



***EFFECTIVE***

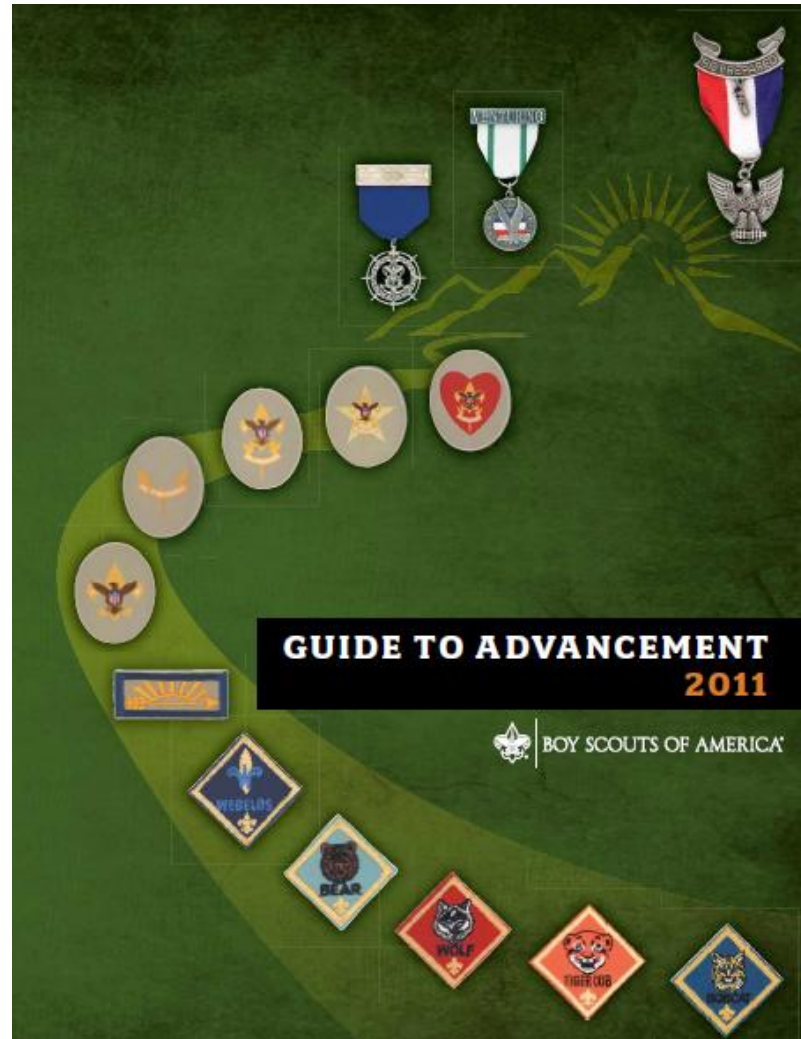
***BOARDS OF REVIEW***

Course 3042 9 AM University of Scouting November 3, 2012

You can download this presentation at [www.troop282bsa.org/download.html](http://www.troop282bsa.org/download.html)

