

# Group Hosted Scouter Development Days

## 27<sup>th</sup> Guelph – Central Escarpment Council

**Critical Shift:** Positive Scouter behaviour is recognized and appreciated in real time.

### Our Story:

27th Guelph identified that Scouter engagement and morale had gone down significantly. Thinking about Professional Development Days (Pro-D Days) for teachers they thought, why not have Scouter Development Days (SDDs)! Once per season, Section youth programming is put on hold to provide Scouters with an opportunity to spend social time learning new skills together that can be brought back to their Sections.

### The Problem:

New volunteers felt intimidated and isolated from the more tenured core of Scouters because of pre-existing relationships and a perceived lack of skills.

As a result, Scouters lacked confidence.

### Our Solution:

Section programming was put on hold for a week to provide Scouters with an opportunity to spend social time learning new skills.

The activities had an intentional fun element for team-building and to make volunteers feel appreciated and supported.

### How It Works:

- Targeted development days provide a fun way of engaging with the Group while considering Scouter time and commitment.
- Engage new volunteers by listening to feedback, appreciating their commitment and supporting their development.



### What Success Looked Like:

- 95% volunteer attendance at the Scouter Development Days.
- New volunteers reported that they are having more fun, have increased confidence and feel like they are part of the 27<sup>th</sup> Guelph team!



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## Give it a Try!

### Step-by-Step

- 1. Assess Need:** Listen to Scouters' feedback on their experiences and challenges.
- 2. Plan and Develop SDD:** Group Committee develops a plan that addresses the identified challenges.
- 3. Communicate:** Communicate the SDD to Scouters in a fun and engaging way.
- 4. Schedule and Organize:** Schedule SDD to occur instead of regular youth programming. Utilize activities based-on Scouters' interests and needs.
- 5. Prepare and Execute:** Arrange resources/location and have fun!
- 6. Gather Feedback:** Determine thoughts and learnings from session.
- 7. Plan Future SDDs:** Adjust next SDDs based on feedback received.
- 8. Celebrate Successes:** Recognize success and share stories!



### Read the Full Story

Find out more! 27th Guelph has shared their success. Read the full story in the Better Programs Network group [here!](#)

Not part of the Network yet? [Join here!](#)

### What Do I Need?

- Method of gathering feedback
- Venue or location to host
- SDD materials for event
- Supportive environment

Provide your feedback on this Trail Card by clicking [HERE](#)  
E-mail your own Scouter Solution to: [BetterPrograms@Scouts.ca](mailto:BetterPrograms@Scouts.ca)