

***BARRIERS TO ATTENDING CUB SCOUT LEADER POSITION-SPECIFIC
TRAINING IN THE OCONEE DISTRICT***

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To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Dr. James H. Blake, entitled “Barriers to Attending Cub Scout Leader Position-Specific Training in the Oconee District”. I have examined the final copy of this report for format and content and recommend that it be accepted in partial fulfillment of the requirements for the Degree of Doctor of Commissioner Science.

Michael Thompson

We have read this Dissertation
and recommend its acceptance:

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and Daniel Boone Council

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To my wife, Becky, I sincerely appreciate your understanding of my absence from home during the many nights and weekends of my Scouting career.

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ABSTRACT

Every Cub Scout deserves qualified, trained leaders who will provide the best program possible, the way it is intended. Trained leaders ensure that the goals of Cub Scouting are met. A survey of Cub Scout leaders in the Oconee District of the Blue Ridge Council was conducted to develop a list of barriers to attending training. The purpose of this study was to develop a list of issues that District and Council Training Committees could use in development and delivery of Cub Scout Leader Training sessions that would lead to more leaders being fully trained. Of the 16 Packs available to be surveyed, personal visits were made to eight in order to increase the rate of survey return. Of the 49 survey respondents, 32.7% were female and 67.3% were male. Nearly 47% (46.9%) of the respondents had served as a Cub Scout leader for 1 year or less, 32.7% for 1½ to 3½ years, and 20.4% for 4 to 9 years. Almost 75% (73.5%) percent of the respondents indicated they had completed Cub Scout leader training while 26.5% were not trained. The data collected in the second portion of the survey on reasons for not attending or for postponement of attending Cub Scout Leader Position-Specific Training was reviewed and readily grouped into eight categories. Of the eight categories, the top issue that could be affected by training teams was to communicate more often and more clearly the requirements to be fully trained. The second highest response was a surprise in that 11 leaders indicated that they attended the first available training session. The other major barriers to leaders attending training were leaders were too busy with things other than Scouting or they had to work when training was offered.

CHAPTER I

INTRODUCTION

Every Cub Scout deserves qualified, trained leaders who will provide the best program possible, the way it is intended. Trained leaders ensure that the goals of Cub Scouting are met. Cub Scout leaders need training to: help them understand the aims and purposes of Cub Scouting, improve their ability to work with boys and other leaders, learn Cub Scouting skills, and learn how to plan an effective Cub Scouting program.

In Packs with trained leaders, the following results are evident:

- A quality den and pack program is provided, and the boys and families are enthusiastic and interested.
- Boys stay in the program longer.
- Trained leaders stay in the program longer.
- Relationships between the pack and chartered organization are stronger when pack leaders fully understand their jobs.
- There is a better chance that the purposes of Cub Scouting will be met (BSA, 1).

Unit Commissioners help units succeed with a good program that attracts and retains youth members. One job of a Unit Commissioner is to see that unit leadership gets adequate training (BSA, 2).

Cub Scout Leader Position-Specific Training is mainly offered during the fall months in the Blue Ridge Council with approximately three sessions offered per district. This follows the beginning of a new Scouting year when school nights (roundups) are held and where many new

leaders are recruited. Training sessions in the Oconee District are always held on Saturdays from 8:00 am to 1:00 pm or 8:00 am to 3:00 pm depending on sessions offered after Position-Specific training such as This Is Scouting and/or Youth Protection Training. Attendance at training sessions in the Oconee District has ranged from 1 to 20 leaders being trained per session. In 16 training sessions held in the Oconee District from September 2006 through February 2010, 158 leaders were trained. There are other leaders that never become trained leaders. The purpose of this study was to survey Cub Scout leaders in the Oconee District to determine reasons they may never have attended training or reasons they may have postponed attending training. Results from this study may be used by any District Training Committee to determine how to best offer Cub Scout Leader Position-Specific Training for maximum attendance.