# Today's Agenda

- Introductions
- Theory
- Discussion
- Questions
- Conclusions

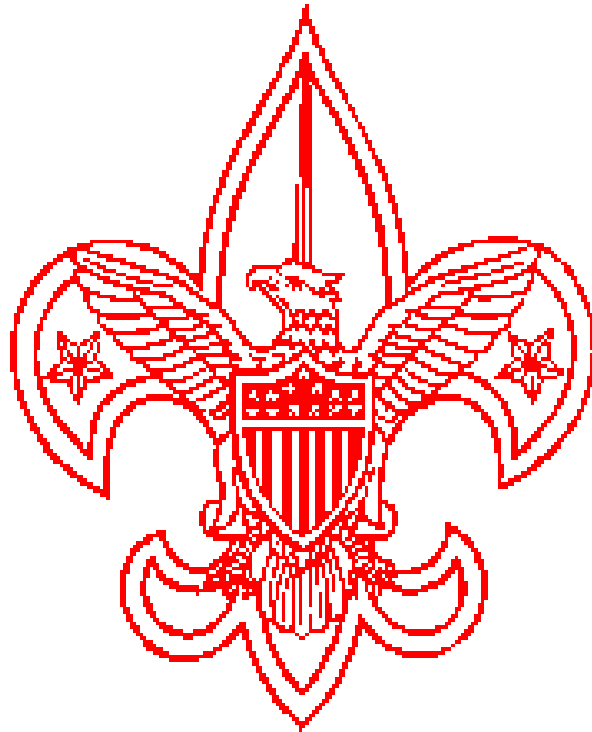


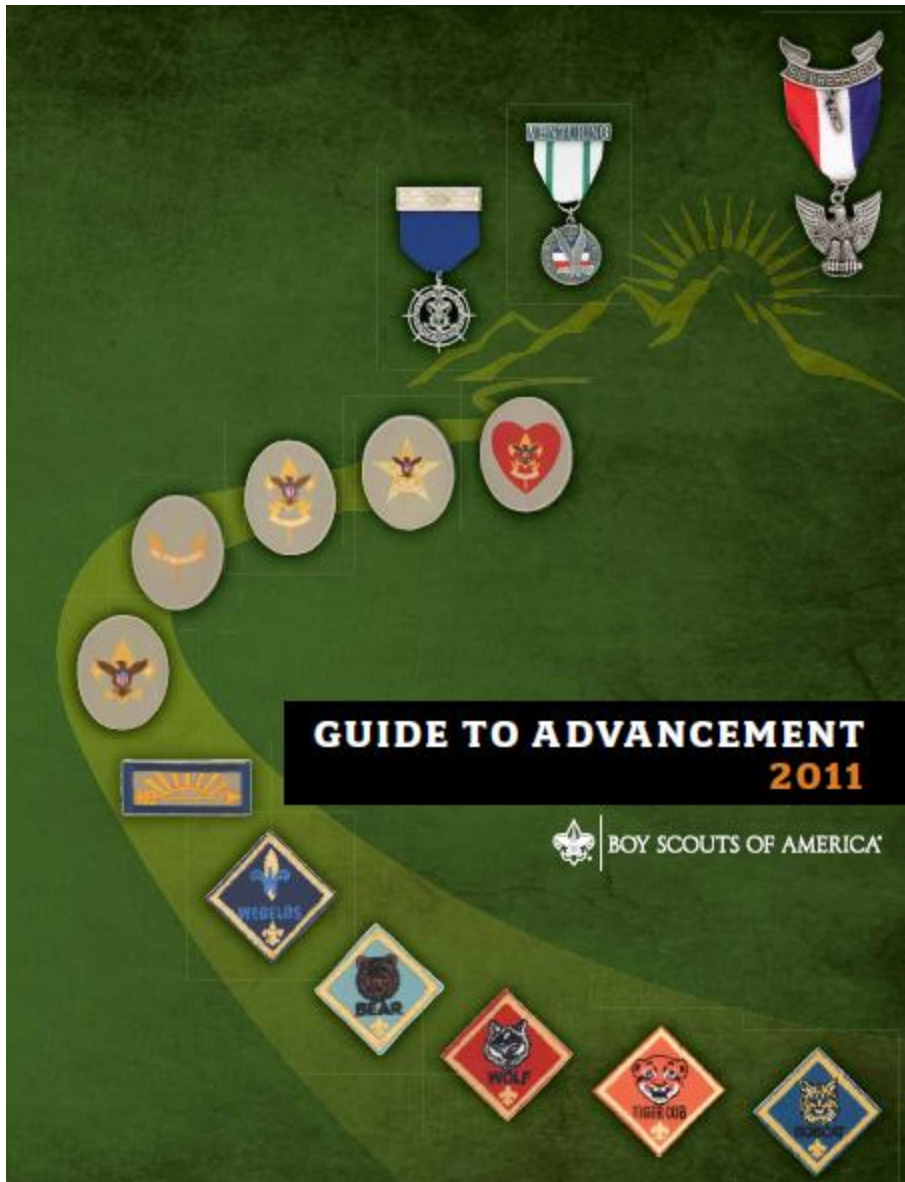
# Introductions:

Who are you?

Position in Scouting?

What do you want from today's session?





Effective January 2012

Over 50 volunteer Scouters recently completed a revised Guide to Advancement after 2 years of work.

The new Guide to Advancement may be found here:

<http://www.scouting.org/filestore/pdf/33088.pdf>

The new Eagle Scout Rank Application and Eagle Scout Service Project Workbook:

<http://www.scouting.org/scoutsource/BoyScouts/AdvancementandAwards/resources.aspx>

# **Guide to Advancement 2011**

## **INTRODUCTION**

- **Not just an update – a total rewrite**
- **Reorganized for easy reference**
  - **FAQ**
  - **Appendix / forms**
- **Online Version**
  - **Additional details, definitions and rationale**
  - **More frequent updates**
  - **Searchable**
  - **Active links**

# Guide to Advancement 2011

## INTRODUCTION

- The ***Guide to Advancement 2011*** (GTA) is the official source for administering Advancement in the BSA. It replaces *Advancement Committee Policies and Procedures*.
- No changes or additions allowed.
- Guide – “to point out the way;” “to lead.”
  - Mandated procedures => “must” and “shall”
  - Best practices => “should” => “may” or “can”
- Guide to Safe Scouting applies.

