

Route to Excellence



SCOUTS[®]
Creating a Better World

Evaluation and Planning System
for National Scout Organizations
of the Interamerican Region

Implementation tool

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of the Interamerican Region

Implementation tool

Youth Programme

1. The Association has an educational proposal that expresses the values promoted by Scouting.

2. The Association makes the Youth Programme educational material published by the Interamerican Region freely available at all times.

3. 90% of Packs use the Youth Programme proposed by the Interamerican Region.

Evaluation

NO YES
 1 2

NO 25% 50% 75% 100%
 1 2 3 4 5

21% or less 22% to 44% 45% to 66% 67% to 89% 90% or more
 1 2 3 4 5

Actions for the short and medium terms



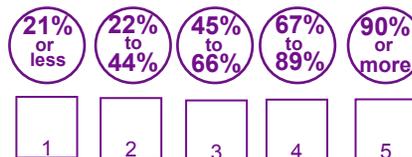
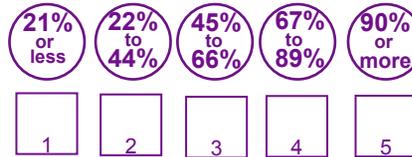
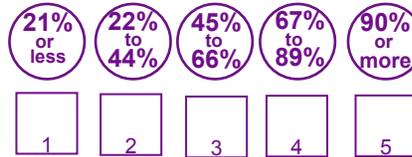
Youth Programme

4. 90% of Scout Units use the Youth Programme proposed by the Interamerican Region.

5. 90% of Venturer Communities use the Youth Programme proposed by the Interamerican Region.

6. 90% of Rover Communities use the Youth Programme proposed by the Interamerican Region

Evaluation



Actions for the short and medium terms

Youth Programme

7. The Association prepares complementary educational material to meet the needs of Youth Programme implementation.

8. The process of preparing complementary educational material is participatory and open to leaders from all Sections and from the different levels of the Association's structure.

9. The Association participates actively in the Interamerican Region's Youth Programme Network and has appointed a correspondent to it.

Evaluation

NO **YES**

1 2

NO **Partial** **YES**

1 2 3

NO **YES**

1 2

Total Youth Programme area

Actions for the short and medium terms

Youth Participation

10. The Association has set up a National Youth Network which is stable and in continuous operation.

Evaluation

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Actions for the short and medium terms

11. At least 90% of the Association's field structures are represented in the National Youth Network.

21% or less	22% to 44%	45% to 66%	67% to 89%	90% or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5

12. The National Youth Network authorities are elected democratically by its own members.

NO	YES
<input type="checkbox"/>	<input type="checkbox"/>
1	2

Youth Participation

13. The Association's budget provides financial resources for the operation of the National Youth Network.

Evaluation

NO **YES**
 1 2

Actions for the short and medium terms

14. At least 30% of the voting delegates at the Association's National Assembly are under 30 years of age.

15% or less **16% to 29%** **30% or more**
 1 2 3

15. At least 25% of the voting members of the Association's National Board or Committee are under 30 years of age.

Less than 25% **25%** **More than 25%**
 1 2 3



Youth Participation

16. At least 30% of the Association's national-level staff are under 30 years of age.

Evaluation

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

17. At least 25% of the Association's international delegations to Regional and World Conferences are members aged under 30 years.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

18. The Association participates actively in the Interamerican Region's Youth Network and has appointed a correspondent to it.

<input type="checkbox"/>	<input type="checkbox"/>
1	2

Total Youth Participation

Actions for the short and medium terms

Human Resources

19. The Association participates actively in the Interamerican Region's Human Resources Network and has appointed a correspondent to it.

Evaluation

NO YES
 1 2

Actions for the short and medium terms

RECRUITMENT

20. 66% of the country's Scout Groups have a proportion of 1 leader to every 6 young people.

17% or less 18% to 33% 34% to 49% 50% to 65% 66% or more
 1 2 3 4 5

21. 90% of the country's Scout Groups follow a process of adult recruitment in line with the Regional Human Resources Policy.

21% or less 22% to 44% 45% to 66% 67% to 89% 90% or more
 1 2 3 4 5

Human Resources

Evaluation

Actions for the short and medium terms

22. 95% of the Association's institutional positions are filled using an adult recruitment process in line with the Regional Human Resources Policy.

24% or less	25% to 48%	49% to 71%	72% to 94%	95% or more
<input type="checkbox"/>				
1	2	3	4	5

23. The Association keeps adult recruitment material available for Scout Groups on a permanent basis.

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

24. The Association makes use of a description of positions, profiles and responsibilities at all levels of the structure.

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Human Resources

TRAINING

25. The Association has a stable training system that is applied nationally.

26. The training system applied in the Association is based on the model developed by the Interamerican Region.

27. 90% of the Association's leaders are active in the training system.

Evaluation

NO **Parcial** **YES**
 1 2 3

NO **YES**
 1 2

21% or less **22% to 44%** **45% to 66%** **67% to 89%** **90% or more**
 1 2 3 4 5

Actions for the short and medium terms

Human Resources

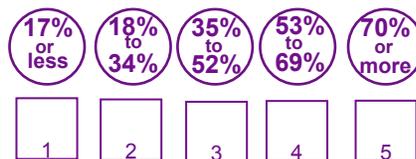
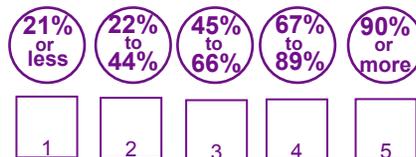
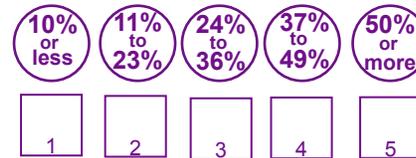
28. 50% of the Association's leaders have become formally qualified (Wood Badge).

