

First Class in the First Year: The Webelos Connection

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Ridgecrest, North Carolina

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To the Doctoral Candidate Review Board:

I am submitting herewith a Dissertation written by Robert Ormseth, entitled "First Class in the First Year: The Webelos Connection." 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.

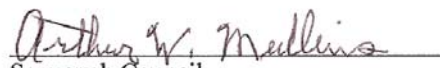

Hulic Ratterree, Advisor

We have read this Dissertation
and recommend its acceptance:



Blue Ridge Council


Great Smoky Mountain Council


Palmetto Council


Sequoyah Council

Accepted for the Piedmont-Appalachian
College of Commissioner Science


Chairman,
Doctoral Candidate Review Board
and Daniel Boone Council

ACKNOWLEDGEMENTS

I first wish to thank Hulic Ratterree, who has served as my advisor during repeated efforts to successfully complete this project. He has provided me with guidance and encouragement and the desire to put my thoughts into action. For that, I am deeply grateful.

To the members of the Review Board: please know that I appreciate the time and expertise you bring to the college each year. I have learned a great deal and believe I am a much better Scouter as a result.

I also want to offer my thanks to dozens of adult volunteers in York District who have attended my roundtable and cub leader training sessions. Their questions led me to this exploration.

I can truly say this work would not have been completed without the help and support of my family. My wife Cindy willingly sacrificed her time so I could volunteer more of my time. My son Alex accepted my suggestions as I tested this project's theory. He achieved First Class in nine months, proving to me it can work. I also wish to thank my daughter Danielle, whose support of scouting now begins in earnest as a member of Venturing Crew 250.

Finally, it should be said that without God, none of this would have been possible.

ABSTRACT

I chose this project in an effort to provide support for Webelos Den Leaders and future Assistant Scoutmasters who wish to better prepare their boys for the transition from a Cub Scout to a First Class Scout. As a trainer, I often found new Webelos Den Leaders were confused about their role in preparing Cub Scouts for the Boy Scout program. Most had limited experience in the outdoors and lacked the program knowledge that is required in order to successfully model Boy Scout skills. While comparing the two programs, it became clear that many Webelos requirements were identical to requirements for a First Class Scout. As Council Training Chair, I worked with district trainers to introduce the Webelos Outdoor Leader training program into the Palmetto Council training regiment in 2008. The training program mirrors “Introduction to Outdoors”, which provides Scoutmasters and Assistant Scoutmasters with the skills required to become a First Class scout. This paper outlines the research and preparation involved in the process and the response from participants.

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INTRODUCTION

I have often heard the saying that a scout should advance to First Class by the end of his first year in a troop. Common wisdom suggests this will energize the scout and insure better retention. Where is that written? Is this realistic? Is there training for leaders to ensure that this goal can be reached?

As a former Webelos Den Leader and a current Assistant Scoutmaster (multiple registrations), I believe it would be most helpful if the fundamental skills are taught and reinforced before the boy “bridges over”. The Webelos Den Leader Guide focuses on completing activity badges, but contains little information about the direct connection between skills required of a Webelos Scout and the skills required of a First Class Scout. This is not generally covered in Webelos Den Leader Specific training which mentions that the transition to Boy Scouts includes the introduction of some basic skills.

This paper will explore the common threads between Webelos Leader Outdoor Training and the Introduction to Outdoor Skills for Scoutmasters and Assistant Scoutmasters and how this training can better insure that cub scouts successfully make that transition to First Class.

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CHAPTER 1

RESEARCH

During my years as a Cub Scout Roundtable Commissioner and Webelos Den Leader trainer, I often encountered new leaders who didn't understand the concept of Webelos to Boy Scout transition. I would try to use my knowledge of the Boy Scout program and my outdoor training to explain how the preparation of a Webelos Scout can have a direct impact on his success in a troop, but the information was not backed up in the training syllabus or the leader's handbook.

I knew that many questions could be answered through the Outdoor Webelos Leader Training program (OWL), which I took along with Introduction to Outdoors in a neighboring council. At the time, the Palmetto Council did not offer OWL and I was looking for ways to convince leaders that the training had value.