# Guide to Advancement 2011

- **Be wary of unofficial websites or other such sources.**
- **For situations not specifically covered in the Guide...make decisions based on:**
  - **The aims and mission of the BSA**
  - **The Scout Oath and Scout Law and**
  - ***Common sense.***

# BSA Mission Statement

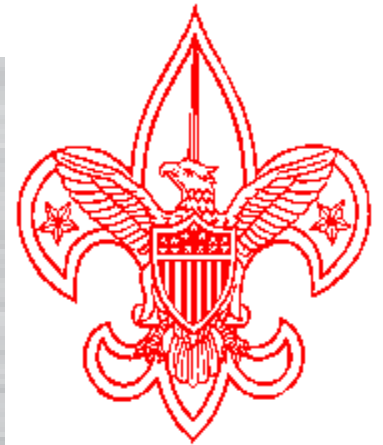
The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law.

*“Every Scouting activity moves boys toward three basic aims: character development, citizenship training, and mental and physical fitness.”*

—Scoutmaster Handbook

*“Advancement is one of the eight methods used by Scout leaders to help boys fulfill the aims of the BSA.”*

—Scoutmaster Handbook





Methods of scouting:

Ideals

Patrol Method

## Advancement

Association with Adults

Outdoors

Leadership Development

Uniform

Personal Growth

# Four Steps in Scout Advancement

1. The scout learns

2. The scout is tested

3. The scout is reviewed

4. The scout is recognized





A board of review should gauge the quality of a Scout's troop experience and encourage future advancement, not ask him to pass rank requirements -- again.

A board of review is to ensure that the scout has completed all of the requirements, to determine the quality of his troop experience, and to encourage him to advance toward the next rank. Each review should also include a discussion of ways in which the Scout sees himself living up to the Scout Oath and Law in his everyday life.

# Board of Review Clarifications

- **Boards should be scheduled at least monthly to avoid delaying beginning the time-oriented requirements for the next rank.**
- **Boards of Review MUST be granted when requirements are met.**
  - **When the Scout believes that he has completed all requirements, including the SM conference, the unit leader and committee must assure a board is held.**
  - **Scoutmasters do not have the authority to expect a boy to request a BoR, or to “defer” him, or to ask him to perform beyond the requirements in order to be granted one.**

# 7. Board of Review Clarifications

## WEARING THE UNIFORM-NEAT IN APPEARANCE

- It is ***preferred*** a Scout be in full uniform for any board of review.
- The Scout ***should*** wear as much of it as he owns and it ***should*** be as correct as possible, with the badges worn properly.
- If wearing all or part of the uniform is ***impractical for whatever reason***, then the candidate should be clean and neat in his appearance.

# 7. Board of Review Clarifications

## WEARING THE UNIFORM-NEAT IN APPEARANCE

- **Regardless of unit expectations or rules,** boards of review *may not* reject candidates dressed as described above.
- Neither may units require the purchase of uniforming, or clothing, such as coats and ties.

# **Board of Review Clarifications**

## **CONDUCTING THE BOARD OF REVIEW**

- **Unit leaders and parents/relatives do not normally attend boards of review.**
- **If parents insist on attending they should be counseled on why it is not a good idea. However, if they insist then they must be permitted to attend.**
- **“Minutes” are not required but can be useful during appeals – keep confidential.**
- **Decision to advance must be unanimous.**

# **Board of Review Clarifications**

## **CONDUCTING THE BOARD OF REVIEW**

- **If a board decides not approve, the candidate must be informed and told what he can do to improve.**
- **If the candidate agrees then the board may adjourn and reconvene at a later date.**
- **If the candidate does not agree then the board must make its decision at that point.**
- **A follow-up letter must be sent documenting the reasons for the negative decision and explaining the appeal process.**

# **Board of Review Clarifications**

## **PARTICULARS FOR THE EAGLE SCOUT RANK**

- **The council decides how Eagle boards of review are conducted in accordance with National policy.**
- **Cannot deny or postpone due to unresponsive references.**
- **If a unit leader or committee chair fails to approve an application the candidate is still granted a BoR.**
- **Eagle boards generally last about 30 minutes but rarely longer than 45 minutes.**



# **Board of Review Clarifications**

## **EAGLE BOARD OF REVIEW UNDER DISPUTED CIRCUMSTANCES.**

- **Held at the District or Council level when:**
  - **Unit leader or the committee chair does not sign the application**
  - **If a Scoutmaster conference is denied**
  - **If it is thought the unit will not provide a fair hearing**
  - **If unit leader or project beneficiary refuses to sign final approval for what might be considered a satisfactory project.**

