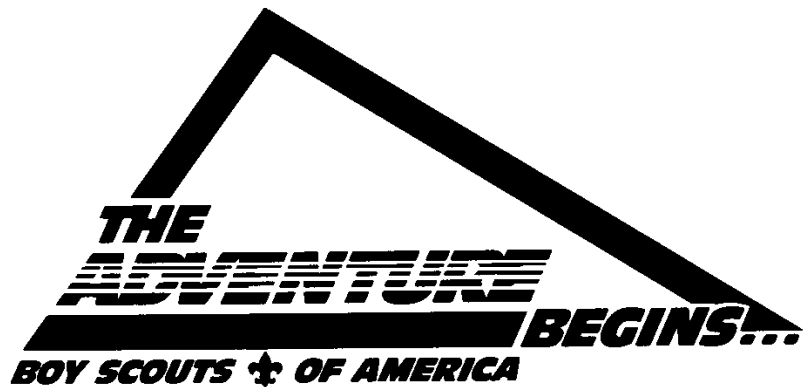
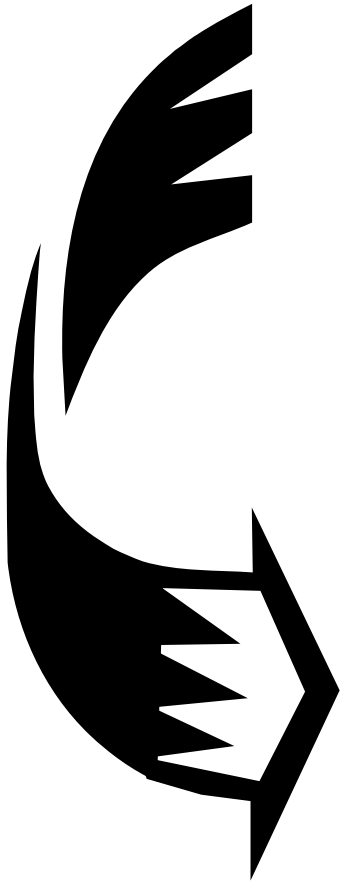


Trail of Tears District
WEBELOS-TO-SCOUT TRANSITION

BEST METHODS & PRACTICES

A GRADUATION PLAN FOR GROWTH





WEBELOS-TO-SCOUT GRADUATION PLAN BACKGROUND



Every Webelos deserves the opportunity to be a Boy Scout. While some Webelos move to a troop with no help at all, many need to know about the Boy Scout program and how to go about finding a good, active troop. Many of their parents will appreciate this same advice and help.

**We also must let him know that he is wanted ...
Your troop's invitation can make the difference.**

The purpose of the Webelos-to-Scout transition plan is to give Webelos a sampling of the troop program, troop leadership, advancements opportunities, and the excitement of Boy Scouting.

The Arrow of Light requirements introduce Webelos to basic Boy Scout elements. Joint den / troop activities provide a comfort level and familiarization with the Scouts in a troop.

The Webelos advancement program has been designed so that they can earn the Webelos rank in fourth grade and focus on the Arrow of Light and transition ideas in fifth grade. If, however, a boy starts the Webelos in fifth grade, he can still earn both.

HERE IS HOW THE TRANSITION PLAN WORKS

Den / Troop Partnership – September

Early in the Webelos' Fifth grade year, the leaders provide a copy of the den roster to the local troops of interest. The key factor is the working relationship between the packs and the troop(s) the boys will join. This relationship should be renewed each program year.

The partner troop may also be able to provide Den Chiefs for the pack or assistance with planning outdoor activities.

The Trail of Tears District web site www.totscouting.org has a locator section on the main page to link you to all the troops and packs in the District.

Several activities, such as weekend campouts, district camporees, day hikes, or service projects for your sponsor should be conducted jointly.

Through these joint activities and visits to troop meetings, campouts, and Courts of Honor, the Webelos not only learn about Boy Scouting, but they also make friends in the troops. Remember, Webelos are looking for the right "fit."

Graduation From Den to Patrol – February

Summer camp is a vital part of the Boy Scout's experience, particularly for the new Scout. The transition plan gives troops a great opportunity to prepare the Webelos for summer camp by moving them into the troop in February or March. In fact, it is recommended that Webelos graduate into a troop as soon as they have earned the Arrow of Light. When a den graduates together, they can continue to provide friendship and support each other – thus a smooth transition for both the boys and the families.

By following the transition plan, graduation is no longer a leap into the unknown, but a step into a familiar and friendly environment.

We Can Only Instill The Values of Boy Scouting Into The Lives Of Boys Who Join.