CHAPTER II

REVIEW OF LITERATURE

Every Scout deserves a trained leader, and every leader deserves the opportunity to learn to be successful in delivering the best Scouting program possible. The ultimate goal is that every leader completes basic training for his or her position. The national office of the BSA has determined that training is so important that they will be mandating training for all top unit leaders in 2011 and all direct contact leaders in 2012 (BSA, 3). Below is a list of frequently asked questions about the mandated training prepared by BSA which will assist District Training Committees in developing a plan to train all of their direct contact leaders. (BSA, 4)

Q. How do we update our training records? A. We are working with Information Delivery Group to make our system more user-friendly. In the meantime, you should be working with the Training chairs in each district and have them make contact with their top leaders to verify and update their training records. Unit commissioners can be helpful to units with this task.

Q. Define top leaders. A. The top leaders are Scoutmasters, Varsity Scout Coaches, Cubmasters, Venturing crew Advisors, and Sea Scout Skippers.

Q. The pilot year begins January 1, 2010. Do untrained leaders have all year to complete training? A. Yes.

Q. What is the next phase of the pilot program? A. Beginning January 1, 2011, all direct-contact leaders will be required to complete training. Direct-contact leaders are anyone who comes into direct contact with youth members, and includes assistants to the top leaders and

all den leaders. [Author's note: The November 2009 issue of Training Updates indicates that top unit leaders are to be trained in 2011 with all other direct contact leaders being trained in 2012 (BSA, 5).]

Q. Should we schedule more training courses than usual? A. Yes. Consider scheduling leader position-specific training and outdoor skills courses every quarter. Summer camp is a great place to offer training to Boy Scout leaders.

Q. Should we expand our training teams? A. Yes. With more courses being offered, you will need additional trainers. Look for teachers and people with classroom experience (those comfortable with following a syllabus and speaking to a group), as well as NYLT staff and Order of the Arrow trainers. They know how to read a syllabus.

Q. What about the tenured leader who has never completed training? A. They have probably been trained while performing their roles. Designate a mentor or coach to work with the tenured leader in a one-on-one session. The Scout Executive or his designee should be the person to determine if the person is trained.

Q. Would you recommend there be competition between districts? A. A little friendly competition never hurts. Districts could challenge each other to see which district can achieve the highest percentage of trained leaders.

Q. How can we promote a team concept within our training team? A. Some training teams are forming SWAT teams. SWAT stands for Scouts Want Adults Trained.

Q. What about training Scouters who are in remote areas? A. Some districts have a portable/mobile training squad who will go to the remote areas to train. Consider using pack trainers as a resource for training all Cub Scout pack leaders.

Q. What about the person who refuses to take training? A. The unit belongs to a chartered organization. Ask the chartered organization to appoint someone who is trained or is willing to take training in the top leader position.

Q. What about teaching Introduction to Outdoor Leader Skills? A. All Scoutmasters and Varsity Scout Coaches must complete Introduction to Outdoor Leader Skills to be considered trained. Also, all Advisors of Venturing crews that have an outdoor program must complete Introduction to Outdoor Leader Skills. If one of these leaders can demonstrate the outdoor skills to a member of the training team, it is not necessary they attend a formal training course.

Q. Scouters often say they cannot afford the expense of taking training. How do we handle this? A. Training should be bare bones. Eliminate the bells and whistles

Q. Most of the training courses are online, but everyone does not have access to a computer. How do we handle this? A. All of the online courses are also available as a DVD to allow for group training. In a worst-case scenario, volunteers can go to the council office or their local library to complete online training. Consider setting up a “training blitz” at a community college or a business with a bank of computers.

Q. How will we know that required training will make a difference? A. A process to measure success is being developed. History has shown that councils that have required training

have shown improved retention, improved advancement and camp attendance, and even improved participation in product sales/popcorn sales and other council fundraising efforts (BSA, 4)!

