

# Instructions to Presenters

- The intended audience for this presentation is leaders over faith-based Scouting units, as well as any who do not quite understand the power of Scouting when properly implemented to change boy's lives in a very predictable manner.
- It is recommended that the slides be presented in Slide Show mode while reading from a printout of the text contained in the accompanying Notes.
- To print the Notes for presenting, print slides 2-33, Notes pages.
- If you wish to print a participant Handout (which is recommended), print slides 34-57, 6 Slides Horizontal, Frame Slides, Scale to fit paper, two sided, grayscale. This will come to 2 pieces of paper per handout.
- It should take about 16 minutes to present the material in the slides.

---Ben Call, Grand Teton Council  
bencall@scouting.org

Leaders 2.05



Welcome to this presentation entitled “Scouting—A Powerful Tool”. Its purpose is to present evidence from recent research showing that Scouting changes the lives of boys in powerful ways. It is geared particularly towards leaders of Scouting.

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Leaders 2.05

## Questions to Ponder

*How do you and those  
around you see Scouting?*

*How well does it work in forging  
character in boys and young men?*

Let's begin by considering some questions.

First, how do you and those around you see Scouting?

Most of us I suspect view Scouting primarily as an activity program for boys,  
one that requires a commitment of time, effort and financial support.

That being the case,

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How well does it work?

Does it succeed in forging character in boys and young men?

Does Scouting have the power to create change in boys that will continue  
into adulthood?

Is it worth the major commitment it asks of parents, leaders and youth?

Yes, Scouting is an activity program for youth. And a very good one.

But is there more to it than just that?

Is there value in the Scouting experience beyond the activities and  
awards?

To see the real value that Scouting brings, we need to look past  
WHAT we DO in Scouting, and look more closely at  
WHY we do Scouting.

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## The Field of Youth Development

- There are groups of social scientists doing ongoing research on programs for youth.
- They have studied nearly all major youth programs over the years, including Girl Scouts, sports and many others, to determine their effect on the lives of their participants.
- In particular they are looking for ways to encourage Positive Youth Development, or “PYD”.

Social scientists have been studying the field of youth development for decades.

They have evaluated 4H, music, sports, and most other youth programs. They are interested in how these activities affect the lives of their participants.

In particular they are looking for ways to encourage Positive Youth Development, or “PYD”.

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## Positive Youth Development

*“PYD” is the quality found in Youth Development programs that successfully promote positive outcomes in youth.*

### They Foster

- Resilience
- Self Determination
- Belief in the Future
- Spirituality
- Clear and Positive Identity

### They Promote

- Bonding
- Social Competence
- Emotional Competence
- Moral Competence

### They Provide

- Recognition for Positive Behavior
- Opportunities for Prosocial Involvement

Annals AAPSS 591 Jan 2004

“PYD” is the quality found in Youth Development programs that successfully promote positive outcomes.

Examples of this include

Fostering self determination, belief in the future, and spirituality;

Promoting moral competence;

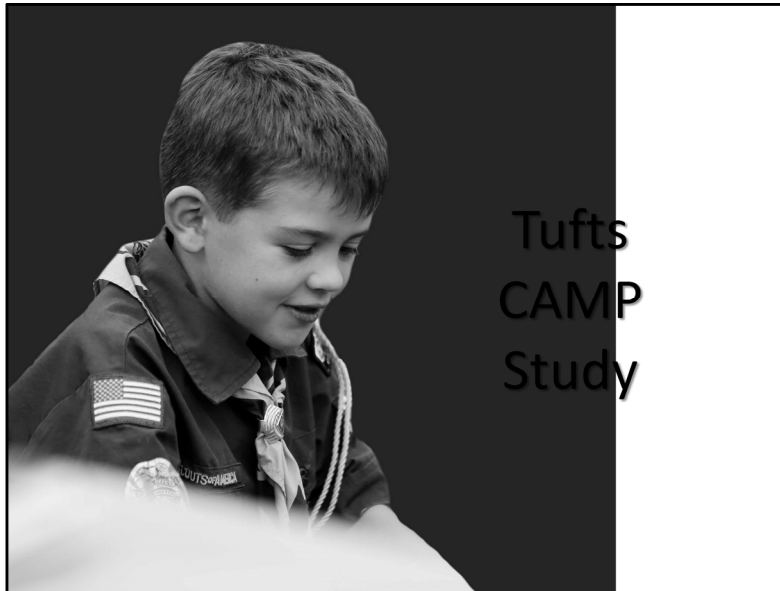
And providing recognition for positive behavior.