WEBELOS-TO-SCOUT GRADUATION PLAN



The Trail of Tears District Schedule

By Date	Task	Responsible Party
August 1 st	<ul style="list-style-type: none">District Webelos Graduation Team (W2S) recruited and oriented.	Membership Chairperson/DE
September RT	<ul style="list-style-type: none">Joint meeting: Scoutmasters, Cubmasters, & Webelos 2 (5th grade) leaders. Webelos graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee chairman and Webelos leader plus Webelos Tracking sheets in the Disappearing packet.	W2S
Oct Commissioner Meeting/RT	<ul style="list-style-type: none">Graduation plan and job descriptions are reviewed with all leaders. Time to begin working the plan!Every pack turns in a Webelos Tracking Sheet, including those with no fifth-grade Webelos.All Scoutmasters receive letter and Webelos rosters of eligible boys to be invited to visit troop.100% of packs have been followed up on and all rosters are completed and in.	W2S W2S or DE
Dec	<ul style="list-style-type: none">100% of Webelos leaders, Scoutmasters and unit commissioners have met. Their pack's February graduation plan and camp promotion meeting plans should be completed.	Commissioners & W2S
March RT	<ul style="list-style-type: none">Joint Scoutmasters, Cubmasters, & new Webelos 1 leaders. General orientation for new Webelos 1 leaders moving up from Bear leadership.	RT Commissioners & W2S
Mar/April	<ul style="list-style-type: none">All February graduations are recorded, new Scouts registered.	W2S, DE, Commissioners
April 30	<ul style="list-style-type: none">100% of non-transitioned Webelos have been contacted and encouraged to join a troop.	W2S
June 30	<ul style="list-style-type: none">Final graduation report is prepared, recorded unit-by-unit numbers and percentages of graduated Webelos.	W2S
June District or Commissioners Meeting	<ul style="list-style-type: none">Webelos Graduation Chairperson reports on graduation. Discussion on improvements for next year.	W2S



WEBELOS-TO-SCOUT GRADUATION PLAN



INSTRUCTIONS FOR THE CUBMASTER

Your mission is to make this packet of information
D-I-S-A-P-P-E-A-R into the right hands.

- The Webelos-to-Scout Graduation effort is vital to the success of Cub Packs and Scout Troops.

- Step 1 Tear off ***The Pack's Role***.
Discuss, plan, and implement at your monthly pack committee meetings, beginning in September.
- Step 2 Tear off ***The Webelos Leader's Role***, the ***Tracking List***;
Give it to your Webelos 2 Leaders(s) in September.
- Step 3 Tear off ***The Scoutmaster's Role***.
Give to a Scoutmaster from a troop near your Pack's location in September.
- Step 4 Keep ***The Cubmaster's Role***.
Read and implement your part of the plan.

If you or your pack committee have any questions, please contact

- Your Unit Commissioner (check District web site www.totscouting.org to find your Commissioner's contact information) or
- The District's Webelos Coordinator or
- A District professional.



WEBELOS-TO-SCOUT GRADUATION PLAN



The Cubmaster's Role

Your Pack has given your Webelos a good beginning on the Scouting trail. As you know, the purpose of the Webelos program is to prepare and help boys become Boy Scouts.

We know that boys succeed best in becoming Scouts when the Cubmaster, Scoutmaster and Webelos Leader work on their transition together, as a Scouting team.

Webelos Leaders and the Scoutmaster(s) (both have received this graduation plan) have a major role in Webelos-to-Scout Graduation, but we are counting on you to help in several important ways. This sheet is designed as a checklist to help your Webelos succeed in becoming Boy Scouts.

Target Date	Task
September RT	<ul style="list-style-type: none">• Joint meeting: Scoutmasters, Cubmasters, & Webelos 2 (5th grade) leaders. Webelos graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee chairman and Webelos leader plus Webelos Tracking sheets in the Disappearing packet.
Oct	<ul style="list-style-type: none">• Encourage your fifth grade Webelos Leaders to complete and return their roster (tracking list) to the Membership Committee at the October Roundtable. Make an appointment with the Scoutmaster. Confirm with them the Webelos graduation plan for the February Pack Meeting.• Invite the Scoutmaster to your Blue and Gold Banquet as an honored guest. Have him sit with the Webelos Den, and assist with the graduation ceremony.• With Webelos Leader and Scoutmaster, plan a top-notch Webelos graduation for the February Pack Meeting. See Den and Pack Ceremonies. February is preferred to later months, so that new Boy Scouts have Troop Meetings in March-May to get acquainted and prepared to attend long-term summer camp.
Feb	<ul style="list-style-type: none">• Conduct your Webelos graduation at the Pack Meeting. Webelos should register and become Boy Scout in the Troop.
March RT	<ul style="list-style-type: none">• Joint Scoutmasters, Cubmasters, & new Webelos 1 leaders. General orientation for new Webelos 1 leaders moving up from Bear leadership.



