

Tools for Effective District Scout Leading

A. Cross Section Development

Module Overview

Scouts Australia prides itself on offering a program for young people from 6 to 26. For the ease of management and organisation, the age range is split into different Sections according to the age of the members. Acknowledging the importance of linking with other Sections is a big step towards building a strong and progressive movement.

Expected Outcomes

In this module, it is expected that you will:

- Identify opportunities to develop cross-sectional links
- Build a working relationship with District Leaders in other Sections
- Develop working practices within your District that encourage cross-section linking

Practical Outcomes

As part of this module, you will form strong working relationships with other members of your District team to encourage the linking process. Encouragement of the Sections in your Group to improve their cross-section links will build a stronger Group where the members find transferring Section to be a smooth process.

Amount of Work

It is anticipated that this module will take between 3 and 6 months to complete. Aside from the initial setup and final review meetings, you will be expected to work with other District Leaders in your District and with your District Training Meeting to design and support some trials and activities.

In This Pack

To support the implementation and running of the module, the following resources are provided:

- Regional Commissioner Youth Program's Briefing
- Participant Briefing
- Module Resources
- Module Completion and Feedback

Other Modules in the Scheme

Following this module, you might like to consider one of the other modules in the scheme:

- District Communications
- Recruitment, retention and supporting adults
- District Events and Activities
- Scout Leadership Courses
- Actively Supporting Troops
- Accessing the award scheme
- Training others

About the Tools for Effective District Scout Leading Scheme

This scheme was introduced in 2008 to support the work of new and existing District Scout Leaders. There are several modules in the scheme focusing on different areas of the role. District Leaders should negotiate with their Regional Commissioner (Scouts) to decide which modules are most relevant to your situation. The modules are designed to be practical in nature and completed in any order. For more information, visit www.nsw.scouts.com/scouts/districtleaders.htm.

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Cross Section Development

Region Commissioner Youth Program's Briefing

This module can be run with an individual or with a number of District Leaders. The outcomes for each participant are the same. Your set up and review of progress may be structured differently if working with a number of District Leaders.

Your Role in this Module

After the initial input and set-up of the module, your role in this module is to provide support, advice and example resources from your own operations or those you have seen in use. You may find it useful to collect these into a resource folder before starting the module and adding to the resource over time. At the end of the module, the Region Commissioner Youth Program must review the module's effectiveness and submit the review report to the State Commissioner Youth Program.

Setting Up the Module

The module should be set up during a single set-up session with the participant(s). This should preferably be done face-to-face where practical, but can be achieved over email or telephone. The session would cover:

- Understanding and acceptance of the module outcomes
- Review of current skills, knowledge and experience
- Review of the resources available in this pack and elsewhere, written and human
- Outline plan for development, including milestones and timescales
- Identification of support required and a plan to provide it
- Expectations of completion and review – how do we know we have finished?

This session may or may not form part of your regular Region Training Meetings.

Support to the Region Commissioner Youth Program

Support is available to you in facilitating this module from your State Commissioner's Team. This could include telephone support or further working examples of communication types. You should also look to the District Commissioner and other members of your Region Team for ideas and advice on this topic. Where a District is already running effective cross section links, you could use them as a model and encourage your District Leaders to visit.

Measuring Success

Scouting has always been based on doing your best. With this in mind, measuring success can be a very subjective task. Emphasising the positive achievements of the participant(s) will further build confidence. Remember the expected outcomes of the module and measure against those – Did the participant(s):

- Identify opportunities to develop cross-sectional links?
- Build a working relationship with District Leaders in other Sections?
- Develop working practices within your District that encourage cross-section linking?

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Cross Section Development

Participating District Leader's Briefing

Welcome to the Cross Section Development module of the Tools for Effective District Leading scheme. This is not a formal training scheme, but a practical, project driven support scheme designed specifically to support and develop you in your Scouting role.

Your Role in this Module

You will meet with your Regional Commissioner Youth Program (RCYP) to discuss the expected outcomes of this module and to set a plan. Part of that plan will involve you working alone and with others to improve cross-section links for your District. Although there is room to experiment and trial different approaches, ultimately, the module will lead you to a working model that will be practical working practices for the Sections in your District.