# **Board of Review Clarifications**

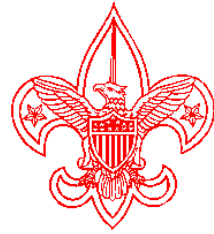
## **EAGLE BOARD OF REVIEW UNDER DISPUTED CIRCUMSTANCES.**

- **Scout or his parents/guardian write a letter to the council**
- **Sent to council office along with the Eagle Scout application and the project workbook.**
- **Council advancement chair or other designee guides the process through the council.**
- **It should be rare that a council will deny a request.**
- **Procedures are the same as a regular Eagle board of review.**

# Objectives of a Board of Review



- The Chairman of the Board of Review should ensure that all the requirements have been "signed off" in the Scout's handbook.
- The Chairman should ensure that leadership and merit badge records are consistent with the requirements for the rank.



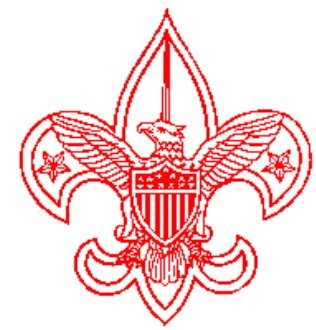
- Effective and positive experience
- His future plans, goals, personal growth
- Foster self esteem
- Comfortable with interview
- Give guidance when there has been no progress
- Show concern/motivate Scout to further achievement



**The Board of Review is an opportunity to review  
of the Scout's attitudes, accomplishments and  
his acceptance of Scouting's ideals**

# Composition of a Board of Review:

All non-Eagle Ranks and Eagle Palms



- The Board of Review consists of three to six members of the Troop Committee.
- The Troop Advancement Chairperson typically acts as the chairperson of the Board of Review.
- Relatives or guardians may not serve as members of a Scout's Board of Review.
- Unit leaders (Scoutmaster, Assistant Scoutmasters, Varsity Coach, Post Advisor, etc.) should not participate in a Board of Review.

# Board Composition

## Eagle Rank



- Consists of three to six members drawn from Scouting and the community.
- Board members are selected by the Troop Advancement Committee.
  - At least one member of the District Advancement Committee must be a member of the Board of Review and serves as chairperson.
- Unit leaders from the Scout's unit may not serve as the members of the board.
- Relatives, or guardians may not serve as members the board.
  - As a general rule, no more than two member of an Eagle Board should be associated with the Scout's unit.

# Board Mechanics



- Prior to the Board of Review
  - The Scout should be in uniform
  - Should have his Scout Handbook and project.
- The Scout is introduced to the board by the Scout Master.
  - The chairperson should ask the Scout to come to attention and recite one or more of the following:
    - The Scout Law
    - The Scout Oath
    - The Scout Motto
    - The Scout Slogan
    - The Outdoor Code

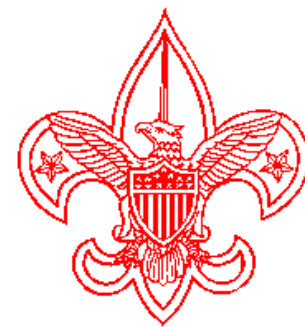


# Board Mechanics



- The board members are invited to ask questions of the Scout
  - Questions should be open-ended, offering an opportunity for the Scout to speak about his opinions, experiences, activities, and accomplishments.
  - Avoid questions which only require a simple one or two word answer.
  - If answers are too brief, follow up with a, "Why?" or, "How can that be done?"

# Board Mechanics



- The time for a Board of Review should be from 15 to 30 minutes.
- When all members have had an opportunity to ask their questions, the Scout is excused from the room.
- Board members consider whether the Scout is ready for the next rank.
  - The board's decision must be unanimous.

# Board Mechanics



- Once the decision is made, the Scout is invited back into the room
- The Chairperson informs the Scout of the board's decision.
- If the Scout is approved for the next rank, there are general congratulations and hand shakes all around, and the Scout is encouraged to continue advancing.

# EAGLE RANK



- 1. If the Scout's 18<sup>th</sup> birthday is not imminent and the board of review feels the scout needs to improve in certain areas with a defined time frame, the board of review may adjourn and then reconvene at a later date and continue the review of the scout.

# The Nature of the Questions



- The questions for the lower ranks are simpler and deal with factual information about the Scout's participation in his unit, and his skills he has learned.
- The questions for the higher ranks are less factual, and generally seek to aid understanding of how Scouting is becoming an integral part of the Scout's life.
- If a Scout appears nervous or anxious about the Board of Review, ask questions from the list for a lower rank, to help "break the ice" and establish some rapport. In general, within a rank, the questions are arranged from "easiest" to "most difficult".