WEBELOS-TO-SCOUT GRADUATION PLAN



The Pack's Role

Your pack has given your Webelos a good beginning on the Scouting trail. The Webelos program is to prepare and help boys become Boy Scouts. You are a key to the process of Webelos graduation for your pack

Target Date	Task
September	<ul style="list-style-type: none">• Ensure Cubmaster, fifth-grade Webelos leader(s) & committee chair to attend Joint Roundtable orientation. RT (Joint Scoutmasters, Cubmasters, & Webelos 2 (5th grade)
Oct/Nov	<ul style="list-style-type: none">• Encourage your fifth-grade Webelos leaders to complete and return their den/patrol roster (tracking list) to the Membership Committee before the October roundtable.• Encourage your Webelos leader(s) to meet with Scoutmasters in the area.
Dec	<ul style="list-style-type: none">• Plan for a top-notch Webelos graduation at the February pack meeting. (See Den and Pack Ceremonies.)• Note: <u>February is the preferred month of graduation so that new Scouts can attend March - May troop meetings to get acquainted and prepare for summer camp.</u>• Suggest fifth-grade Webelos patrol(s) hold den meetings at the Boy Scout troop meetings beginning in January to aid in the transition process.• Invite the Scoutmaster(s) to your Blue and Gold Banquet as an honored guest. Have him/her sit with the Webelos den/patrol, and assist with the graduation ceremony.
Feb	<ul style="list-style-type: none">• Assist with Webelos graduation at your pack meeting.• Ensure that Webelos, Webelos leaders, and parents register as Scouts and leaders with the troop.
Mar	<ul style="list-style-type: none">• Assist the fifth-grade Webelos leader(s) in follow up with any of your Webelos as to why they did not yet join a troop.• From 3rd grade Cubs promote to Webelos 1 & recruit <u>new</u> Webelos Leader(s). Ensure leaders get full Webelos leader and outdoor training; have new Webelos patrol get underway by May.• Make Sure new Webelos 2 patrol is functioning by May• Make Sure Cubmaster & new Webelos 1 [just moving up from Bear] leaders attend March Joint Roundtable orientation<ul style="list-style-type: none">○ Cub leaders moving up to Webelos should also attend orientation.



WEBELOS-TO-SCOUT GRADUATION PLAN



The Webelos II (Fifth Grade) Den Leader's Role

Your ultimate success in helping boys in Scouting is getting your Webelos to join a Boy Scout Troop in February. Your efforts through the Webelos program have made a major contribution towards the Scouting trail for all boys in your den/patrol. You are the key to a smooth transition for your Webelos.

Target Date	Task
September RT	<ul style="list-style-type: none">Joint meeting: Scoutmasters, Cubmasters, & Webelos 2 (5th grade) leaders. Webelos graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee chairman and Webelos leader plus Webelos Tracking sheets in the Disappearing packet.
Sept/Oct	<ul style="list-style-type: none">Have your den select a Scout patrol name, get patrol patches to wear, make a patrol flag, and elect a patrol leader. (Check the Scout Handbook for ideas.)
Oct	<ul style="list-style-type: none">Complete and return your Webelos roster (tracking sheet) to the Membership Committee at the October roundtable. (This is very important so that troops can send you Webelos information and invite them to orientation and camp promotion meetings.)
Oct/Nov	<ul style="list-style-type: none">Meet with the local Scoutmaster(s) for transition planning.Take your Webelos and their parents to visit a troop meeting. A new parent/Scout informational meeting at the troop should include summer camp plans.Ask the troop to appoint a Webelos Den Chief (This will aid new Scouts with their transition into the troop.)
Dec	<ul style="list-style-type: none">Encourage your Webelos to make a final decision on joining a troop.Assist the Cubmaster in planning a top-notch, personalized graduation for the February pack meeting.
Jan	<ul style="list-style-type: none">Arrange to hold den meetings with the Boy Scout Troop. Once opening is over, Webelos move to their own room for their regular meeting; return to the troop closing. Webelos and leaders become familiar with Troop scouts and leaders; learn more about summer camp and outdoor programs.
Feb	<ul style="list-style-type: none">Graduate your Webelos into Boy Scouts. Have them complete a Scout application and register with the troop. New Scouts should have a Scout Handbook at this time.
March RT	<ul style="list-style-type: none">Joint Scoutmasters, Cubmasters, & new Webelos 1 leaders. General orientation for new Webelos 1 leaders moving up from Bear leadership.
Feb/Mar	<ul style="list-style-type: none">Be sure that new Scouts have a schedule and begin attending troop activities. Encourage parents to get involved with the troop committeeTalk to the Scoutmaster about continuing to work with the new Scouts as a patrol advisor, Assistant Scoutmaster. This will help boys become comfortable in the new troop.Help as needed with any final details for summer camp preparedness.Follow up with any of your Webelos as to why they did not yet join a troop.