In late 2007, I decided to survey the experienced leaders who routinely attended my roundtable sessions to find out what they knew, or needed to learn. On the evening of January 10, 2008, I presented the leaders with seven questions. They included:

1. True or False – a Webelos Scout is a Boy Scout in training?
2. If you answered true to question 1, please offer examples.
3. Do you understand the Boy Scout patrol method?

4. If you answered yes to question 3, did you receive any training about the Boy Scout program as a Cub Scout Leader?

5. If so, how and when?

6. True or False – a Webelos Scout can learn ALL the skills necessary to earn Tenderfoot Scout before crossing over to a troop?

7. In you answered true to question 6, explain how this is possible.

I received more than 30 responses. Everyone believed the statement in question 1 was true, but examples were limited to the knowledge and skills that are required of a Webelos Scout who earns the Scout rank. The vast majority of leaders did not understand the Patrol Method while only a handful had received any training that provided them with knowledge of the Boy Scout program. Instinctively, most leaders believed it was possible for a Webelos Scout to learn all the skills required of a Tenderfoot Scout, but didn't know how.

Note: the complete results of the survey are included as Appendix A.

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CHAPTER 2

DOCUMENTATION

I knew from personal experience that the goal was possible, but didn't remember a document that directly connected the advancement requirements for the two programs. I began to reread my Webelos Leader Handbook, reviewed the training syllabus I have used for years and read through my son's Boy Scout Handbook.

I found on page 12 of my Webelos Leader Guide the statement that a boy who earns the Webelos badge will learn "many of the requirements for the Scout badge." On page 15, when discussing the Webelos-to-Scout Transition, the leader is told the Arrow of Light Award introduces the boy to some of the basic elements in Scouting skills and the advancement program. In the Webelos Den Leader Training syllabus, the trainer is asked to discuss the process for transitioning Webelos scouts into a Boy Scout troop, which includes troop visits, campouts and camporees. The leader is encouraged to take Outdoor Leader Skills training to prepare for camping, but there is no mention of the skills that are learned in the Webelos program and then repeated later in Boy Scouts.

The Boy Scout handbook seems to recognize the value of the transition on page 14, when it mentions that an active Scout will usually earn First Class within a year of joining a troop, but it does not contain the road map a Webelos leader can follow to help that happen.

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CHAPTER 3

DEVELOPING A ROAD MAP

With that information, I began to look for evidence to show that there is a direct link between the Webelos program and achieving First Class rank as a Boy Scout. It was clear that the missing ingredient for most new Webelos Den Leaders is their lack of training in the basic Boy Scout skills. These skills must be mastered in order to prepare the scout to tie knots, build fires, pack a backpack or provide basic first aid. That is not to say that Webelos Scouts won't have access to leaders who have those skills. Webelos overnight camp does provide classes in many activity badges that directly relate to the Boy Scout program, but two summer sessions (six days) is a fraction of the time the boys will spend in the program. The den leader will need to reinforce these skills over the entire 20 months. (This assumes that the scouts graduate into the Webelos program in the spring and bridge over to Boy Scouts a year and a half later at the Blue and Gold Banquet in February.)

With this thought in mind, I began to compare the requirements of the Webelos badge, the Arrow of Light award and all 20 of the activity badges with requirements listed in the Boy Scout handbook. (Note: some of the requirements have changed since this project was completed.)

Among my conclusions:

As indicated earlier, the Arrow of Light award will provide a Webelos Scout with the information and skills required to earn the Scout Badge.

There is an equivalent Webelos Scout requirement for all 12 of the Tenderfoot Scout requirements.

Five of the eight Second Class requirements are contained within the Webelos program.

A Webelos Scout can also successfully learn three of the requirements for First Class.

Some of the activity badge requirements include work on Belt Loops and Pins and I found Boy Scout requirements included there as well.

I then prepared a chart, listing the Boy Scout requirements by rank and the corresponding Webelos activity badge where the same information or skill is required. In a number of instances, a requirement was not included in the regular Webelos program, but is taught in the Advanced Outdoorsman course at Webelos Overnight Camp. I believe if a Webelos Den Leader is aware of these connections, he/she can direct the scouts into programs that will lead to success as a Boy Scout.