# The Nature of the Questions



- For each rank, there should be question's about advancing to the next rank. The purpose of this question is to encourage advancement.
- For higher ranks, there is a question from The Boy Scout Handbook about basic Scouting history.

For Order of the Arrow members, there are questions about the role of OA within Scouting.

# Tenderfoot Rank



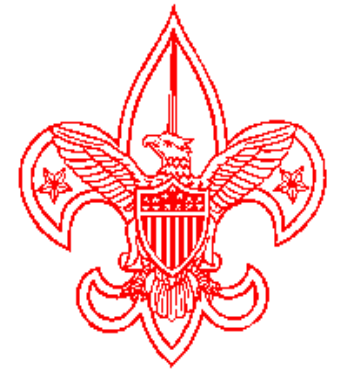
- This is the Scout's first experience with a Board of Review. The process may require some explanation on the part of the Board of Review Chairperson.
- The first few questions in the Board of Review should be simple. The Board of Review should try to gain a sense of how the Scout is fitting in to the Troop, and the Scout's level of enjoyment of the Troop and Patrol activities.
- Encourage advancement to 2nd Class. Point out that the Scout may have already completed many of the requirements for 2nd Class.
- The approximate time for this Board of Review should be 15-20 minutes.

- When did you join our Troop?
- How many Troop meetings have you attended in the last two months?
- What did you do at your last patrol meeting?
- Tell us about your last Troop campout.
- How would the first aid skills you must know for Tenderfoot help on a campout?
- Where did you learn how to fold the American flag? Tell us about your first experience with this skill.
- How would you avoid poison oak (poison ivy, sumac)?
- Where did you go on your hike? How did you choose the location?
- If you were on a hike and got lost, what would you do?
- Why do we whip or fuse the ends of a rope?
- Why do you think there are physical fitness requirements and a retest after 30 days, for the Tenderfoot rank?
- What does it mean to a Tenderfoot Scout to "Be Prepared"?
- Do you feel that you have done your best to complete the requirements for Tenderfoot? Why?
- What "good turn" have you done today?
- Please give us an example of how you obey the Scout Law at home (school, church)?
- What do you like best about our Troop?
- What does it mean for a Scout to be "Kind"?
- When do you plan to have the requirements completed for 2nd Class?
- What is the "Buddy System" that we use in Scouting? When do we use it?



# 2nd Class Rank

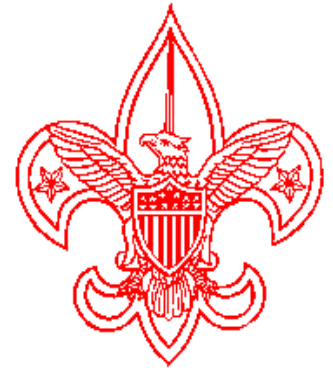
## Sample Questions



- This is the Scout's second Board of Review. The process should be familiar, unless it has been some time since the Board of Review for Tenderfoot.
- Questions should focus on the use of the Scout skills learned for this rank, without retesting these skills. The Board of Review should try to perceive how the Scout's patrol is functioning, and how this Scout is functioning within his patrol.
- Encourage work on the remaining requirements for 1st Class; many of the easier ones may have already been completed.
- The approximate time for this Board of Review should be 15-20 minutes.

- How many patrol meetings have you attended in the last 3 months?
- What did your patrol do at its last meeting?
- Tell us about a service project in which you participated.
- Where did you go on your last Troop campout? Did you have a good time? Why?
- Why is it important to be able to identify animals found in your community?
- Tell us about the flag ceremony in which you participated.
- What is in your personal first aid kit?
- What have you learned about handling woods tools (axes, saws, etc.)?
- How are a map of the area and a compass useful on a campout?
- Have you ever done more than one "good turn" in a day? Ask for details.
- What suggestions do you have for improving our Troop?
- Have you earned any merit badges?  
If "Yes": Which ones? Why did you choose them? Who was your counselor?  
If "No": Encourage getting started, and suggest one or two of the easier ones.
- Did you attend summer camp with our Troop last summer?  
If "Yes": What was your best (worst) experience at summer camp?  
If "No": Why not?
- Do you plan to attend summer camp with our Troop next summer?  
If "Yes": What are you looking forward to doing at summer camp?  
If "No": Why not?
- One of the requirements for Tenderfoot is to participate in a program regarding drug, alcohol and tobacco abuse. Tell us about the program in which you participated.
- How is it possible to live the Scout Oath and Law in your daily life?
- What does it mean to say, "A Scout is Trustworthy"?
- When do you expect to complete the requirements for 1st Class?

