



Middle Tennessee Council College of Commissioner Science

Doctorate Thesis / Project Topic Submission Form

Version 1.0

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Abstract

This document is for College of Commissioner Science Doctorate Thesis / Project Topic Submissions.

Doctoral Candidate Information

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Council: Middle Tennessee District: Upper Cumberland
Current Commissioner Position: District Commissioner
Years in Current Commissioner Position: 1
Date You Received Your College of Commissioner Science Bachelors Degree: M 10 D 7 Y 2009
Date You Received Your College of Commissioner Science Masters Degree: M 11 D 10 Y 2010

Please complete all the following questions regarding the Thesis or Project topic you are submitting to the College of Commissioner Science Review Board for approval.

I am submitting this Topic for a: Thesis Project

Thesis Topic Name: District Training Day

Brief summary describing the purpose and reason for choosing the topic:

This is an effort to improve JTE scores. One area that always needs improving is training for our adult leaders. Our District has 61.5% of its leaders that have been youth protection trained. Only 33.3% of our adult leaders are fully trained. This is not acceptable

Thesis/Project Opportunity Statement – Brief summary describing the opportunity for the thesis/project Topic i.e. why do you think there is a Thesis or Project need for this topic?

In a perfect world, we can ask Scouting leaders to take the training, send them a link and it will be done. We all know it doesn't work that way. It does for some but not most. Training numbers need to be improved. This is an effort to offer a large group to be trained at one time.

Vision/Scope Statement – Brief overview of the Vision and Scope of the thesis/project topic including what is "out" of scope to the topic:

I will offer District training in a computer lab. I will publicize the event and the room will be large enough to handle the event. My goal is to bring in a large group of leaders who need training and train them. I can't force them to attend, so the results will be based on attendance. I believe that I am well respected in this District and I think we will have a good turn out.

Benefits Analysis – Brief summary describing the anticipated benefits from the thesis/project topic that will be studied, evaluated, performed and delivered:

I hope to make the Upper Cumberland District's training numbers the best in the Middle Tennessee Council. I will look at Training needs and offer a way to train in one day.

The below section is not required for submitting your thesis topic but will help you in successfully planning and completing your thesis or Project objectives.

S.M.A.R.T. Goals –Describe the goals and explain how they will also be Specific, Measurable, Attainable, Relevant and Time Bound

Specific: Goal is focused in one defined area. Answers the questions - What is to be achieved?

Improve youth protection trained numbers.

Measurable: The success toward meeting the goal can be measured. Answers the question - How?

I know the untrained youth protection numbers before and after the project.

Attainable: Your goals are realistic and can be achieved in a specific amount of time and are reasonable.

Yes they can be achieved.

Relevant: Your goals are aligned with current tasks and projects and focus in one defined area; include the expected result.

Better training numbers will help a achieve a better JTE District score, and will help the Upper Cumberland District to strengthen the scouting movement.

Time Bound: Your Goals have a clearly defined time-frame including a target or deadline date – Answers the question - When?:

I need to have this finished before the end of May so I think two to three months.

Thesis /Project Concept – Brief summary describing the concepts including how thesis and project topic elaboration will come together i.e. outline of the phases, studies or approach you will use to complete the thesis/project:

I have a contact with a Middle school principal who has a computer lab. She has offered to let me use the space to train our leaders. I hope only one session will be needed but I can add another session if needed. I am the communication chair for the District so I have all the adult leaders e-mail address. I have found that some leaders registration numbers don't match their training. We can fix that also.

Benefactors/Users – Who is your audience and who will directly use or benefit from the thesis/project topic and why?

My audience will be the adult scout leaders for both the Upper Cumberland and Black Fox District. They will benefit from the training. But also District Commissioners and Training chairs will benefit from the research of how this was accomplished when I write the paper.

Constraints – Are there any potential constraints you may have in completing the goals of the thesis/project Topic?

Success is based on turnout of untrained adult scout leaders. As of today the Upper Cumberland District has 165 leaders who need Youth protection training. many more need Committee training. I can offer this to be cleaned up in one day. I a good promoter and think I can get a good percentage to attend.

Below Information is for College of Commissioner Science Doctoral Review Committee Only

Date Reviewed by Doctoral Committee: M ___ D ___ Y ___

Review Status: Topic Approved Topic Rejected

Date Approved: M ___ D ___ Y ___

Notes/Comments:

Commissioner College Doctorate Project

Dan Fenlon

The project I chose was to provide a training event in a computer lab at a school. The goal of the project was to improve District training scores. The Upper Cumberland District, like many other districts, has many leaders that need to take the required BSA trainings.