Note; a copy of the Webelos to Boy Scout Transition chart is included as Appendix B.

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CHAPTER 4

BUILDING SUPPORT

The next step was to provide this information to Cub Scout leaders and encourage them to seek the training that would provide them with the skills they needed. I began the process with council level trainers who staff the Introduction to Outdoor Training program for new Scoutmasters and Assistant Scoutmasters each year. I shared the road map described in Chapter 3 and then compared the syllabus between Introduction to Outdoors and Outdoor Webelos Leader training. With the exception of a round robin session for the outdoor Webelos Activity Badges (Forestry, Geologist, Naturalist and Outdoorsman), the syllabi were very similar. The trainers agreed to include OWL as an experimental offering in their next course scheduled for May.

The council began to promote the two courses in March, using a flyer that I created specifically to promote the comparison between the Webelos Program and the skills required of a First Class Scout. (Appendix C.)

On April 10, I promoted OWL to the Cub Scout Roundtable session with a PowerPoint that outlined the similarities between the skills learned during the Webelos program and the requirements for a First Class Scout. (Appendix D.) I then handed out copies of the Webelos to Boy Scout Transition chart that showed the direct link between the two programs.

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CHAPTER 5

TRAINING EXPERIENCE

The turnout for the outdoor training was the best in years. Forty-seven participants were divided into six patrols, with fifteen Cub Scout leaders spread throughout the troop. All of the leaders received the same training, with the exception of Saturday night. While some participants renewed their Youth Protection training, the Cub Scout leaders went through a round robin of the four Webelos outdoor activity badges mentioned in Chapter 4.

Even though the Webelos training was heavily promoted to York District units, the participants came from both sides of the council. (See roster, Appendix E.)

The experiment showed that Cub Scout and Boy Scout leaders can work together and helped to support my observation that the Webelos program does, in fact, serve Boy Scouts in training.

First Class in the First Year: The Webelos Connection

CHAPTER 6

SUMMARY

A review of the training weekend showed the two programs can work well together. A brief, informal survey of the Cub Scout leaders who took part showed all believed the training was very helpful. They also encouraged other leaders to take the training, when it is offered again.

Plans are now underway to develop an outdoor training weekend this fall that will bring together Introduction to Outdoors, OWL and BALOO. This will provide another opportunity for volunteers in the Cub Scout and Boy Scout programs to learn with and from one another.

REFERENCES

1. Boy Scouts of America. Boy Scout Handbook, 1998
2. Boy Scouts of America. Cub Scout Leader Position Specific Training, 2008
3. Boy Scouts of America. Introduction to Outdoor Leader Skills, 2003
4. Boy Scouts of America. Outdoor Leader Skills for Webelos Leaders, 2008
5. Boy Scouts of America. The Scoutmaster Handbook, 2004
6. Boy Scouts of America. Webelos Leader Guide, 2006

APPENDIX A

Webelos Transition Survey

Webelos Transition Survey Conducted 1/10/08

A key to the success of the scouting program is to create a successful transition for boys from a Webelos den into a Boy Scout troop. In an effort to develop a training session to help with that process, please answer the following questions:

Question #1: True or False – a Webelos Scout is a boy scout in training!
100% answered yes

Question #2: If you answered True to question 1, please offer examples.
Those who offered an answer listed those skills required for Scout (handshake, sign, etc.) while others compared activity badges with merit badges

Question #3: Do you understand the Boy Scout patrol method?
65% answered no

Question #4: If you answered yes to question 3, did you receive any training about the Boy Scout program as a Cub Scout leader?
Those who responded yes to Question #3 had completed Wood Badge or Scout Master Leader Specific Training

Question #5: If so, how and when?
Answered depended on dates of courses... all were held within past year or two

Question #6: True or False – a Webelos Scout can learn ALL the skills necessary to earn Tenderfoot Scout before crossing over to a troop?
70% answered true

Question #7: If you answered true to question 6, explain how this is possible.
None of those answering true could provide an explanation

Final question: Following discussion – any comments?
Responses were limited, but included the desire for more information about the Boy Scout program to be included in their Leader Specific Training and within their leader handbook.