Research has shown that Cub Scouts, Boy Scouts and Venturers with trained leaders have more fun and stay in Scouting longer. A trained leader understands the aims of the program and knows how to deliver it with enthusiasm. The new Cub Scout Leader Position-Specific Training was developed to give new leaders the knowledge and skills to be successful. The first part of the training is a 45-minute introduction to Scouting and the Cub Scout pack. Leaders learn about the Cub Scouting organization and the essential elements of the program. The second part is a 45-minute session on how Cub Scouts have fun in the pack and den. The third part is specific training for the six major Cub Scout leader positions in the pack. Each position-specific module lasts no longer than an hour and a half (BSA, 6).

What Makes a Trained Leader?

Proper training lays the groundwork for success in leadership roles. A Cub Scout leader is considered fully trained and entitled to wear the Trained leader emblem when he or she has completed Fast Start Training, This Is Scouting, Youth Protection Training, and the leader position-specific training for their current position (BSA, 7).

Fast Start Training - It is essential that new leaders in Cub Scouting receive immediate information that will help them get started. Fast Start Training will help new leaders understand what is expected and establish effective meeting patterns so that the boys and their families can

enjoy a quality program from the start. All Fast Start courses are available on DVD, or they can be completed through the Online Learning Center. Self-study, rather than group training, is the preferred method for Fast Start Training. This gives the new leader the opportunity to learn at his or her own pace.

Fast Start is a short, video-based training program designed to provide specific meeting planning information related to the leader's volunteer position. The video demonstrates actual meetings that new leaders may use as models for conducting their own first meetings. The *Cub Scout Leader Fast Start Viewer Guide* (BSA, 8) is used with the video to enhance learning and provide an additional resource that stays with the leader. The viewer guide includes this same information in written form, providing a "road map" for planning the first meeting.

The internet version of Fast Start Training uses a different format than the videos, but it delivers the same information. It is an additional resource that packs can use to ensure that all leaders have an opportunity to complete Fast Start Training as soon as possible, and it will always be available to leaders who would like to retake the course to refresh their knowledge and keep up-to-date (BSA, 7).

This is Scouting - This Is Scouting is a new training session that replaces New Leader Essentials. It picks up where Fast Start leaves off with six modules of training: The Mission of Scouting, Programs for All ages, Scouting Is Fun, Scouting in the Community, Keeping Our Youth Safe, and Scouting's Legacy. The training takes about an hour to complete and can be found on the Online Learning Center, or it may be taken as part of a district or council training course (BSA, 7).

Youth Protection Training - Youth Protection training is required for all leaders who have direct contact with youth. At all times, youth safety is the number one priority. At the same time, adults need to know the rules for keeping themselves safe, too. Comprehensive Youth Protection training teaches all the do's and don'ts of working with youth. The training is offered through the Online Learning Center and in the Oconee District with leader position specific training four to five times in the fall.

Child abuse is an increasingly serious, widespread problem in society, affecting every ethnic group, socioeconomic level, and geographic area. The significance of this problem is revealed by the nearly 3 million cases of child abuse reported each year in the United States. The Boy Scouts of America has developed Youth Protection training to prepare its leaders to help children who have been, or are being, abused.

The BSA has adopted a comprehensive set of policies and procedures to help ensure that Scouting continues to be safe for all participants. Background checks are required for all new leaders as of April 2003, and the Boy Scouts of America will not tolerate any form of child abuse in its program and will take all necessary steps to remove any offenders from membership in the BSA (BSA, 7).

Position Specific Training - Leader position-specific training is based on the leader's position. These courses are taught by informed trainers who know how to engage groups and make learning fun. These courses are offered by the district or council as group training or may be done as small groups or by personal coaching. Cub Scout Leader Specific training has been developed for the positions of Cubmasters and assistants, Tiger Cub den leaders and assistants,

Wolf and Bear Den leaders and assistants, Webelos den leaders and assistants, Pack trainers, and the Pack Committee (BSA, 7). The Oconee District offers four to five sessions of position specific training in the fall.