These scientists are asking questions such as

What are the common characteristics in youth programs that succeed in creating PYD? And,

How well does Scouting accomplish the goals of PYD?

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To answer that question, researchers at Tufts University launched a study of character development in Cub Scouts called the Tufts CAMP Study. The BSA was involved in this only by making Cub units available for study.

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## The Tufts CAMP Study Study Design

- 1,800 Cub Scouts aged 6-12
- 400 carefully matched non-Scouts from Philadelphia area
- Duration 2½ years, starting in 2012
- Development was measured in 9 key areas
  - Hopefulness
  - Helpfulness
  - Obedience
  - Thriftiness
  - Trustworthiness
  - Cheerfulness
  - Kindness
  - Hopeful Future Expectations
  - Religious Reverence
- In the beginning, there were **no significant differences** between the two groups.
- By the end however, the differences were **striking**.

Funded by the John Templeton Foundation

About 1,800 Cub Scouts aged 6-12 were compared with 400 carefully matched non-Scouts.

Their characteristics were measured regularly over a 2½ year period of time.

Character development was measured in multiple areas.

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In the beginning, there were no significant differences between the two groups.

By the end however, the differences were striking.

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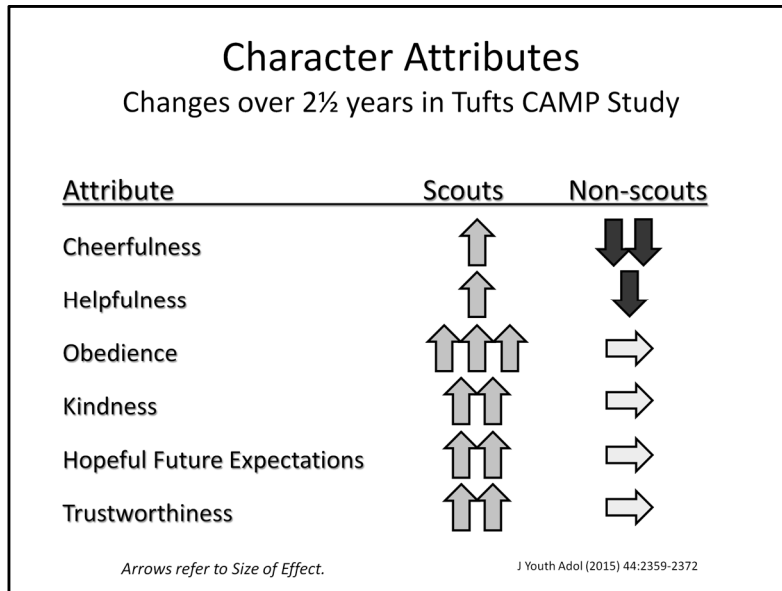
The findings of the study were powerful, and have gone a long way towards dispelling common myths about the Scouting program.

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The first myth is that “Scouting is broken”. It just doesn’t make an important difference in boy’s lives.

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Let's look at some of their findings. First,

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Cheerfulness –

Scouts showed a small tendency toward greater Cheerfulness

That is, one “up” arrow

Non-Scouts showed a moderate tendency toward less Cheerfulness

That is, two “down” arrows. Likewise,

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Helpfulness-

We see here a small increase in Helpfulness by Scouts, and a small decrease by non-Scouts.

