



THE PERSONAL PROGRESSIVE SCHEME AND THE PROFICIENCY BADGES

The Personal Progressive Scheme and Proficiency Badges are weaved together so that the cub can achieve both at the same time. The scheme has been designed to meet the various needs of youngsters today. Not only can the programme be adapted to suit every individual but each Pack meets in different environments and under different circumstances and, therefore, the scheme has to be molded to suit the pack.

THE PERSONAL PROGRESSIVE SCHEME

This scheme is split into five stages. Namely:

Tenderpaw: Done by all cubs on entering the pack. The recommended time to complete it is 3 months. This part is split into two sections, the Membership Badge and the Tenderpaw Badge.

Bronze Arrow: Designed to be covered by cubs of age 7½ - 8½ years. Recommended maximum time to complete it is 15 months. Two proficiency badges must also be gained during this period.

Silver Arrow: Designed to be covered by cubs of age 8½ - 9½ years. Recommended maximum time to complete it is 13 months. Two proficiency badges must also be gained during this period.

Gold Arrow: Designed to be covered by cubs of age 9½ - 10½ years. Recommended maximum time to complete it is 11 months. Two proficiency badges must also be gained during this period.

Link Badge: Designed to be covered by cubs of age 10½ - 11 years. Recommended maximum time to complete it is 6 months

THE PROFICIENCY AND INTEREST BADGES

The cub can complete these badges at any time but note that some of them are requirements in the Personal Progressive Scheme. Badges cater for the individual cub with varied interests and talents, which when awarded, acknowledge the cub's involvement inside and outside scouting. In awarding the badges the Leaders' understanding of the personal standard of the Cub is of utmost importance. It is important that, when a Cub Scout completes all the requirements for a particular badge, the award be presented as soon as possible afterwards.

Badges cover a vast range of subjects, both from within Scouting and elsewhere, in the hope that there will be something for everyone. Proficiency Badges focus on skills. While Interest Badges focus on the cub's interest in a particular area. The badges are designed in such a way that they can be achieved outside the Cub Scout Programme if necessary.



While many badges are awarded on the basis that the Cubs "Did their Best" to achieve the badge there are two badges whose requirements cannot be altered. These are the Swimmers and the First Aider Badges. If the requirements to the said two badges could not be obtained, these badges cannot be awarded on the "did their best" approach. The badges play an important role in the safety of the cubs themselves.

We have grouped these badges in 3 sections; badges which can be done within the progressive scheme, those which can be done on a group basis and those which are to be done on an individual basis. As a Cub Scout Leader you can have the right to categorize the badges as you feel fit for your Pack. The categorization of the badges was done to help the leaders in their planning.

The detailed requirements and explanations for each individual badge are found in the respective section.

HOW TO IMPLEMENT THE PROGRESSIVE TRAINING SCHEME

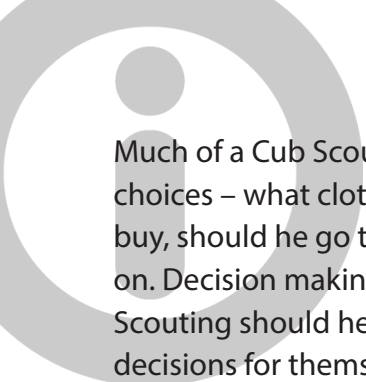
The Progressive Training Scheme is to be planned by the cub scouts themselves. We as leaders will then be able to plan our programme according to the cubs' decisions. Once the new method is applied, it will become easy to work with and also, the programme planning will be more fruitful to the cubs.

Why let Cub Scouts choose?

The whole concept of the programme is that it should be a genuine partnership between the cub and the leader. We need to recognize that each and every cub is an individual and has different needs in life. They may be the academic or the sport type or both, but no two people are the same. Therefore, Scouting needs to fit the cub instead of trying to make him or her fit the "Scouting mold".