Additional Training Opportunities

Basic Adult Leader Outdoor Orientation - Basic Adult Leader Outdoor Orientation (BALOO) is a one-day training event that introduces leaders and parents to the skills needed to plan and conduct pack outdoor activities, particularly pack camping. Participants who complete this training course will understand the focus of the Cub Scout level of the BSA outdoor program, gain the skills needed to plan and carry out a successful Cub Scout-level overnight activity, and learn more about the resources available from the BSA for carrying out this activity. This training is required for any adult who is in charge of planning a pack campout. A BALOO trained adult must be listed on the tour permit and attend the campout (BSA, 7). The Blue Ridge Council offers BALOO training two times a year, in the spring and fall, at Camp Old Indian.

Outdoor Leader Skills for Webelos Leaders - Designed specifically for Webelos den leaders and their assistants, the Outdoor Leader Skills for Webelos Leaders course teaches outdoor-related skills through demonstration and hands-on practice. Webelos den leaders should attend this training before conducting Webelos overnight camping with the boys and parents of the den. In addition to covering basic camping skills, this training features planning campouts and finding resources (BSA, 7). The Blue Ridge Council offers Outdoor Leader Skills for Webelos Leaders two times a year, in the spring and fall, at Camp Old Indian.

Unit Leadership Enhancements - Unit Leadership Enhancements are short training discussions intended to better equip pack leaders to conduct a quality Cub Scout program. These do not replace, but complement, the more formal Basic Leader Training, Cub Scout leader roundtable, and Cub Scout leader pow wow offered in the district or council.

During a pack leaders' meeting, a designated leader (such as the pack trainer) conducts a short discussion and exercise using a Unit Leadership Enhancement outline from the Cub Scout Leader Book. Pack leaders can choose from 15 topics: Advancement, Annual Program Planning, Character Development, Cub Scout Camping, Family Involvement, Leadership Training, Membership, National Awards, Pack Budget Plan, Pack Committee, Pack Meetings, Planning Special Events, Policies of the BSA, Program Evaluation, and Youth Protection.

Using these leadership enhancements regularly, pack leaders should see immediate improvements in their pack's program. With a better program, Cub Scouts and their families will become more involved and supportive (BSA, 7).

Pow Wow - The pow wow is an annual get-together of Cub Scout leaders from an entire council or district. A pow wow is a training conference that takes place in a festive atmosphere. Most pow wows include sessions such as Boy Behavior, Ceremonies, Cheapies (low-cost crafts), Crafts, Cub Scout Academics and Sports, Cub Scout Grub, Cub Scout Magic, Den Ceremonies and Gatherings, Duty to God, Family Enrichment, Fun Recruiting Ideas, Fun With Rockets, Fund-raisers and Finance, Games, Leathercraft, Music and Songs, Nature for Webelos Scouts, Nature for Wolf and Bear Cub Scouts, Neckerchief Slides, Our Flag, Pack Administration, Pack Ceremonies, Pack Program Planning, Puppets, Science, Selecting Quality Leaders, Skits and

Puppets, Utilizing Den Chiefs, Webelos Den Activities, Webelos Showman, Working With Wood, and World of Webelos Scouting (BSA, 7). The Blue Ridge Council offers a Cub Scout Pow Wow every January.

Roundtables - Cub Scout leader roundtables are held monthly on a district basis. Den and pack leaders join for fun and fellowship while learning new tricks, stunts, games, crafts, ceremonies, songs, and skits. Cub Scouting roundtables are a form of supplemental training for volunteers at the pack level. The objective of roundtables is to give pack leaders program ideas; information on policy, events, and training opportunities; and an opportunity to share experiences and enjoy fun and fellowship with other Cub Scouting leaders. As a result of the roundtable experience, unit leaders will be inspired, motivated, and able to provide a stronger program for their Tiger Cubs, Cub Scouts, and Webelos Scouts (BSA, 7). The Oconee District holds Roundtables on the second Thursday of the month from August through May at 7:00 pm.