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Obedience

Here we see a larger increase in Obedience by Scouts, and no change in non-Scouts. Likewise,

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Kindness

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Hopeful future expectations, and

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Trustworthiness

Scouts made growth in every area

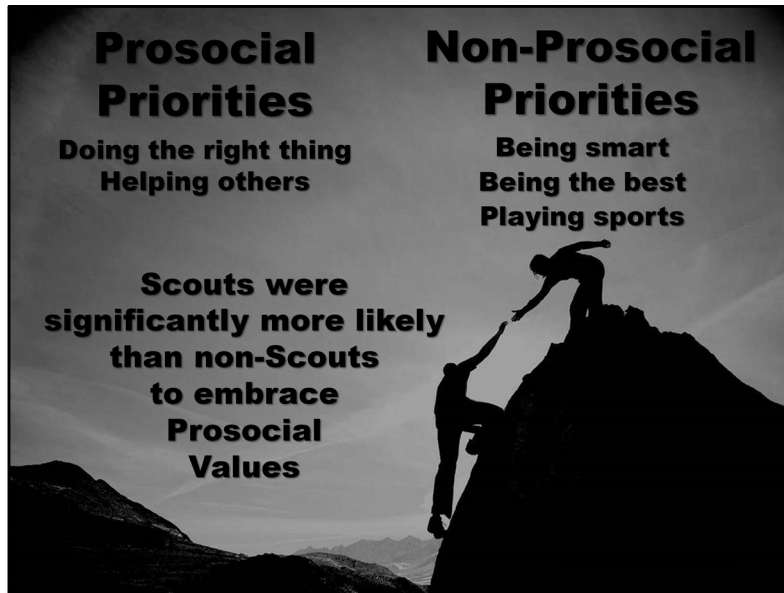
while non-Scouts stayed the same, or even lost some ground.

These changes in character attributes might have appeared at the time to be relatively small--

But, like turning a ship's rudder,

They are expected to have a major impact on the direction of these boy's lives as they grow and mature.

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Scouts showed other differences.

When asked to prioritize goals in their life, Scouts were more likely than non-Scouts to embrace Prosocial Values.

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For example, Scouts placed higher value on Doing the Right Thing, and Helping Others, while

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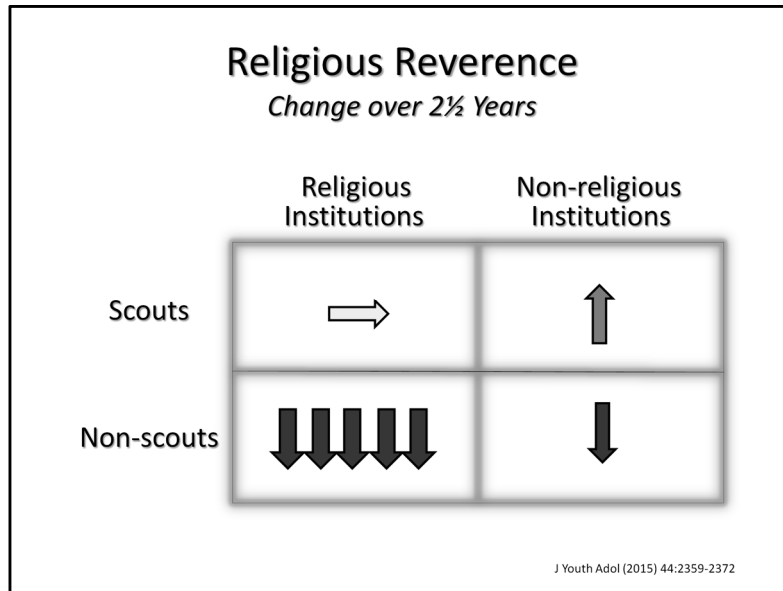
non-Scouts placed more value on Being Smart, Being the Best, and Playing Sports

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Another finding was the effect of Scouting on Religious Reverence. This is the name given in the study to expressions from the Scouts such as  
as  
"I pray", and  
"I like to read stories from my religion".

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The study looked at changes in Religious Reverence in a number of groups. In some groups the differences between Scouts and non-Scouts were minimal. However, in the group of non-Scouts coming from Religious Institutions, a remarkable finding emerged.

In just 2 ½ years, these non-Scouts from religious institutions showed a

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major decline in their desire to pray and read stories from their religion.

This was a big deal.

In relating this to our local units, these non-Scouts from religious institutions might be comparable to boys in our church-based units who do not participate in the Scouting program.

