procedural and leadership selection policies; reinforces the youth protection message with regular, high-quality training; and provides parents and leaders with numerous online and print resources aimed at the different youth protection needs of the Cub Scouting, Boy Scouting, and Venturing programs.

The BSA requires Youth Protection training for all registered volunteers.

All new leaders are required to complete Youth Protection training. To take the training online, go to My.Scouting.org and establish an account using the member number you received when you registered for BSA membership.

If you take the training online before you obtain a member number, be sure to return to My.Scouting.org and enter your membership number to receive training record credit.

Your BSA local council may also provide training on a regular basis if you cannot take it online. For more information, refer to the back of the BSA adult membership application.

Youth Protection training must be taken every two years. If a volunteer does not meet the BSA's Youth Protection training requirement at the time of charter renewal, the volunteer will not be reregistered. We encourage all adults, including all parents, to take the BSA's Youth Protection training.

To find out more about the Youth Protection policies of the Boy Scouts of America and how to help Scouting keep families safe, see the parent's guide in any of the Cub Scouting or Boy Scouting handbooks, or go to www.scouting.org/Training and click on the Youth Protection link.

DEN ANNUAL ADVENTURE PLAN

Month	Adventure
June	
July	
August	
September	
October	
November	
December	
January	
February	
March	
April	
May	

PARTICIPANT COURSE ASSESSMENT

The purpose of this course assessment is for the faculty to learn from your evaluation of the training program. We are committed to continually improving the effectiveness of our training and value your feedback.

Please rate the following:

Course Promotion

The information you received about the course content, location, timing, and point of contact.

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Effectiveness of the Faculty

Was the faculty effective at helping you understand the materials and achieve the learning objectives?

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Recommendation

Would you recommend this course to other Scouters?

Yes! Maybe Probably Not No!

Course Content

Did the lessons and training methods modeled provide you the fundamentals of BSA training?

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Facilities

Did the facilities support delivery of the course?

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Overall

Is there anything else you feel we need to know?

Very Good Good Needs Improvement Poor

If your rating was Needs Improvement or Poor, please let us know how we could have done more to help you.

Thank you for taking the time to give us your feedback.

The Training Team