Wood Badge - Wood Badge is advanced training in leadership skills for all adults in BSA programs. This advanced training is presented in two parts: (1) An advanced learning experience presented over two long (three-day) weekends or as a weeklong course. (2) An application phase of several months during which the leaders apply the specific skills they have learned at Wood Badge to their Scouting responsibilities.

Leaders who successfully complete both parts of the training are recognized with the Wood Badge beads, woggle slide, and neckerchief. To be eligible for an invitation to participate in Wood Badge training, Cub Scout leaders must first complete Basic Leader Training (BSA, 7).

National Cub Scouting Conferences - Cub Scout leader training conferences are held at the Philmont Training Center near Cimarron, NM, and at the Florida Sea Base in the Florida Keys. Councils recommend individuals, who receive invitations to attend these conferences.

At Philmont, the leader takes part in training sessions while family members may enjoy a special program of activities. The weeklong conferences combine a family vacation with the opportunity to participate in a quality training experience and association with Scouters from across the country (BSA, 7).

e-Learning Course Management System

The Boy Scouts of America has developed numerous training courses for delivery on their Online Learning Center. The E-Learning Course Management System contains courses for adult volunteers that can be taken for credit. The E-Learning system is integrated into each member's BSA identification number and is accessed through the MyScouting portal (BSA, 9).

The courses available include:

General:

Orientation Training:

ScoutParents Unit Coordinator Fast Start

Unit Commissioner Fast Start

Basic Training:

This Is Scouting

Youth Protection Training

Supplemental Training:

Climb On Safely

Safe Swim Defense

Safety Afloat

Staffing the District Committee

Trek Safely

Weather Hazards

Cub Scout:

Orientation Training:

Fast Start: Cubmaster

Fast Start: Tiger Cub Den Leaders

Fast Start: Webelos Den Leaders

Fast Start: Wolf/Bear Den Leaders

Pack Committee Fast Start

Boy Scout:

Orientation Training:

Fast Start: Boy Scouting

Supplemental Training:

Troop Committee Challenge

Venturing:

Orientation Training:

Fast Start: Venturing

Basic Training:

Youth Protection Training – Venturing Version

CHAPTER III

METHODS

In order to obtain a significant return of completed surveys, it was decided that a face-to-face visit to a Pack leader's meeting would yield the best results. At the September, 2009 Oconee District Roundtable, the project was presented to the Cub Scout leaders present. An email was then sent to the 16 Oconee District Cubmasters once again presenting the project and how the results would be used. The survey was administered at either a Pack leader's meeting or at a Pack meeting. Respondents completed the survey in less than five minutes.

General demographic information was collected on respondents that included gender, leadership position, years of leader service, and whether or not they were trained and entitled to wear the trained emblem. The second section of the survey was for listing any reasons for not attending or for postponement of attending Cub Scout Leader Position-Specific Training. The purpose of gathering this information will be to develop a list of issues that District and Council Training Committees could use in developing and delivering Cub Scout Leader training sessions that will lead to more leaders being trained.

CHAPTER IV

RESULTS AND DISCUSSION

Of the 16 Packs available in the Oconee District for this survey, visits to eight were arranged yielding 49 completed surveys. Raw data from the surveys is presented in Table 1.

Of the 49 survey respondents, 32.7% were female and 67.3% were male. Nearly 47% (46.9%) of the respondents had served as a Cub Scout leader for 1 year or less, 32.7% for 1½ to 3½ years, and 20.4% for 4 to 9 years. Almost 75% (73.5%) percent of the leaders indicated they had completed Cub Scout leader training while 26.5% were not trained. A breakdown of leadership positions of respondents is presented in Table 2.