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## Religious Reverence

*“Non-scout boys from religious affiliated institutions reported a medium to large degree of decrease in their religious reverence.”*

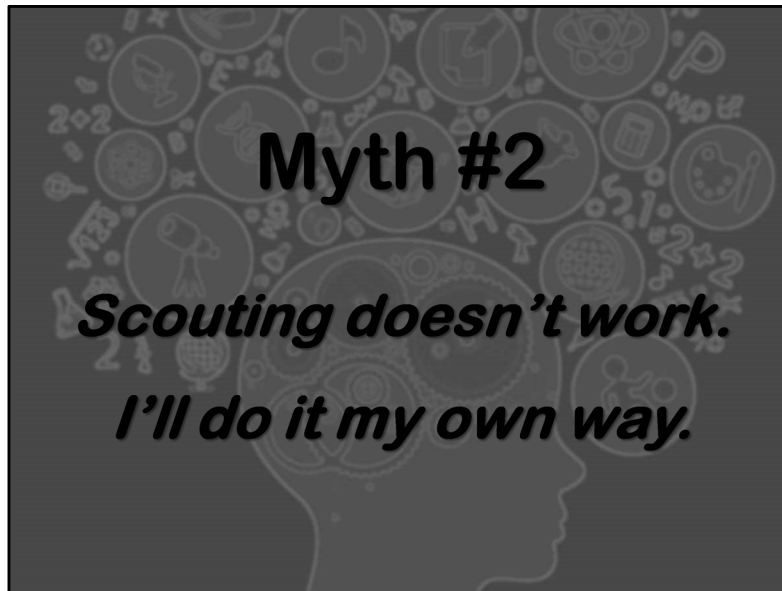
J Youth Adol (2015) 44:2359-2372

In the words of the researchers,  
“Non-scout boys from religious affiliated institutions reported a medium to large degree of decrease in their religious reverence.”

Consider how this might affect the course of these boy’s lives. I am sure most of us have known boys who drifted away from Scouting, only to later drift away from their faith and their Duty to God.

The influence of this on these boy’s commitment to God, and their future as parents and leaders is expected to be large.

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A second common myth was also addressed by the Tufts study.

This is the myth that

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“Scouting doesn’t work”,  
so “I’ll just do it my own way.”

What about those Scouting leaders who feel the Scouting program doesn’t work for them, and who run a modified program?

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How About a  
“Do it Yourself”  
PYD Program?

In effect, they are creating a “Do It Yourself” version of Scouting. How well does this work in terms of creating Positive Youth Development?

We can't say for sure, but we do know that the Scouting program as put forth by BSA does it very well.

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## *Characteristics of Programs with PYD*

*Findings from Youth Development Literature*

1. Create a Safe Space

2. Start with “The Big Three”

J Youth Adol (2015) 44:2359-2372

What are the essential elements of PYD that make programs like Scouting successful?

First, all PYD programs create a space that is safe physically, socially and emotionally.

In short, they ensure Youth Protection.

There is no positive learning if youth do not feel safe.

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Second,

They start with the “The Big Three”.

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## The “Big Three” of Youth Development Programs

**1**

Positive and sustained adult-youth relationships



**2**

Life-skill building curriculum



**3**

Opportunities for youth leadership



The “Big Three” are elements found in all youth programs that succeed at PYD.

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First. They provide youth with opportunities for meaningful relationships with adults lasting at least a year.

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Second. They promote the development of life-skills through a Life-Skill building Curriculum, and

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Third. They provide opportunities for leadership in family, school, or community activities.

So how does Scouting measure up?

Number one.

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Scouting creates multiple lasting adult-youth relationships.

Number two.

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Scouting is filled with life-skills from cooking and personal finance, to teamwork and determination.

And number three.

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Scouting fosters opportunities for youth leadership at all ages.

All in all, Scouting fills the bill perfectly.

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**3. Follow a Structured Curriculum**

**“96%”**      *“Having a structured curriculum is **critical**”*

**Effective Implementation**

*Fidelity                  Quality                  Consistency*

Annals AAPSS 591 Jan 2004

Third, programs that have PYD are built around a Structured Curriculum. A Structured Curriculum is a clearly defined program of rules, goals and rewards that guides participants toward a positive end. In the case of Scouting, this would be the full Scouting program as defined by the BSA.