APPENDIX B

Webelos to Boy Scout Transition Chart

Webelos to Boy Scout Transition



Tenderfoot Scout

1. Present yourself to your leader, properly dressed, before going on an overnight camping trip. Show the camping gear you will use. Show the right way to pack and carry it.
2. Spend at least one night on a patrol or troop campout. Sleep in a tent you have helped pitch.
3. On the campout, assist in preparing and cooking one of your patrol's meals. Tell why it is important for each patrol member to share in meal preparation and cleanup, and explain the importance of eating together.
- 4a. Demonstrate how to whip and fuse the ends of a rope.
- 4b. Demonstrate that you know how to tie the following knots and tell what their uses are: two half hitches and the taut-line hitch.
5. Explain the rules of safe hiking, both on the highway and cross-country, during the day and at night. Explain what to do if you are lost.
6. Demonstrate how to display, raise, lower, and fold the American flag.
7. Repeat from memory and explain in your own words the Scout Oath, Law, motto, and slogan.
9. Explain why we use the buddy system in Scouting.
- 10a. Record your best in the following tests:
 Pushups _____
 Pull-ups _____
 Sit-ups _____
 Standing long jump (_____ ft _____ in)
 1/4-mile walk/run _____
- 10b. Show improvement in the activities after practicing for 30 days.
11. Identify local poisonous plants; tell how to treat for exposure to them.
- 12a. Demonstrate the Heimlich maneuver (now called abdominal thrusts) and tell when it is used.
- 12b. Show first aid for the following:
 Simple cuts and scratches
 Blisters on the hand and foot
 Minor burns or scalds (first-degree)
 Bites or stings of insects and ticks
 Poisonous snakebite
 Nosebleed
 Frostbite and sunburn



Webelos Scout

- Outdoorsman Activity Badge - Requirement 1
- Outdoorsman Activity Badge - Requirement 3
- Outdoorsman Activity Badge - Requirement 8
- Outdoorsman Activity Badge - Requirement 10
- Outdoorsman Activity Badge - Requirement 11
- Outdoorsman Activity Badge - Requirement 9
- Citizen Activity Badge - Requirement 2
- Arrow of Light - Requirement 2
- Readyman Activity Badge - Requirement 8
- Athlete Activity Badge - Requirement 3
- Naturalist Activity Badge - Requirement 7
- Readyman Activity Badge - Requirement 4
- Readyman Activity Badge - Requirement 7

Note: Tenderfoot, Second Class and First Class requirements can be worked on simultaneously, however the ranks must be awarded in the proper sequence.

Goal: First Class in the boy's first year!

Webelos Transition (2)



Second Class Scout

- 1a. Demonstrate how a compass works and how to orient a map. Explain what map symbols mean.
- 2a. Since joining, have participated in five separate troop/patrol activities (other than troop/patrol meetings), two of which included camping overnight.
- 2b. On one of these campouts, select your patrol site and sleep in a tent that you pitched.
- 2c. On one campout, demonstrate proper care, sharpening, and use of the knife, saw, and ax, and describe when they should be used.
- 2d. Use the tools listed in requirement 2c to prepare tinder, kindling, and fuel for a cooking fire.
5. Identify or show evidence of at least 10 kinds of wild animals (birds, mammals, reptiles, fish, mollusks) found in your community.
6. Show what to do for "hurry" cases of stopped breathing, serious bleeding, and internal poisoning. Prepare a personal first-aid kit to take with you on a hike.
- 7a. Tell what precautions must be taken for a safe swim.
- 7b. Demonstrate your ability to jump feetfirst into water over your head in depth, level off and swim 25 feet on the surface, stop, turn sharply, resume swimming, then return to your starting place.
- 7c. Demonstrate water rescue methods by reaching with your arm or leg, by reaching with a suitable object, and by throwing lines and objects. Explain why swimming rescues should not be attempted when a reaching or throwing rescue is possible, and explain why and how a rescue swimmer should avoid contact with the victim.
8. Participate in a school, community, or troop program on the dangers of using drugs, alcohol, and tobacco, and other practices that could be harmful to your health. Discuss your participation in the program with your family.