The data collected in the second portion of the survey on reasons for not attending or for postponement of attendance at Cub Scout Leader Position-Specific Training was reviewed and readily grouped into eight categories. Table 3 lists the categories and number of responses for each category. The number one reason for not attending training was “too busy with things other than Scouting”. This is not surprising in today’s society where everyone seems to be extremely busy. Another top reason for not attending training is “having to work on Saturdays when Cub Scout leader training is offered” in the Oconee District. The fourth highest response was “lack of communication/clarity of requirements”. In today’s society with the technology available to us for communications it is very surprising that we still don’t communicate clearly and enough. Each of the three responses above that were listed as reasons why leaders didn’t attend training or postponed attending training were written 10 or more times by the respondents.

The second highest response was somewhat surprising in that 11 respondents indicated that they “went to the very first training offered” after they signed up as a Cub Scout leader. The number of respondents indicating they were trained as soon as possible was somewhat of an unexpected surprise. Although with 16 training sessions offered in a little over 3 years and a total of 158 leaders being trained during that time, this would tend to indicate that our training sessions in the Oconee District are reaching many of our leaders.

The final four categories of reasons why leaders didn’t attend training or postponed attending training were written by the respondents 5 or fewer times. The responses included “would need babysitter for children”, “time offered/too early”, “not offered enough times in the fall” and “no responses provided”.

The difference in numbers of responses between the first three categories (≥ 10 responses) and the final four categories (≤ 5 responses) would tend to indicate that the first three categories are the most important and therefore the ones that district and council training teams should target to improve attendance at training sessions.

Table 1. Barriers to Attending Cub Scout Leader Position-Specific Training in the Oconee District: Raw Survey Data (typed as written)

#	Gender	Leadership Position	Years Service	Trained	Reasons for not attending/postponing training
1	Male	Den Leader	0	Yes	came to very 1st training
2	Male	Webelos Den Leader	2	Yes	had to work on weekends
3	Female	Tiger Cub Den Leader	0	Yes	we came to the very first training that was available
4	Female	Cubmaster	3	Yes	to early in the morning; have to work on weekends
5	Male	Assistant Tiger Cub Den Leader	0	Yes	came to 1st training available
6	Female	Den Leader	1.5	Yes	I went to training last year but have not been able to make this year yet because of things planned this year.
7	Female	Cubmaster	5	Yes	Children issues. We are in Scouts because of children; it's hard not to bring kids to training.
8	Male	Webelos Den Leader	4	No	I-85 two car accident w/ entrapment.
9	Female	Tiger Cub Den Leader	0	No	To busy till November - soccer/volunteer cotownville, sc Ele. ASPCA, Pearl
10	Female	Assistant Webelos Den Leader	1	No	no sitter
11	Male	Cubmaster	4	Yes	schedule conflicts, baby sitter not available, work, not communicating dates from pack leaders
12	Male	Den Leader	2.5	Yes	lack of understanding about requirements. lack of understanding of process. who records/keeps track? what is feedback process, other than badge.
13	Male	Assistant Cubmaster	4	No	outage at Duke Energy same time training was
14	Male	Assistant Tiger Cub Den Leader	0	No	dates have fell on working days, have been trying to get a date set for an off day
15	Male	Webelos Den Leader	7	Yes	I was able to get everything when I joined
16	Male	Webelos Den Leader	3	No	Did not have all the info on the online courses, then there's always the time issue.

