

### Highlights:

Our Personal Achieve Programs enable our Scouts to achieve to the level they desire

Our Challenges focus on our Scouts acquiring creative and critical thinking skills

Our Scouts Choose Their Own Challenges

Challenges are presented and evaluated during the Did and Do portion of the team meeting

Behind every struggle or progress, there are dreamers. While these efforts appear vast and impossible to conquer, the spirit of the intrepid pioneers and dreamers who march into the future demonstrate that the impossible is possible. That is the spirit of adventure our Scouts embrace when they take part in our Personal Achievement Programs.

In the school environment, our Scouts are told what to study; whereas, in our Scout Programs our Scouts pursue what excites and interests them. This permits our Scouts to increase their knowledge, acquire new skills, and enhance the personal qualities of determination and self-confidence.

We are focused on helping our Scouts acquire creative and critical thinking skills, master essential skills, such as first aid, and instill true proficiency in outdoor skills. Our Scout Programs offer personalized programming to meet the interests of all our Scouts. Our personal achievement program award levels are earned based upon successful demonstration of our Scout's ability to meet challenges in the present and in the future.

The Scout Programs of Adventure Scouts USA, as a part of its Personal Achievement Program, provide all of our Scouts the opportunity to personally achieve to the level they aspire

to. We have developed criteria and standards of performance that permit each of our Scouts to earn personal achievements on an inclusive and fully non-discriminatory basis. Our Scouts can launch rockets, climb mountains, and explore far away places. Each of our Scouts, if they choose to earn the requirements, can earn the highest award in their Scout Program. The highest award in the North Star Scout Program is the Challenger Award.

The Scout Programs of Adventure Scouts USA offer our Scouts the opportunity to earn achievements just for themselves. Our Personal Achievement Programs allow our Scouts to choose what they are passionate about and to earn award levels based upon areas of interest they choose.

Our Scouts who choose to participate in our Personal Achievement Programs achieve individual challenges and develop new skills. Individual Challenges our Scouts achieve are comprehensive and build upon one another. Our Personal Achievement Programs are comprised of a series of award levels that become more in depth and complex as our Scouts progress. Award levels are comprehensive and build upon one another. Successful completion of each award level inspires

our Scouts to pursue future challenges.

The North Star Scout Program has its own personal achievement program.

North Star Personal Achievement Award Levels are:

- Gateway
- Aim High
  
- Compass
- Navigator
- Trailblazer
- Pathfinder
- Discoverer
- Summit
- Challenger

How Our Scouts Earn Personal Achievement Awards Criteria

To progress in our Personal Achievement Programs, Scouts need to earn a certain number of Challenges as well as other requirements. Other requirements include base requirements, true proficiency in first aid and outdoors skills, use of P.O.L.E., a planning tool, and completing either the Religious or Ethics Recognition Program.

## Challenges

Challenges allow the opportunity for acquiring a particular skill and acquiring new knowledge. When a Scout goes on a hike, they also acquire knowledge about the plants, animals and landforms they see

while hiking. While the hike is the Challenge, the true Challenge is everything that goes into it from planning to acquiring knowledge along the way.



Our Challenges offer our Scouts the opportunity to exercise their curiosity and acquire a vision of the whole picture. How does pollution of one lake for instance affect all the plants, animals, and people living in the area? By being comprehensive, our Personal Achievement Programs encourage our Scouts to become whole people and see the big

picture.

In order to earn an award level, a Scout needs to have accomplished a certain number of Challenges in various categories. Challenges are comprehensive and build upon each other, becoming more complex as the Scout progresses.

Each of the Challenges the Scouts choose to undertake has

its own level of complexity and is designed to interact with other Challenges that contribute to the development of creative and critical thinking in our Scouts. Each Challenge includes a planning, implementation, revision, demonstration, evaluation and review component.

## Planning

Scouts plan ahead of time what will be needed to accomplish a Challenge. If they are going hiking, they will need to consider the location, the weather, safety issues, what clothing they will need to wear, and what they may need to eat or drink.

## Implementation

Scouts proceed with their



Challenge. While working on the Challenge, they will acquire new information about what can be changed and how to complete the Challenge to the best of their ability.

Demonstration Did and Do

As a part of each Challenge, the Scout is expected to

demonstrate to their fellow Scouts their efforts. These demonstrations permit each Scout to uniquely demonstrate the quality of their efforts. By doing the demonstrations, the Scout acquires greater self-confidence and improves their public speaking and communication skills. The demonstrations also enable their fellow Scouts to learn by doing, with the Scout helping the other Scouts to have a hands-on experience.

Demonstrations may take any form that is appropriate.