WEBELOS-TO-SCOUT GRADUATION PLAN



The Scoutmaster's Role

Knowing that 70% of all boys who join Boy Scout were Webelos first, it makes good sense to "go after" those Webelos. New members have vitality, new ideas, and add new parents to your Troop! You can play a critical role in recruiting new Scouts to your troop through the Webelos Graduation Plan.

Target Date	Task
September RT	<ul style="list-style-type: none">• Joint meeting: Scoutmasters, Cubmasters, & Webelos 2 (5th grade) leaders. Webelos graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee chairman and Webelos leader plus Webelos Tracking sheets in the Disappearing packet.
Oct	<ul style="list-style-type: none">• Choose and make reservations for your troops summer long-term camp if you have not already done so.• Meet with your unit commissioner and let him/her know your desires for increasing the troop size.• Appoint good Scouts to be Webelos Den Chiefs to help get Webelos in nearby pack(s) interested in joining your troop.• Identify a Webelos Resource Chairman for the Troop to help as liaison with nearby packs and unit commissioner.
Nov	<ul style="list-style-type: none">• Invite Webelos to visit a troop meeting.• Have a Webelos parents' night to promote the troop's summer camp plans -and get Webelos ready to participate. Give them an information sheet with schedule, fees, and general camp information.
Dec	<ul style="list-style-type: none">• Plan to be a part of the pack's February meeting and Webelos graduation.
Feb	<ul style="list-style-type: none">• Attend the pack meeting in February and help conduct the graduation ceremony.• Webelos, Webelos leaders, and parents should register as Scouts and leaders with your troop. Troop should pay the \$1 transfer fee.
March RT	<ul style="list-style-type: none">• Joint Scoutmasters, Cubmasters, & new Webelos 1 leaders. General orientation for new Webelos 1 leaders moving up from Bear leadership.
Mar/April	<ul style="list-style-type: none">• Invite Webelos leader(s) to be the new Scout's patrol advisor (ASM). This will help the new boys get adjusted and provides an excellent prospect for a new assistant or committee person in the troop.• Be sure all new Scouts have the troop schedule so that they can begin participating in Troop activities.• Hold a spring campout for the troop emphasizing basic Scout skills for new boys (i.e., cooking, camping and patrol method). This activity will build confidence in new Scouts and help prepare them for summer camp.• Have a troop parents' meeting for final details on summer camp. Encourage new parents to join the troop as Assistant Scoutmasters or committee members.

Note: For information on packs in your area to recruit new boys from, ask the Membership Team, unit commissioner, or district executive. The district web site www.totscouting.org has a unit locator. A list of Webelos leaders and/or Pack Committee Chairman can be provided to you. **Also:** You should receive a list of eligible Webelos in October to invite to your troop. If you do not, contact the Webelos-To-Scout Transition Team.

We Can Only Instill The Values of Boy Scouting Into The Lives Of Boys Who Join.



WEBELOS-TO-SCOUT GRADUATION PLAN



The Unit Commissioner's Role

Our best source of Boy Scouts is our Webelos units. In fact 70% of all Boy Scouts were Webelos. So, it makes good sense to be sure every interested Webelos and his parents are invited, oriented, and welcomed into a Boy Scout Troop. You are the key to this whole process!

Target Date	Task
September RT	<ul style="list-style-type: none">• Joint meeting: Scoutmasters, Cubmasters, & Webelos 2 (5th grade) leaders. Webelos graduation job description sheets for every Scoutmaster, Cubmaster, or Pack Committee chairman and Webelos leader plus Webelos Tracking sheets in the Disappearing packet.
Oct	<ul style="list-style-type: none">• Ensure that Webelos leaders complete and return their 5th grade Webelos-to Scout Transition Tracking List to you, or the district Webelos Transition Chairman no later than October roundtable. Please forward any lists that you collect to your district Webelos Transition Chairman or your district executive.• Determine if your troop(s) can accommodate more Scouts. Some troops feel they are big enough. If not contact your district executive immediately and help Webelos parents form a new troop to begin in February.• Arrange a phone contact or meeting between Webelos leaders and Scoutmasters to work the plan.• Assist in the planning a Webelos visit to a quality troop meeting including camp promotion information for new parents. You should attend this troop meeting, and ensure that invitations are telephoned to parents beforehand.
Feb	<ul style="list-style-type: none">• Help plan a top-notch graduation for Webelos at their February pack meeting.
March RT	<ul style="list-style-type: none">• Joint Scoutmasters, Cubmasters, & new Webelos 1 leaders. General orientation for new Webelos 1 leaders moving up from Bear leadership.• Begin follow-up with fifth-grade boys who have not yet joined. Get them invited to visit another troop.