Setting Up the Module

The first step is to meet with your RCYP. There may be other participants completing the same module, so it would be helpful to meet together and share ideas. In your meeting, you should cover:

- Your understanding and acceptance of the module outcomes
- Review of current skills, knowledge and experience
- Review of the resources available in this pack and elsewhere, written and human
- Outline plan for development, including milestones and timescales
- Identification of support required and a plan to provide it
- Expectations of completion and review – how do we know we have finished?

This session may or may not form part of your regular Region Training Meetings.

Support Available

Your RCYP is probably the central support to you in this module, but you must also talk with your District Commissioner, other members of your District Team and the Section Leaders you are supporting to seek their views and strategies on linking as well.

Module Layout

There are five elements to this module:

- Identifying Opportunities for Cross Section Development
- District Cross-Section Event
- Cross Section Links in the District Team
- Encouraging Sections to Develop Cross Section Links

Module Review

You will find information on each over the next few pages.

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Tools for Effective District Scout Leading

Cross Section Development

Element A: Identifying Opportunities for Cross Section Development

In this element, you will gain a better understanding of how you can influence the development of cross-Section links.

The Task

List 10 examples of cross Section linking evident in your District. The list should include a brief description of the process or activity and a short review of its purpose and relative success. The list can include examples from any Group and any Section. Your list should include, if possible, some examples of activities supported or managed by your own District team. The finished list will be submitted as evidence at your final Module Review meeting.

What is Cross Section Development?

Cross Section Development is any activity, initiative or opportunity that encourages youth members and/or leaders from different Sections to interact. This could be sharing an activity, part of a Group function, a joint meeting, youth helpers in younger Sections or just any time when members of more than one Section are present. Although the most useful interactions are between Sections that are linked by age (i.e. Joeys and Cubs, Cubs and Scouts, etc.), there are advantages to other Sections interacting to strengthen the "Scouting family" ethic.

Why is it Important?

Research shows that moving from one Section to another accounts for the greatest losses of youth members in our association. Increased school/work pressures, fear of the unknown, change of time or venue are all contributing factors. Loosely formed linking processes make it easy for youth members to just end their involvement in the movement without even seeing what the next Section is like. By creating opportunities for youth members to see, meet and interact with other Sections, we build an understanding and anticipation in the member's mind and hopefully a desire to move on when the time comes.

But this is a Group issue – why is it here?

Yes, it is. However, the Group and the Sections look to their District to provide support in their efforts. Understanding the issue is an important part of the role of a District Leader. This will allow you to support your Sections in their efforts. To be even more effective, you, along with other members of your District team, can actually play a role in this process by organising District events and initiatives that support the aim. The way that Groups can be encouraged to improve their links should be a regular discussion topic at your District Team Meetings.

Resources to Support This Element

We have created some resources for you to support this Element:

Tools for Effective District Scout Leading

Cross Section Development

Element B: District Cross Section Event

Leading by example is a method we always encourage in our leadership skills. If the District Team lead the way in promoting cross Section development, a positive message is given to the Sections and Groups.

The Task

Work with one or more of the other District Leaders in your District Team (including the District Commissioner) to provide two District events or initiatives that encourage cross Section linking. The format of the event or initiative is for you to determine and implement in consultation with your District Team. The event may involve the entire District or individual Groups in the District. You will document your idea, planning and evaluation for presentation at your Module Review Meeting.

What on earth can we do?

Oh, come on – just about anything will count! Here are some suggestions:

- District Founders Day Promise Renewal
- District Joey Teddy Bear Picnic (supported by Venturers)
- District Swimming Carnival
- Link Badge launch day

How Do We Organise It?

Discuss the project and desired outcome at your District Team Meeting with your District Commissioner. Identify which Sections will be involved and which District Team Members will be running it. Next decide the format of your initiative and which Groups and Sections will be included. Meet with the Group Leader and Section Leaders to discuss the project and make plans for the initiative. Finally, implement your idea with the Sections. Don't forget to evaluate your event and provide feedback to the organisers to help planning next time.

Measuring Success

Ultimately, we hope to improve the success rate of transferring members between Sections. This could take some time to find the results and there are too many other possible impacts to see a pattern from a single event. Is it fun for the participants? Does it fit with the Aims of Scouting? Does it involve linking Sections? Then let's mark it as a success.

Resources to Support This Element

We have created some resources for you to support this Element:

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Element C: Cross Section Links in the District Team

What do you know about the Sections either side of yours? Here is a chance to support the work of your District Team and improve your understanding of the Scouting family.