Bronze Arrow	Silver Arrow	Gold Arrow
Altar Server Artist Hobbies Home Help Swimmer 1	Craftsman Handyman Computer Pet Care Photographer Swimmer 2	Camper Cook Explorer First Aider Local Historian Map Reader Swimmer 3
Own Initiative	Naturalist Scientist Sportsman Our Earth Our Environment Musician Bird Lover Botanist	Group Badges
Astronomer Book Reader Collector Cyclist Entertainer Fisherman Health & Fitness Weather Lore		Artist Athlete Entertainer World Scout Environment Programme People & Places





Much of a Cub Scout's life involves making choices – what clothes to wear, what sweets to buy, should he go to his friend's house and so on. Decision making is part of life for all of us so Scouting should help its young people to make decisions for themselves. After all, very soon they will have to make some big decisions which will affect the rest of their lives. This responsibility could appear a little frightening to us leaders, but we need to accept this concept in order to make the programme work effectively.

We are aiming to give youngsters a fair degree of choice in what they will do for their awards. This does not mean that the cub has a complete free hand in the programme. We as leaders must be aware of the cub's needs and guide him/her to the fulfillment of that need.

How does the Progressive Scheme operate?

The Tenderpaw section is the first section in which the Cub Scout Leader needs to plan with the involvement of the cubs. As the cubs are new members and they do not know what to expect, we as leaders must discuss the programme together with these new cubs. As the Tenderpaw is split into two sections namely, the Membership Badge and the Tenderpaw Badge, cubs who finalise the membership part can be invested even if the Tenderpaw Badge is still not fully gained. On gaining the Tenderpaw badge, the cub will move to the next arrow.

Let us take the 'Bronze Arrow Cycle' as an example.

(This example can be related to the Silver and Gold Arrows).

In the Bronze Arrow, there are 16 sessions which must be completed. The Arrow can be split into four cycles, which consist of four sessions each.

After every cycle, with every four completed sessions, a badge is given to the Cub. After the fourth cycle, if the Cub also achieves two proficiency/interest badges along the time, the Cub achieves the Bronze Arrow badge.

What is our job? Before starting the Bronze Arrow, the Cub Scout Leader must present the cubs with 6 different sessions. The Cub is to choose have to choose the 4 sessions which they want to do in the next 3 months. When the cycle is completed, an assessment is done by the leader to see where the cubs stand and if any session must be repeated. Assessments can vary from treasure hunts to quizzes or discussions etc.

The second cycle is similar to the first one described above, with the exception that the sessions forwarded are another set that previously weren't picked up. And so are the third and fourth cycle.

The Silver Arrow and the Gold Arrow work similar to the Bronze Arrow.

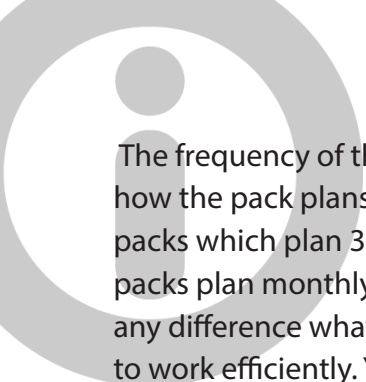
How do I start to work on the scheme?

Before you do anything you will need to discuss your plans with the rest of the Leaders. Once you have a broad idea of what is involved you will need to establish an effective yet simple recording system that all the leaders will understand. Forms and examples of how you can record information in a simple manner are to be found in the handbook itself.

How do I go about asking Cub Scouts what they want to do?

You must allow adequate time to listen to the cubs and help them choose. It is suggested that a pack meeting should be dedicated to this Choice Session.





The frequency of this meeting depends on how the pack plans its programme. There are packs which plan 3 months ahead and other packs plan monthly. This really doesn't make any difference whatsoever for the programme to work efficiently. You can also talk to the cubs on a one-to-one basis before, during or after a meeting. The most important factor must be to deal with the pack in small groups or as individuals.

You might like to try giving each leader a small group to monitor and support. Remember, though, the smaller the group, the more effective the Leader can be with the cubs. If you can, delegate this task of choice to other Leaders so that you can remain free to "trouble shoot" and give overall support where needed.

How do I guide the choice?