In looking at training needs, I found that Youth Protection and WS10 Troop Committee Challenge-E-Learning were the two areas that units needed the most. I wanted to offer this training in a computer lab so that each leader could take the training and update their record at one site. There are computer labs in schools at both Tennessee Tech University and at Putnam County Middle and High Schools. I chose Prescott South Middle School (PSMS) because I knew the Principal and several teachers there.

My goals were to provide a training room where I could give access to thirty or more leaders where they could log in and take either youth protection or WS10. I also invited unit Key-3 leaders to train them on what they can do with tools that they might not be using.

I called and made an appointment with Cindy Taylor, Principal at PSMS at that time. We talked about the space I needed and set the date for April 10, 2014. A contract was drawn up for the event. One of the requirements per the contract was that a PSMS faculty member be present during training. I asked Betsy Huddleston, PSMS's art teacher, to attend that night. I went to the lab and made sure we had access to www.my.scouting.org. Luckily, there was no cost for use of the room.

I downloaded training reports for every unit in the Upper Cumberland District. I then sent a personal e-mail to each unit with the attached training needs for their unit and an invitation to

attend the event at PSMS. I also looked at each unit and made sure that each unit's Key-3 leaders were on my District e-mail list. If they were not, they were added.

I also made contact with the training chair for Black Fox and invited anyone from Black Fox that needed the training to attend.

I posted notices about the training on both the Upper Cumberland District Facebook page and the UCD Website. In addition, I posted the information on the Black Fox Facebook page.

I created a sign-in sheet that asked for Name, Unit, District, what training was needed, and what training had already been completed. Attendance was not what I had hoped for. There were eight in attendance from three units. No one from Black Fox attended.

One thing that I had not anticipated was that most did not have a "my scouting" account. So, we spent some time setting that up for them. The schools block Yahoo which caused a problem for the two who had Yahoo e-mail addresses. We were able to work around it by using their cell phones, but they had to go outside to get the message.

After we got everyone an account and they got to the training site, it went well. I had two who were able to take two trainings.

Even though the turnout was low, the end result of the project was successful. A year ago the Upper Cumberland District youth protection was at 61.5% trained, and Adult leaders were only 33.3% trained. Today 71.2% are youth protection trained, and 45% of our leaders are trained. That is the best in the Middle Tennessee Council, but still far from being adequate. It is something our training chair and the Key-3 for the District are working to improve. I have started giving awards to units at Roundtable when they reach the 100% youth protection trained goal. We currently have five units that are 100% youth protection trained.

Using a computer lab at a school has great potential. There are good computers and a screen that can be set up to show everyone what to do.

I have a few suggestions to improve training numbers in the Middle Tennessee Council and Districts. Communication is the key. The Upper Cumberland District has an Assistant Commissioner known as the "Communication Chair." I have been providing that service for the Upper Cumberland District for over ten years. I keep the e-mail lists for all scout leaders up-to-date and broken into categories: Cub Scouts, Boy Scouts, Venturing, Cub Masters, Scoutmasters and all Scouts. From time to time I send out training reports to each unit's Key 3. I generally get responses back that the information is wrong. Then I reply with how that can be fixed and what they need to do to correct the information that Council has if it is indeed wrong. I send instructions on how they can add training as Key 3 leaders.

With the mandatory 100% Youth Protection Training goal in play for 2015, it is something I believe in strongly. I see the use of on site training events as a great option. We District training chairs need to be open to several options to bring the training to the units. That should be unit by unit or group training, either at Roundtable or in a school setting like my project used. Getting the untrained leaders to attend is the challenge because the untrained leaders tend to be the same leaders who do not attend Roundtable on a regular basis. Their unit's Key 3 have to be involved to accomplish the necessary training. On the Council level the Council training chair needs to offer incentives for 100% trained units, We have an award in our district but maybe a patch or a ribbon could be offered for units that achieve 100% Youth Protection Trained.

In looking at The Upper Cumberland District's JTE dashboard, we were at .22% direct contact leaders trained in January 2014 and have improved to 13.5% in January 2015. I don't find that acceptable even though that was the best in the Council for 2014. We are working as a District Committee and with our District Training Chair to improve this number and the Youth Protection numbers for the District.