The Task

Arrange with the District Leader of the Section above and below your own to attend one of their District Training Meetings. At each meeting, present a topic of interest about your Section for a few minutes at each meeting. Include the notes or presentation you used as part of your feedback to your Module Review Meeting.

Why?

There are three good reasons to undertake this task:

- You can inform other Sections about some of the great things going on in your Section;
- You can learn about some of the issues and topics being covered by other Sections;
- You can encourage the leaders to work more closely with their colleagues in your Section to develop cross Section links.

What Can I Talk About?

There are plenty of things that would be of interest to Sections above and below yours. For the Section below, what about some information on your award scheme, program, District events or Section organisation? Anything that would help them promote your Section to the future members. For the Section above, similar information is equally relevant to help the leaders understand where their future members have come from. For a very easy topic, quick to present, practical and highly relevant to this Module, why not talk about the Link Badge in and out of your Section?

Actually doing it

Time is precious, but it is inappropriate to just turn up to the meeting, do your presentation and then leave. If you are welcome to do so, you should arrive at the start of the meeting and stay until the end. This way, you can really get a feel for the work of the Section and its current issues. Again, if you are welcome, participate in the discussion and offer some opinion and advice if you can. Remember to support your colleague without judging or criticising. Keep your presentation short (around five minutes including time for questions). Have a reason for your presentation – it should lead to something useful for the other Section. Perhaps you will leave them with some information to take back to their Section?

Resources to Support This Element

We have created some resources for you to support this Element:

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Cross Section Development

Element D: Encouraging Sections to Develop Cross Section Links

Now you have a better understanding of the other Sections in the Scouting Family and you have done your bit towards promoting cross Section links, it is now time to support your Sections to follow your lead.

The Task

With your District Training Meeting, agree with each Section three events, activities or initiatives to link with other Sections over the next six months. Although the implementation of these initiatives may not occur for all Sections within the time period of this Module, you will report back on some of them at your Module Review Meeting.

What is My Part in the Plan?

You are the instigator, the ideas person and the drive to get it done. It is up to your Section Leaders and the Leaders of other Sections in their Group to actually plan and deliver the initiative. Using the information from Elements A and B of this module, you should be able to support your Sections in this important mission. You may need to enlist the help of other members of your District team to support their Sections in the Group to participate. For Sections that are meeting minimum standards of Scouting, this truly isn't a big ask – they should already be achieving this and probably more without your encouragement.

Which Initiatives Count?

Anything goes! This could be a joint meeting with another Section or simply a visit by a Patrol Leader and Leader to the Cub Pack. Going up ceremonies are very popular to celebrate the movement of members between Sections.

Measuring Success

Again, it is a bit difficult to measure the exact success of a single initiative. However, you should ensure your Section Leaders feed back to you on what they did and how they felt it went. With consistent encouragement to establish regular cross Section interactions, you will see an increase in the number of successful transfers in and out of your Section. These will lead to a stronger membership base – a good aim for all of us.

Resources to Support This Element

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Cross Section Development

Review and Feedback

Now you have completed this module, it is time to review your experiences. The review has three purposes:

To ensure you have developed in your role as a District Leader in this area

To ensure the contents of the module are relevant, appropriate and support the outcomes

To identify the next steps for your development

You will complete this review in consultation with your RCYP. The RCYP will submit a copy of the review to the State Commissioner within 4 weeks of your meeting. If you would like to attach examples of your work, the State Team would be grateful to receive them.

DL's Name: _____ Date of review: _____
District: _____ Region: _____
Reviewer: _____

About Your Experiences

Did the module lead you to:

Achieved	Close to	Started	Did not
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Notes:

About the Module and Resources provided

Please rate the resources in this module:

Excellent	Suitable	Weak	Poor
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Notes:

The Next Steps

There are more Modules available in the scheme. You should now discuss with your RCYP which would be the most appropriate for you.

I will be taking a break from Effective Tool Modules for a while

I would like to do another one, but I am still choosing which

I am going to try _____ next

Instructions to RCYP on completion of this form

The completed form should be forwarded to the State Commissioner for your Section within four weeks of the review meeting. You may wish to take a copy of the form for your own records and/or share the information with your Region Commissioner or the participants District Commissioner. The contents of the form will be used to monitor overall region progress on developing District Leaders and for ongoing review of the resources and support materials available.