The importance of this was shown in a 2004 review of successful youth programs where 24 out of 25 or

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96% of successful PYD programs utilized a structured curriculum. They concluded that

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“Having a structured curriculum is critical”. In addition, they found that

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The quality of program implementation predicted program effectiveness. Elements of effective program implementation include

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Fidelity, Quality, and Consistency.

In this case,

- Fidelity refers to following the Scouting curriculum as closely as possible.

- Quality refers to quality of execution, and

- Consistency refers to consistency over time.

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## High Quality Program Matters

### *Program Implementation and PYD*

High quality programs attract more boys,  
engage them more frequently, and hold  
onto them longer.

Units with a high quality program are better  
able to reach even boys who are less-  
engaged.

*More character development in more boys*

In addition to the three elements found in all successful PYD programs, the Tufts Study demonstrated three particular program characteristics that are related to character development.

First, having a high quality program predicted character change.

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-High quality programs attract more boys,  
engage them more frequently,  
and hold onto them longer.

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-Units with a high quality program are better able to reach even boys who are less-engaged.

Boys who are less-engaged are more likely to have character development if they participate in highly-engaged units.

In short, a high quality program leads to

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More character development in more boys

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**Regular Attendance Matters**  
*Program Implementation and PYD*

*Scouts who were more active in Scouting*  
*Scouts who were less active in Scouting*

*Greater activity in Scouting*  
*predicted improvement in multiple areas*

Academic success

Thriftiness

Intentional Self Regulation

Am J Comm Psychol (2016) 57:73-86

Second, regular attendance by Scouts predicted character change.

The results:

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Greater attendance at Scouting activities predicted improvement in multiple areas including

Academic success,

Thriftiness, and

Intentional Self Regulation.

This is the ability to make plans and carry them out.

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**Leadership Support is Vital**  
*Program Implementation and PYD*

*Quote from Tufts Study*

“No dimension of activity involvement  
—intensity, duration or engagement—  
will be related to program goals

when the structure and leadership  
that supports program curriculum  
is not readily in place.”

Am J Comm Psychol (2016) 57:73-86

Lastly, they highlighted the vital role that program leadership plays in achieving character change. They stated that

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“No dimension of activity involvement  
—intensity, duration or engagement—  
will be related to program goals

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when the structure and leadership  
that supports program curriculum is not readily in place.”

In other words,

We cannot be confident that any  
amount of activity by the boys will lead to character change  
when the structure and leadership are not in place to support the Scouting  
program.

Active leadership support of the Scouting curriculum  
is critical to creating  
a program that will change boys’ lives.

Without it,  
the program is more likely to fail the boys it is attempting to serve.

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**Leadership Support is Vital**  
*Program Implementation and PYD*

*Quote from Tufts Study*

*“In a poorly developed program,  
where the links between  
program curriculum (i.e. Scouting curriculum)  
and goals (i.e. leadership direction)  
are not well defined and validated,  
even the most engaged participant  
is unlikely to demonstrate positive change  
as a result of his involvement.”*

Am J Comm Psychol (2016) 57:73-86

The researchers referred to the lack of leadership support under the label of “Poor implementation” or “Poorly developed program”.

-This is a quote from their research.

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*“In a poorly developed program,*

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where the links between  
program curriculum (that is, the Scouting curriculum)  
and goals (that is, leadership direction and emphasis)  
are not well defined and validated,

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*even the most engaged participant  
is unlikely to demonstrate positive change  
as a result of his involvement.”*

Note the consequence.

In a program where leadership goals are not aligned with the Scouting curriculum,

“even the most engaged participant is unlikely to demonstrate positive change.”

The job of leadership is to actively generate support and energy, not just for the idea of having a youth program, but for the Scouting Curriculum itself.

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**Leadership Support is Vital**  
*Program Implementation and PYD*  
*Take-away Messages*

- Strong linkage between leadership and the Scouting curriculum is essential to a successful program.
- Without this “even the most engaged participant is unlikely to demonstrate positive change”.
- The program will likely fail the boy, and skeptical leaders will be “proven right” once again.
- However, the reason the program failed is likely not that Scouting failed, but that it was poorly implemented.