# 1st Class Rank Sample Questions



- **By this point the Scout should be comfortable with the Board of Review process.**
- **The Scout should be praised for his accomplishment in achieving 1st Class (particularly if he joined Boy Scouts less than a year ago). In achieving the rank of 1st Class, the Scout should feel an additional sense of responsibility to the troop and to his patrol.**
- **The 1st Class rank will produce additional opportunities for the Scout (Order of the Arrow, leadership, etc.).**
- **Merit badges will begin to play a role in future advancement to the Star and Life ranks. Encourage merit badge work if it has not already begun.**
- **The approximate time for this Board of Review should be 20 minutes.**

- **On average, how many Troop meetings do you attend each month?**
- **What part of Troop meetings are most rewarding to you?**
- **What is the Scout Slogan? What does it mean for a 1st Class Scout?**
- **Tell us about your last campout with the Troop. Where did you go? How did you help with meal preparation? Did you have a good time? (If "No", why not?)**
- **If you were in charge of planning and preparing a dinner for your next campout, what would you select?**
- **As a 1st Class Scout, what do you think the Star, Life, and Eagle Scouts will expect from you on an outing?**
- **Does your family do any camping? What have you learned in Scouts, that you have been able to share with your family to improve their camping experiences?**
- **Why do you think that swimming is emphasized in Scouting?**
- **Why is it important for you to know how to transport a person who has a broken leg?**
- **Why is it important for you to be able to recognize local plant life?**
- **What did you learn about using a compass while completing the orienteering requirement?**
- **What does it mean to say, "A Scout is Courteous"?**
- **Why are merit badges a part of Scouting?**
- **How frequently do you attend religious services? Does your whole family attend?**
- **What is your most favorite part of Scouting? Least favorite?**
- **How does a Scout fulfill his "Duty to Country"?**
- **How do you define "Scout Spirit"?**
- **What is the Order of the Arrow? What is the primary function of OA?**
- **Who was Lord Baden-Powell?**
- **When do you think you might be ready for Star Scout?**

# Star Rank

## Sample Questions



- **With the Star rank, emphasis is placed upon service to others, merit badges, and leadership. Scout skills remain an important element for the Star Scout; however, the emphasis should be on teaching other Scouts these skills.**
- **Explore how the Star scout can assist with leading his patrol and troop. Attempt to understand how the Scouting philosophy is becoming part of the Scout's life.**
- **Often the Star rank is a place where Scouts "stall out". Encourage the Scout to remain active, and participate fully in his patrol and troop. If the Scout appears to be looking for additional opportunities, suggest leadership positions such as Den Chief or Troop Guide.**
- **The approximate time for this Board of Review should be 20 minutes.**

- How many Troop outings have you attended in the last three months?
- Tell us about the last service project in which you participated.
- What does it mean for a Star Scout to "Be Prepared" on a daily basis?
- How have the Scout skills that you have learned helped you in a non-Scouting activity?
- How many merit badges have you earned? What was the most difficult (fun, challenging, expensive, etc.)?
- Which is more important: Becoming a Star Scout, or learning the skills prescribed for a Star Scout?
- Why do you think a Scoutmaster's Conference is required for advancement in rank?
- What is the most important part of a Troop Court of Honor? Why?
- What leadership positions have you held outside of your patrol? What challenges did they present? What are your personal leadership goals and objectives?
- How would you get a Scout to do an unpleasant task?
- What responsibilities do you have at home?
- What is our "Duty to God"?
- What does it mean to say "A Scout is Loyal"?
- How are the Scout Oath and Law part of your daily life?
- What is the Outdoor Code? Why is it important?
- If the Scout is a member of the Order of the Arrow: When did you complete your "Ordeal", "Brotherhood"?
- What does membership in the OA signify?
- Have you received any special awards or accomplishments in school, athletics, or church?
- When do you plan on achieving the Life rank?

# Life Rank

## Sample Questions



- The Life rank is the final rank before Eagle. The Life Scout should be fully participating in the Troop, with emphasis being placed on leadership in the unit, as well as teaching skills and leadership to the younger Scouts.
- Merit Badge work should be a regular part of the Scout's career. Scouting values and concepts should be an integral part of the Scout's daily life.
- At this point, the Scout is starting to "give back to Scouting" through leadership, training of other Scouts, recruiting, keeping Scouts active in the program, etc.
- Explore suggestions for improving the program.
- The approximate time for this Board of Review should be 20 - 30