29. 90% of the Association's leaders will be formally qualified in the training system within 18 months at most.

FOLLOW-UP

30. 70% of the adult leaders working in the Association undergo performance assessments at least once a year.

Evaluation



Actions for the short and medium terms

Human Resources

31. 90% of the adult leaders in training are supported by a Personal Training Adviser.

32. The Association maintains and applies a diversified programme of incentives for adult leaders.

33. The Association keeps follow-up and on-the-job-support instruments available and uses them at all levels.

Evaluation

21% or less	22% to 44%	45% to 66%	67% to 89%	90% or more
<input type="checkbox"/>				
1	2	3	4	5

NO	YES
<input type="checkbox"/>	<input type="checkbox"/>
1	2

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Total Human Resources area

Actions for the short and medium terms

Institutional Development

OPERATIONS

34. The Association participates actively in the Interamerican Region Institutional Development Network and has appointed a correspondent to it.

35. The Association's internal rules are based on the Interamerican Region's Institutional Development Policy.

36. The Association's internal rules are known and respected by everyone and updated as required.

Evaluation

NO **YES**

1 2

NO **YES**

1 2

NO **Partial** **YES**

1 2 3

Actions for the short and medium terms

Institutional Development

37. The Association keeps a member registration system that contributes to the institutional evaluation and planning system.

Evaluation

NO	Parcial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Actions for the short and medium terms

38. The Association's membership grows by at least 5% per year.

1% or less	2%	3%	4%	5% or more
<input type="checkbox"/>				
1	2	3	4	5

39. 90% of the Association's members are duly registered.

21% or less	22% to 44%	45% to 66%	67% to 89%	90% or more
<input type="checkbox"/>				
1	2	3	4	5



Institutional Development

40. Young people remain active in Scouting for at least 4 years.

41. 100% of events or activities organized by the Association's national or field levels are evaluated, with an effectiveness score of at least 80%.

42. The Association holds a National Assembly once a year, in which at least 80% of the field or local levels are represented.

Evaluation

1 year or less	2 years	3 years	4 years or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4

24% or less	25% to 49%	50% to 74%	75% to 99%	100%
<input type="checkbox"/>				
1	2	3	4	5

NO	26% or less	27% to 53%	54% to 79%	80% or more
<input type="checkbox"/>				
1	2	3	4	5

Actions for the short and medium terms

Institutional Development

43. 80% of the Association's Scout Groups prepare and apply an institutional evaluation and planning system.

Evaluation

19% or less	20% to 39%	40% to 59%	60% to 79%	80% or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5

Actions for the short and medium terms

44. The Association prepares and applies an institutional evaluation and planning system in which all structural levels participate.

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

45. At least 70% of girls, boys and young people registered with the Association are over 11 years of age.

17% or less	18% to 34%	35% to 52%	53% to 69%	70% or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5

Institutional Development

46. The Association participates in 100% of international events at the regional and world levels.

PARTNETSHIP

47. The Association has strategic ties with at least 3 likeminded non-Scout organizations, which contribute to the fulfillment of the mission.

48. The Association develops educational projects for non-Scout youngsters, catering to numbers representing over 10% of the Association's membership, and Scouts are involved in implementing them.

Evaluation

24% or less	25% to 49%	50% to 74%	75% to 99%	100%
<input type="checkbox"/>				
1	2	3	4	5

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Actions for the short and medium terms

Institutional Development

ADMINISTRATION AND FINANCE

49. At least 50% of the Association's budget is financed through its own efforts.

50. 80% of Scout Groups make use of a financial plan that includes budget preparation, execution and control.

51. The national level's financial and accounting information is made available to the corresponding oversight bodies within 15 days of the end of each month.

Evaluation

10% or less	11% to 23%	24% to 36%	37% to 49%	50% or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5

19% or less	20% to 39%	40% to 59%	60% to 79%	80% or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3	4	5

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Actions for the short and medium terms

Institutional Development

52. At least once a year, the Association presents financial statements audited by external agencies to its National Assembly.

Evaluation

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Actions for the short and medium terms

COMMUNICATIONS

53. The Association maintains up-to-date communication systems to ensure that information is delivered to all levels of its structure.

NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

54. At least 80% of Scout Groups receive information in a timely and efficient manner.

NO	YES
<input type="checkbox"/>	<input type="checkbox"/>
1	2

Institutional Development

55. The Association secures press coverage for all of its events and projects that have a social impact.

Evaluation

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NO	Partial	YES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Actions for the short and medium terms

56. At least 20% of the young people in the country see Scouting as a challenging organization and their parents see it as an educational organization.

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
NO Information	20% or less	21% or more
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1	2	3

Total Institutional Development area

RESULT OF THE EVALUATION

AREA	WEIGHTING
Youth Programme	
Youth Participation	
Human Resources	
Institutional Development	
TOTAL	



Level of
development

203 to 167 ⇒ A	Excellent level of institutional development. The Association would do well to share its experience with other National Scout Organizations, taking care to respect and understand the particular conditions of other associations and being modest enough to share experiences in a horizontal manner.
166 to 130 ⇒ B	Good level of institutional development. The work being done needs an extra effort to reach an excellent institutional level in the medium term.
129 to 93 ⇒ C	The Association's institutional development is at a standstill. It is necessary to seek help and take steps to move up to the next level of development as quickly as possible.
92 or less ⇒ D	The Association is in a very difficult situation, with a poor level of development. Help is urgently needed to form strategies to improve and plan short-term measures.



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World Scout Bureau
Interamerican Region
Institutional Development
February 2009

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