In short,  
Strong linkage between leadership and the Scouting curriculum is essential to a successful program.

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Without this, “even the most engaged participant is unlikely to demonstrate positive change”.

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The program will likely fail the boy, and skeptical leaders will be “proven right” once again.

“Yes, the program did fail the boy. Scouting didn’t work for him.”

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However, the reason the program failed is likely not that Scouting failed, but that it was poorly implemented.

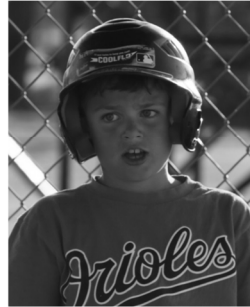
It is perhaps failures such as this that have led some youth leaders to conclude that Scouting is ineffective.

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## What About Sports?

- Over 80% of American youth will at some time have participated in a sports program.
- American youth spend more time in sports programs than any other organized out-of-school activity.



What about sports?

Over 80% of American youth will at some time have participated in a sports program.

They spend more time in sports than in any other organized out-of-school activity.

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## Sports and Youth Development

### *The Good and the Bad*

#### *The Good*

- Improve grades in school
- Feel better about themselves
- Show leadership

#### *The Bad*

- Increase aggressive behavior
- Reduce ability to see right and wrong
- Increase chances for risky behavior

*When kids do nothing but sports, the overall effect on their character development is negative.*

What do we know about the affect of participation in Sports programs?

The news is good and bad.

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Some studies say that sports do good things for kids by helping them improve grades in school, feel better about themselves, and show leadership.

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Other research says that sports programs are not so great for kids because they increase aggressive behavior, reduce the ability to see right and wrong, and increase the chances for risky behavior.

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In fact, when a kid does nothing but sports, the research suggests that the overall effect on their character development is negative.

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What about Sports *in Combination* with a  
Good Program like Scouting?

- Kids active in both programs show the highest
  - Positive individual functioning
  - Contribution to family and community.

Scouting and Sports make a  
great partnership.

However, if kids combine sports and a good program like Scouting, the results are very different.

Kids active in both sports and Scouting show the highest levels of positive individual functioning as well as contribution to family and community.

With the strong emphasis of Scouting on character development and the value of every individual,

Scouting and Sports make a great partnership.

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## Is Participation in Scouting Associated with Prosocial Behavior in Adulthood?

### “Eagle Scouts—Merit Beyond the Badge”

*Baylor University, Institute for Studies of Religion*

*Nationwide Survey*

*Average Age of Respondent—47 years*

Eagle Scouts	134
Scouts (Not Eagle)	853
Non Scouts	1,502
Total	2,512

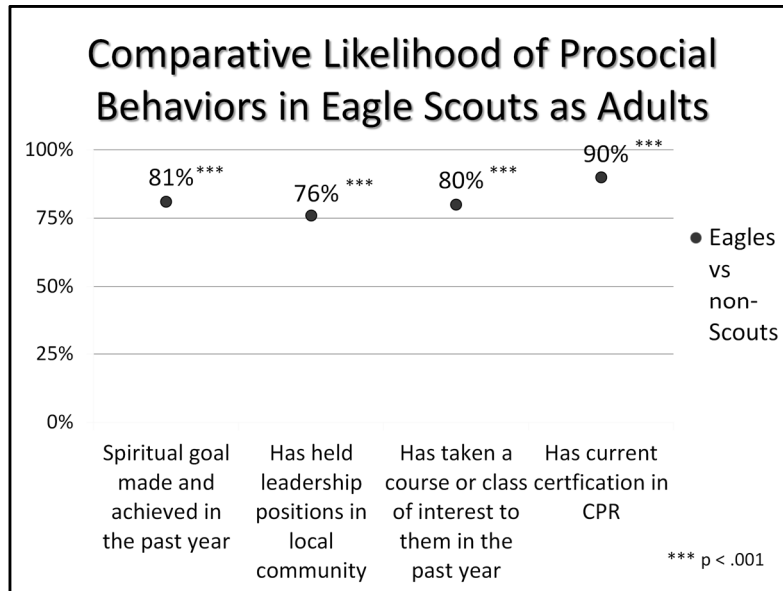
Next question:

“Is there any evidence that activity in Scouting as a youth yields benefits as an adult?”