First Class Scout

6. Identify or show evidence of at least 10 kinds of native plants found in your community.
8. Demonstrate tying the bowline knot and describe several ways it can be used.
9. Successfully complete the BSA swimmer test. With a helper and a practice victim, show a line rescue both as tender and as rescuer. (The practice victim should be approximately 30 feet from shore in deep water.)



Webelos Scout

Map and Compass Belt Loop/Pin

Advanced Outdoorsman - Webelos Overnight Camp

Naturalist Activity Badge - Requirement 8

Readyman Activity Badge - Requirement 5

Swimming Belt Loop/Pin

Aquanaut Activity Badge - Requirement 5

Dare (similar program)

Naturalist and Forester Activity Badges

Advanced Outdoorsman - Webelos Overnight Camp

Aquanaut Activity Badge - Requirement 4 & 7

APPENDIX C

OWL and Introduction to Outdoors Flyer



OWL

&



Introduction to Outdoors

**Camp Bob Hardin - Saluda, NC
May 2-4, 2008**

What is it:

Introduction to Outdoor Leader Skills is required training and provides a Scoutmaster/Assistant Scoutmaster with the basic camp skills that are required of Tenderfoot to First Class scouts.

OWL or Outdoor Webelos Leader training exposes Webelos Den Leaders to the outdoor skills that are expected of Webelos Scouts and are repeated in the Boy Scout program. This training is required to earn the Webelos Den Leader Training Award.

What can you expect:

Participants will be divided into eight patrols of six members. If registrations exceeds 48, a waiting list will be created. Each patrol member will be provided with more information after registering.

When and where:

The training will be held May 2-4 at Camp Bob Hardin. Check in will begin at 5:00 p.m. on Friday, May 2. Training will begin at 7:30 p.m. and continue through Sunday morning, with departure set for noon.

Cost: \$20.00 for participants in both Outdoor and OWL Classes
Payment to Palmetto Council

Introduction to Outdoors - OWL Training

Only ONE participant per form. Please PRINT all your information. Deadline to register is Friday, April 11, 2008

SCOUTMASTER/ASSISTANT SCOUTMASTER/WEBELOS DEN LEADER
(Circle One)

Pack # _____ Troop # _____ Crew # _____ Post # _____

Name: _____ District: _____

Address: _____ Day Phone: _____

City, State, Zip: _____ Evening Phone: _____

E-mail address: _____

RETURN TO:

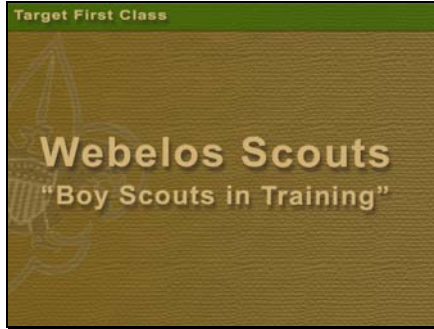
Introduction to Outdoors, c/o Bob Ormseth, 2132 Manawa Lane, Tega Cay, SC 29708

STAFF USE	Paid _____	Check in _____
	Check number _____	Check out _____

APPENDIX D

Boy Scout in Training PowerPoint

Slide 1



Slide 2



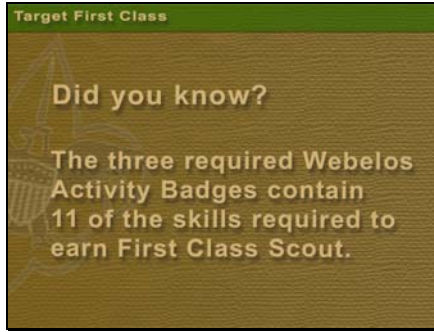
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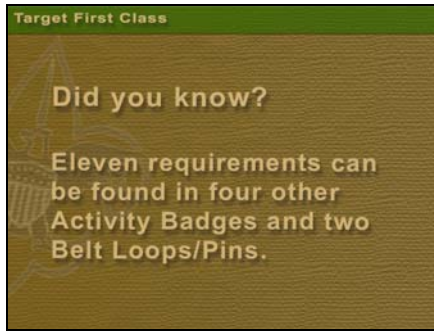
Slide 4



Slide 5



Slide 6



Slide 7



Slide 8




Slide 9



Slide 10

Target First Class

More Examples

	
Naturalist/Forester	First Class - 6
Advanced Outdoorsman	First Class - 8
Aquanaut - 4&7	First Class - 9

Active Scouts will usually earn First Class within a year of joining a troop!