- **What is the most ambitious pioneering project with which you have assisted? Where?**
- **What has been your worst camping experience in Scouting?**
- **How many patrol meetings has your patrol held in the last three months? How many of them have you attended?**
- **Have any of the merit badges you have earned lead to hobbies or possible careers?**
- **What are your hobbies?**
- **Of the merit badges you have earned, which one do you think will be of greatest value to you as an adult? Why?**
- **Why do you think that the three "Citizenship" merit badges are required for the Eagle Rank?**
- **What is your current (most recent) leadership position within the Troop? How long have you held that position? What particular challenges does it present? What is Leadership?**
- **Do you have any brothers or sisters who are in Scouts (any level)? What can you do to encourage them to continue with Scouts, and to move forward along the Scouting Trail?**
- **How do you choose between a school activity, a Scout activity, and a family activity?**
- **Why do you think that Star and Life Scouts are required to contribute so much time to service projects? What service projects are most rewarding to you? Why?**
- **Why do you think that a Board of Review is required for rank advancement?**
- **How has Scouting prepared you for the future?**
- **What does it mean to say, "A Scout is Reverent"?**
- **What does "Scout Spirit" mean to a Life Scout?**
- **Why do you think that Scouting for Food is referred to as a "National Good Turn"?**
- **The Scout Oath refers to "Duty to Self"; what duty do we have to ourselves?**
- **If the Scout is a member of OA: What role does OA play in Scouting?**
- **What honor do you hold in OA?**
- **What is the difference between Scout "ranks" and OA "honors"?**
- **Have you begun to think about an Eagle Service Project? What are you thinking about doing? When?**



# Eagle Rank

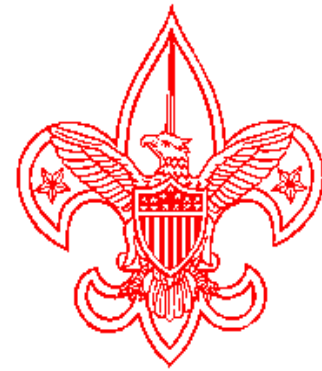
## Sample Questions



- The Board of Review for the Eagle Rank is different from the other Boards of Review in which the Scout has participated. The members of the Board of Review are not all from his Troop Committee. Introductions are essential, and a few "break in" questions may be appropriate.
- At this point, the goal is to understand the Scout's full Scouting experience, and how others can have similar meaningful Scouting experiences. Scouting principles and goals should be central to the Scout's life; look for evidence of this.
- Although this is the final rank, this is not the end of the Scouting trail; "Once an Eagle, always an Eagle". Explore how this Eagle Scout will continue with Scouting activities, and continued service to his home, church, and community.
- The approximate time for this Board of Review should be 30 - 50 minutes.

- What would you suggest adding to the Scout Law (a thirteenth point)? Why?
- What one point could be removed from the Scout Law? Why?
- Why is it important to learn how to tie knots, and lash together poles and logs?
- What is the difference between a "Hollywood hero" and a real hero?
- Can you give me an example of someone who is a hero to you? (A real person, not a character in a book or movie.)
- Why do you think that the Family Life merit badge was recently added to the list of required merit badges?
- What camping experience have you had, that you wish every Scout could have?
- Have you been to Philmont or a National (International) Jamboree? What was your most memorable experience there?
- What is the role of the Senior Patrol Leader at a troop meeting (campout, summer camp)?
- If you could change one thing to improve Scouting, what would you change? What do you believe our society expects from an Eagle Scout?
- The charge to the Eagle requires that you give back to Scouting more than Scouting has given to you. How do you propose to do that?
- As an Eagle Scout, what can you personally do to improve your unit?
- What will you be doing in your unit, after receiving your Eagle Rank?
- Tell us how you selected your Eagle Service Project.
- From your Eagle Service Project, what did you learn about managing or leading people? What are the qualities of a good leader?
- What part of your Eagle Service Project was the most challenging? Why?
- If you were to manage another project similar to your Eagle Service Project, what would you do differently to make the project better or easier?
- What are your future plans (high school, college, trade school, military, career, etc.)?

- **Tell us about your family (parents, siblings, etc.). How do you help out at home?**
- **What do you think is the single biggest issue facing Scouting in the future?**
- **How do your friends outside of Scouting react when they learn that you are a Boy Scout? How do you think they will react when they learn that you have become an Eagle Scout?**
- **Why do you think that belief in God (a supreme being) is part of the Scouting requirements?**
- **How do you know when a Scout is "active" in his unit?**
- **You have been in Scouting for many years, sum up all of those experiences in one word. Why?**