Researchers at Baylor University examined this in a nationwide poll of adult men.

The average age of these men was 47 years, just about 30 years older than the age of a Scout.

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The results:

Compared to those who had no involvement in Scouting, Eagle Scouts were 81% more likely to have made and achieved a spiritual goal within the past year.

They were also more likely to have held a leadership position in their local community,

To have taken a course in the past year on something that interested them, and

To be currently certified in CPR.

When compared to non-Scouts, Eagle Scouts exhibited significantly higher levels of service and leadership, goal orientation, planning and preparedness, and character.

Recall that these men's Scouting experience was 30 years before.

The fact that their activity in Scouting would make this difference three decades later

says much about the power of Scouting to create lasting change in the lives of young men.

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## In Summary

- ✓ Scouting leads to the development of multiple positive character attributes.
- ✓ Scouting sustains Religious Reverence.
- ✓ Scouting is a strong partner with sports in building positive character.
- ✓ The positive effect of Scouting persists for decades.
- ✓ Scouting requires strong support from leadership to be fully effective.

In Summary,

Activity in Scouting leads to the development of multiple positive character attributes.

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Scouting activity sustains Religious Reverence.

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Scouting is a strong partner with sports programs in building positive character.

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The positive effect of participation in Scouting persists for decades.

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Scouting requires strong support from leadership to be fully effective.

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So What?

So What?

What should this mean to me and the boys I work with?

In other words,

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## What Really *IS* Scouting?

- Scouting is more than just an outdoor activity program, silly songs or merit badges.
- Scouting is a proven and effective program that changes boys' lives, while sustaining Religious Reverence.
- However, Scouting requires strong support from leadership to be fully effective.
- It is that *foundation of leader support* that gives it the power to touch hearts and change lives.

What Really *IS* Scouting?

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Scouting is more than just an outdoor activity program, silly songs and merit badges.

It is more than Friends of Scouting, \$200 for Scout camp, or even sleeping in an ice-cave.

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Scouting is a proven and effective program that changes boys' lives, while sustaining Religious Reverence.

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However, Scouting requires strong support from leadership to be fully effective.

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It is that *foundation of leader support* that gives it the power to touch hearts and change lives.

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Scouting is a  
powerful and effective tool  
for creating change in the lives of boys.

*The degree that our boys experience  
the power and effectiveness  
that Scouting promises,  
is therefore up to us—  
their leaders.*

Scouting is a  
powerful and effective tool  
for creating change in the lives of boys.

I leave you with my conviction that activity in Scouting truly does make good boys into better men.

It DOES make a difference.

It DOES change the lives of boys in deep and meaningful ways.

However,

Scouting requires strong support from its leadership to be fully effective.

It is that *foundation of leader support* that gives it the power to touch hearts and change lives.

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The degree that our boys experience  
the power and effectiveness  
that Scouting promises,  
is therefore up to us—  
their leaders.

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*Two Questions*

*Ponder*

What can I personally do  
to better support  
the Scouting program?

*Discuss*

What steps can we take  
to make our Scouting program  
touch the life of every boy?

[www.tetonscouts.org](http://www.tetonscouts.org)

In closing, I would suggest two questions for you to consider following this presentation.

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One for you to ponder, and one for you to discuss.

First, ask yourself

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“What can I personally do to better support the Scouting program?”

Think about it for a moment, perhaps say a little prayer, and write down your answer.

Second. Get together with the other leaders in your unit, and sit down and discuss the question,

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“What steps can we take to make our Scouting program touch the life of every boy?”

Brainstorm some ideas, make a plan, and then carry it out.

As we focus on harnessing the power of Scouting to change lives, our programs will flourish, and our boys will someday thank us.

Thank you for your attention, and thank you for your support of Scouting as a powerful tool for shaping the lives of our youth.