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17	Female	Den Leader	0	No	Am attending training 11-21-09. Haven't been able to attend before due to work.
18	Female	Committee Chair	9	Yes	{no answers provided}
19	Male	Popcorn Chair	7	Yes	{no answers provided}
20	Female	Assistant Cubmaster	1	Yes	Wouldn't think of not attending.
21	Male	Cubmaster	4	Yes	I did not attend leader-specific training until I heard that there was training to attend.
22	Male	Committee Member	1	No	My primary job requires me to work a call shift on weekends at times. So far the training has fallen on the days I've had to work.
23	Female	Committee Member	0.5	No	{no answers provided}
24	Male	Assistant Cubmaster	2.5	Yes	Can't find the time. Importance of the training hasn't necessarily been stressed as a priority within our pack. Conflict with other items. Would like to see more time offered (online items are great and understand everything can't be online - need some face-to-face)
25	Male	Cubmaster	3	Yes	Schedule. Time requirement due to other commitments - sports schedules - kids as well as college sports
26	Male	Assistant Den Leader	1	No	Schedule. Time. Saturday afternoon would be better.
27	Male	Committee Chair	3	Yes	Clemson football schedule. Reluctance to give up a Saturday. Failure to appreciate the importance of training. Lack of Training Chair in the unit.
28	Male	Cubmaster	3	Yes	Got trained immediately. It was necessary to drop other plans in order to do so. As a Cubmaster, have to plan around training to keep from causing conflict of interest.
29	Female	Den Leader	3	Yes	Family obligations, day care, didn't know
30	Male	Den Leader	2	Yes	Lack of clarity in expectations for training. Scheduling/time availability.
31	Female	Assistant Den Leader	1	Yes	This is my first Scout leader training position meeting.
32	Male	Assistant Den Leader	2	Yes	I had been trained many years ago and didn't realize that this needed to be done again. I understand the need for BSA to protect itself;

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					with the number of nuts out there. I guess I was slow to go thru this again is because to me its basic knowledge.
33	Male	Den Leader	4	Yes	busy schedule; first training offered that I didn't have something else planned.
34	Male	Assistant Den Leader	0	Yes	{no answers provided}
35	Female	Assistant Den Leader	0	Yes	Just started - waited till Nov simply due to scheduling and babysitting issues.
36	Male	Assistant Cubmaster	1	Yes	Training had to be worked around work schedule. Didn't go on the first two session but went on the third date.
37	Male	Den Leader	0	Yes	I went to the first available training session.
38	Male	Cubmaster	1	Yes	Went to training on the first available date.
39	Male	Assistant Den Leader	0	Yes	Work interfears w/ timing. Only 2 training sessions offered.
40	Male	Assistant Den Leader	0	Yes	Went to training on first available date.
41	Female	Den Leader	1	Yes	Went to first available training.
42	Male	Webelos Den Leader	1	No	work schedule
43	Female	Den Leader	2	Yes	went to 1st available training session
44	Male	Tiger Cub Den Leader	3	Yes	Taken all online available - job duties/assignments prevented attendance at available dates. Will take all I can when dates available.
45	Male	Den Leader	1	No	Time offered. Not offered enough times in the fall.
46	Male	Webelos Den Leader	3	Yes	Other commitments. Lack of awareness. Don't know it's necessary.
47	Male	Den Leader	1	No	{no answers provided}
48	Male	Assistant Webelos Den Leader	4	Yes	Leader trained - as soon as I could fit it into my schedule. Baloo trained -waited until someone else went too in order to carpool up to COI
49	Male	Webelos Den Leader	3	Yes	training session too long; scheduling

Table 2. Leadership positions of survey respondents

Leadership Positions	Number of Respondents
Cubmaster	7
Assistant Cubmaster	4
Committee Chair	2
Committee Member	2
Tiger Cub Den Leader	3
Assistant Tiger Cub Den Leader	2
Den Leader	12
Assistant Den Leader	7
Webelos Den Leader	7
Assistant Webelos Den Leader	2
Popcorn Chair	1

Table 3. Categories of reasons for not attending or for postponement of attending training

Category	Number of Responses
too busy with things other than Scouting	15
went to first training offered	11
work on Saturdays when training is offered	10
lack of communication/clarity of requirements	10
would need babysitter for children	5
no responses provided	5
time offered/too early	2
not offered enough times in the fall	1

CHAPTER V

SUMMARY

The survey responses presented here, while limited in scope to the Oconee District Cub Scout Leaders that agreed to assist me with this project, would likely be similar to those found in other Districts.

While many leaders will have had training, the top two reasons for not attending training of being too busy with other things in life besides Scouting and also working weekends are responses that would probably be found in other Districts.