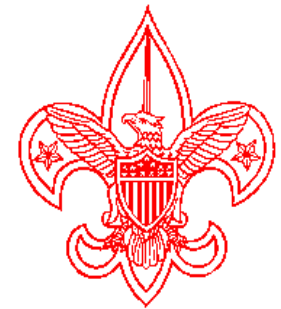
- **What one thing have you gained from your Scoutmaster's conferences over the years?**
- **How does an Eagle Scout continue to show Scout Spirit?**
- **If the Scout is a member of the Order of the Arrow: What does OA membership mean to you? How does OA help Scouting and your unit?**
- **[Traditional last questions] Why should this Board of Review approve your request for the Eagle Rank? or Why should you be an Eagle Scout?**

# Eagle Palms

## Sample Questions



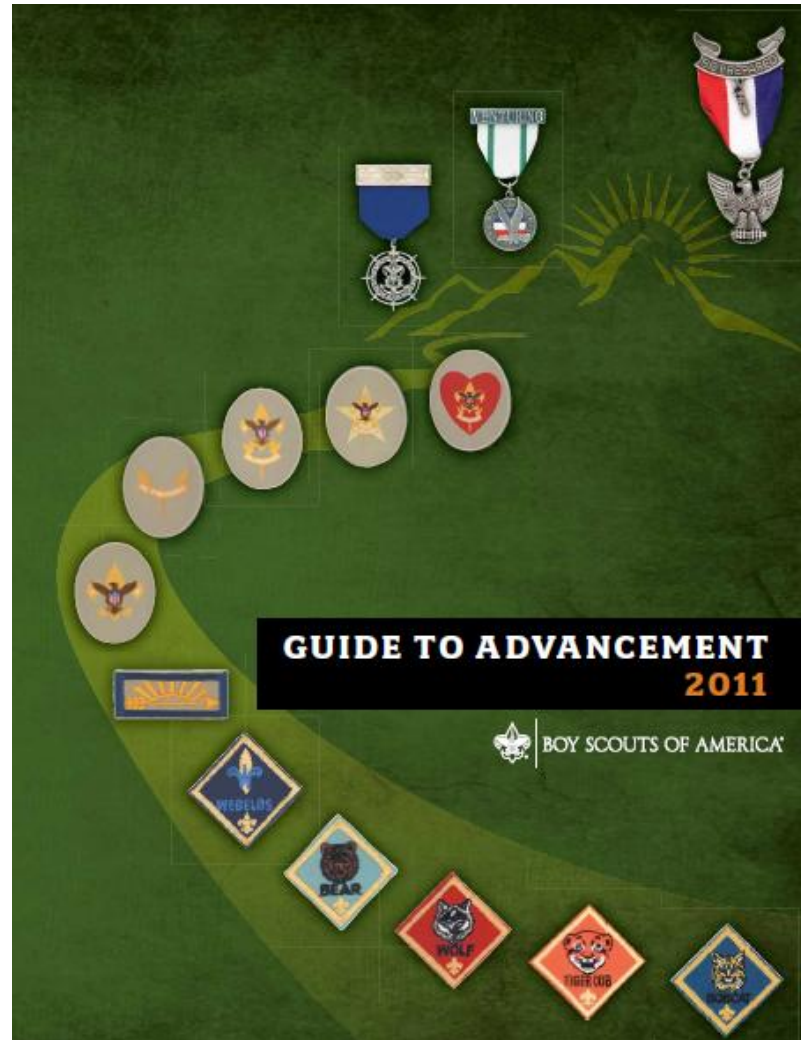
- Eagle Palms are awarded for continued leadership and skills development (merit badges) after the Eagle Rank has been earned. The purpose of this Board of Review is to ensure that the Eagle Scout remains active within the unit, contributes to the leadership of the unit, and assists with the growth of the other Scouts within the unit.
- The approximate time for this Board of Review should be 15 minutes.



- **As an Eagle, have the Scout Oath and Law gained new meaning for you? How?**
- **Why is it important to developing and identify leadership? How do you do this?**
- **Since earning your Eagle,**
- **what merit badges have you earned?**
- **Since earning your Eagle (last Palm), in what service projects have you participated?**
- **How do you plan to continue your involvement with Scouting?**
- **What would you say to a Life Scout who is only minimally active within his unit, and who does not seem motivated to continue along the Scouting Trail?**
- **If a Life Scout was having difficulty selecting an Eagle Service Project, what would you suggest to him?**
- **What is the primary role of the Scoutmaster?**
- **How have you begun to "... give back to Scouting more than Scouting has given to you".**

# Today's Agenda

- Introductions
- Theory
- **Discussion**
- Questions
- Conclusions









## **other resources**

<http://blog.scoutingmagazine.org/2012/09/14/20-questions-to-ask-at-your-next-eagle-board-of-review/>

<http://www.scoutingmagazine.org/issues/0603/d-flin.html>

This last link is from 2006