Slide 11

Target First Class

Webelos Scouts

"Boy Scouts in Training"

APPENDIX E

Intro to Outdoors/OWL Roster

Introduction to Outdoors/OWL

Name	Town	Course	Patrol
Buzzard			
Britt H.	Fort Mill, SC	Intro to Outdoors	Buzzard
Richard C.	Fort Mill, SC	Intro to Outdoors	Buzzard
Craig C.	Rock Hill, SC	Intro to Outdoors	Buzzard
David H.	Fort Mill, SC	OWL	Buzzard
David I.	Fort Mill, SC	Intro to Outdoors	Buzzard
Candace M.	Rock Hill, SC	Intro to Outdoors	Buzzard
Joe R.	Fort Mill, SC	Intro to Outdoors	Buzzard
Jose R.	Fort Mill, SC	Intro to Outdoors	Buzzard
Tom K.	Fort Mill, SC	OWL	Buzzard
Lee R.	Fort Mill, SC	Intro to Outdoors	Buzzard
Eagles			
Jon F.	Fort Mill, SC	Intro to Outdoors	Eagles
Jamie H.	Rock Hill, SC	OWL	Eagles
Richard J.	McConnells, SC	OWL	Eagles
Jim N.	Fort Mill, SC	Intro to Outdoors	Eagles
Ginger P.	Rock Hill, SC	OWL	Eagles
Sims R.	Fort Mill, SC	Intro to Outdoors	Eagles
Michael S.	McConnells, SC	Intro to Outdoors	Eagles
Bill S.	Fort Mill, SC	Intro to Outdoors	Eagles
Michael V.	Tega Cay, SC	Intro to Outdoors	Eagles
Mosquito			
Jessie B.	Fort Mill, SC	Intro to Outdoors	Mosquito
Wes C.	Tega Cay, SC	Intro to Outdoors	Mosquito
David E.	Rock Hill, SC	Intro to Outdoors	Mosquito
Jason F.	Clover, SC	OWL	Mosquito
Jennifer F.	Clover, SC	OWL	Mosquito
Jim G.	Rock Hill, SC	Intro to Outdoors	Mosquito
Doug H.	Fort Mill, SC	Intro to Outdoors	Mosquito
Shannon L.	Rock Hill, SC	OWL	Mosquito
Jim S.	Clover, SC	OWL	Mosquito
Screaming Hawks			
Todd H.	Fort Mill, SC	Intro to Outdoors	Screaming Hawks
Tim B.	Rock Hill, SC	Intro to Outdoors	Screaming Hawks
Hugh G..	York, SC	OWL	Screaming Hawks
Steve K.	Fort Mill, SC	Intro to Outdoors	Screaming Hawks
Bryan O.	York, SC	OWL	Screaming Hawks
Sylvia P.	Clover, SC	OWL	Screaming Hawks
Carl S.	Lexington, SC	Intro to Outdoors	Screaming Hawks
Dave Z.	Fort Mill, SC	Intro to Outdoors	Screaming Hawks
Rabid Rabbits			
Gary A.	Moore, SC	Intro to Outdoors	Rabid Rabbits
Marcus H.	Moore, SC	Intro to Outdoors	Rabid Rabbits
Lisa C.	Spartanburg, SC	Intro to Outdoors	Rabid Rabbits
Bob W.	Spartanburg, SC	Intro to Outdoors	Rabid Rabbits
Marvin M.	Buffalo, SC	OWL	Rabid Rabbits
Eddie E.	Union, SC	OWL	Rabid Rabbits
Bob G.	Spartanburg, SC	Intro to Outdoors	Rabid Rabbits

Rattlesnakes

Kimberly S.

Andrew J.

Don S.

Mike M.

Spartanburg, SC

Boiling Springs, SC

Woodruff, SC

Clover, SC

Intro to Outdoors

Intro to Outdoors

Intro to Outdoors

OWL

Rattlesnakes

Rattlesnakes

Rattlesnakes

Rattlesnakes