A lack of communication and clarity of training requirements, the fourth highest reason provided, should not be a significant issue assuming Districts maintain close contact with unit leaders. The breakdown in communication falls somewhat on the Cubmaster as the top unit leader, on Unit Commissioners, the District Training Committee and the District Committee. While the Oconee District maintains a large email distribution list of Scout leaders, there are others for which contact information is lacking.

The results of this survey indicate that Districts should consider offering training on days other than Saturday to meet the needs of the individuals that have to work and to communicate more and do so more clearly when it comes to the necessity of leaders being trained so they can provide a quality program for the Scouts.

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APPENDIX A
SURVEY INSTRUMENT

***BARRIERS TO ATTENDING CUB SCOUT LEADER
POSITION-SPECIFIC TRAINING IN THE
OCONEE DISTRICT***



**A Survey in Partial Fulfillment of the Requirements
for the Degree of Doctor of Commissioner Science
from the Piedmont-Appalachian College
of Commissioner Science**

by

James H. Blake, Ed.D.

2009

***BARRIERS TO ATTENDING CUB SCOUT LEADER POSITION-SPECIFIC
TRAINING IN THE OCONEE DISTRICT***

PART I: Demographic Information


Directions: The following are general demographic items regarding Cub Scout leaders in the Oconee District. Please FILL IN the information in the blank provided or place an **X** in the blank provided to indicate your selection. The information provided here will be used in statistical comparisons related to the answers provided in the survey below. All information will be held in the strictest of confidence. This survey is not marked in any way that would allow it to be traced back to an individual.

1. What is your gender?
 Female Male

2. Please indicate your current, primary position (mark only one):

<input type="checkbox"/> Committee Chair	<input type="checkbox"/> Committee Member
<input type="checkbox"/> Cubmaster	<input type="checkbox"/> Assistant Cubmaster
<input type="checkbox"/> Den Leader	<input type="checkbox"/> Assistant Den Leader
<input type="checkbox"/> Webelos Den Leader	<input type="checkbox"/> Assistant Webelos Den Leader
<input type="checkbox"/> Tiger Cub Den Leader	<input type="checkbox"/> Assistant Tiger Cub Den Leader
<input type="checkbox"/> other (please list) _____	

3. Years of Service as a Cub Scout Leader (as of November 30, 2009).
 Years

4. Have you completed all Cub Scout Leader training and been awarded the trained emblem?
 Yes No 

APPENDIX B

EMAIL TO OCONEE DISTRICT CUBMASTERS

From: "James H. Blake" <jblake@clemson.edu>
Date: Tue, 29 Sep 2009 22:12:47 -0400
Subject: My research project for the Ph.D. degree in Commissioner Science

Cubmasters,

Commissioners have the opportunity to go through four years of training through the Piedmont-Appalachian College of Commissioner Science. I have completed three years of training and now in my fourth year I must complete a research project, write a dissertation, and defend my dissertation in June 2010. The title of my research proposal is "Barriers to Attending Cub Scout Leader Position-Specific Training in the Oconee District". The project is a simple survey of Cub Scout leaders to develop a list of reasons why they have not attended training or if trained, any reasons they may have postponed coming to training.

In order to increase the number of responses to my survey, I would like to visit a leader's meeting of your Pack and administer the survey in person. It is a simple survey with some demographic data on the first page with the second page consisting of blank lines for leaders to write out any reasons they haven't attended training. There will be no marks on the surveys that will indicate individuals or the Pack to which individuals belong. The survey should take no more than 10 minutes to complete.

I would appreciate receiving a list of dates on which you have leader meetings scheduled for October and November. I can come to a Pack meeting if that would work better for your unit.

Thanks in advance for your consideration in assisting me with this survey and the completion of my Ph.D. in Commissioner Science.

YiS,
James

James H. Blake

Boy Scouts of America
Blue Ridge Council
Oconee District

District Commissioner
100th Anniversary National Leadership Team
OA Atta Kulla Kulla Lodge 185, Membership Advisor

District Training Chair
District Webmaster
<http://www.oconeescouting.org/>

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