Each group together with the Leader must form a discussion based on the sessions forwarded to the cubs. During the discussion the Leader must observe the cubs and listen to their arguments. If the discussion is leading to a blank spot, the leader must redirect the choice with tact and care. Be sensitive to the feelings of the group: maybe suggest that the one activity will be better for this time of year than the other one.

Do not, however, present the cubs with too much choice at one time. Always forward two more choices than the minimum required. This will help the cubs to see that they are making regular progress and this in twin adds a sense of achievement and well-being.

How do I Assess?

The whole scheme is about encouraging the Cub Scout to do his/her best. There are, of course, activities and badges, such as knotting,

swimming and first aid, where there is a recognized standard of achievement – a knot or bandage is either right or wrong! There is also the swimmer badge which deals with the safety of the individual. These kind of activities and badges requirements are to be followed strictly. But on the other hand, things such as miming, drawing, singing, growing a plant and so on cannot have a set of standards as they rely totally on the capabilities of the cub. As long as he/she has done his/her best, then the cub will have completed that part of the award or badge. But if you feel that he/she has not done his/her best do not be afraid to suggest that he/she should have another try and putting more effort into it this time. You are what might be regarded as "quality control" but it should not be to your adult interpretation of a high standard but to those that can reasonably be expected from individuals of differing capabilities – capabilities which you will come to know.

How do I know if I am doing it right?

You will soon find out if you are doing it right – badges and awards will be gained, cubs will be eager to do more activities and the general atmosphere of the pack will tell you so! Evaluation is a very important part of this scheme. You must meet your leaders frequently and evaluate the work you are doing within your pack, evaluate the recording system, whether the cubs are achieving at a reasonable rate, whether the monthly programme compliments the scheme and if it is attractive enough for the cubs and whether your choice system is effective.

Make time at a Leaders' meeting to discuss these matters and review progress but do not be afraid to modify your methods if what you are currently doing seems to be less than effective.

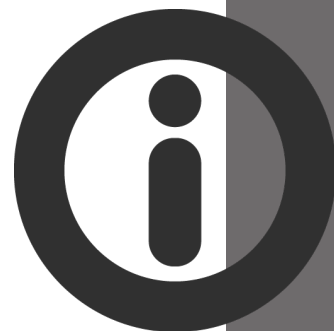




What happens if a cub is older than 7 years when he joins the pack?

The Tenderpaw section must be completed by all new comers irrespective of their age. After both badges within the Tenderpaw section are gained, the new cub must be reviewed by the Cub Scout leader and inserted in the right arrow stage. BUT, the scouting skills of the previous arrows must be completed as well.

For example, if a cub joins the pack at 9 years old, he/she will be inserted into the silver arrow scheme. Therefore, after completing the Tenderpaw section, the cub must do the scouting skills lectures of the Bronze Arrow and then start working on the Silver Arrow.



THE PERSONAL PROGRESSIVE SCHEME BADGE DESIGN

What is the meaning of this badge?

When designing the badge, the cubs were kept as the central focus. This badge depicts the walk Mowgli had in the jungle, and the friends which helped him in learning the skills and abilities needed to live in this jungle. Many may say, but why is Shere Khan on this badge... he is the evil animal in the jungle book. Well... you are right, but in life there is good and there is bad and we have to show this to our cubs. Shere Khan was the last character to be put to show that Mowgli finally defeated the enemy as we should do with the bad things which happen in our lives.

What do the colours mean?

- The Yellow badges will be given during the Bronze Arrow Stage;
- The Blue badges will be given during the Silver Arrow Stage;
- The Orange badges will be given during the Gold Arrow Stage.

If a cub does not finish the number of sessions pertaining to the badge, he/she cannot be awarded. Also, if a cub skips any part of the arrow scheme because he/she is inserted directly into another arrow, no badges are awarded.

This badge is to be worn on the right hand sleeve of the uniform.



1. Mowgli
2. Baloo
3. Bagheera
4. Kaa
5. Raksha
6. Chil
7. Hathi
8. Rama
9. Shere Khan