Challenges are evaluated by their fellow Scouts during the Did and Do portion of team meetings. Did and Do takes place during nearly every team meeting. For instance, special team meetings that have a single focus likely will not have Did and Do as a scheduled portion of the team meeting.

Generally fifteen minutes are allowed for each session, however in cases where more time or space are needed, for example, a Challenge involving building and launching a rocket, arrangements are made so the Scout can fully demonstrate their skill. During the Did and Do session, a Scout is evaluated by their fellow Scouts. Often there are several different demonstrations going on at the same time, and Scouts may

choose which to evaluate.

## Evaluation

Evaluation criteria include whether the Challenge was done, was done correctly and within reasonable time limits.

Whether Scouts gave their best is also an evaluation criteria. The Scout giving the demonstration and their fellow Scouts evaluate whether the Scout has given their best.

On the surface, demonstrations allow a Scout to prove they have mastered a Challenge, but there are many more benefits. Scouts also acquire self-confidence, public speaking

skills, and get the opportunity to show their friends that they can really do it!

## Review

Since each of the Challenges includes multiple steps, the Scouts as a part of their undertaking are expected to complete a review of their

efforts. However, some of our Challenges include the creation of a Challenge Journal. Their Challenge Journals are comprehensive and include the Scouts personal insights and the process they undertook to achieve their desired result. Their Challenge Journals also include whether their desired result was achieved, why it was or was not and how in the future they might improve upon their efforts. The Challenge Journals may take any form



that the Scout chooses. Whereas one Scout might communicate better using a visual medium such video, another might communicate better using writing. For example, a Scout could choose to create a videotape journal that documents their efforts and insights.

## Base Requirements

There are basic requirements in every subject however, which all our Scouts earn, called Base requirements. Base requirements include such things as reciting the Scout Code, helping another Scout recite the Scout Code, proper folding of the flag, and explaining the Scout Spirit.

# True Proficiency in First Aid

True proficiency in first aid is a skill our Scouts may need. Their skills in CPR or the Heimlich maneuver could come in handy anywhere from out with friends to eating dinner with family. Our Scout Programs contribute to the development of “whole people”, by helping our Scouts be self-sufficient and helpful to

those around them at all times.

## Outdoor Skills

Outdoor skills is also something we emphasize in our Personal Achievement Programs. Outdoor Skills are skills our Scouts develop which help them be safe in

the outdoors and have FUN. As our Scouts become increasingly more comfortable in the outdoors, the skills they acquire become more complex. The American Camp Association has developed a set of skills they encourage all youth to become familiar with over a course of time, called Outdoor Living Skills, and we use their standards in our

Scout Programs. We also instill an appreciation in our Scouts about minimum impact camping.

P.O.L.E.

P.O.L.E. stands for Plan, Organize, Lead, and Evaluate. P.O.L.E. is an

educational platform we encourage our Scouts to use to improve in their daily lives, our Scout Programs, and our Personal Achievement Programs. Consequently, we encourage the development of these skills life long. Our Scouts plan their projects and work with others. They organize what is needed to accomplish the project. They also develop leadership skills

and work with their communities, and evaluate their own efforts and those of their fellow Scouts.

## Religious and Ethics Recognition Programs

Religious Recognition  
Programs are created by



individual faiths for their youth. The Scout Programs of Adventure Scouts USA do not create Religious Recognition Programs or their criteria. All Criteria and curriculum are created by each individual faith.

Our Scouts move through the curriculum under the

guidance of a religious leader. Scouts must abide by the criteria of the individual faith in order to complete the program. After the program has been completed, we arrange for a Religious Recognition Award to be given to our Scouts.

Ethics Recognition Programs are created by individual ethics organizations for their youth. The Scout Programs of Adventure Scouts USA do not create Ethics Recognition Programs or their criteria. All criteria are determined by ethics organizations, such as CHARACTER COUNTS!.

Our Scouts move through the curriculum under the guidance of an Ethics leader. Scouts must abide by the criteria of the individual ethics organization in order to complete the program. After the program has been completed, we arrange for an Ethics Recognition

Award to be given to our Scouts.

Extraordinary Achievement

Our Personal Achievement Programs appreciate there is a distinction between satisfactory and

exceptional effort. Although each of our Scouts is always expected to Give their Best in all that they do, we recognize those Scouts who have chosen to demonstrate exceptional effort.



For example should a Scout choose to undertake the Challenge of building

and launching a rocket which is supposed to fly at least twenty-five feet into the air but that their efforts resulted in an anticipated and actual launch exceeding a hundred feet.

## Benefits of Participation in the Personal Achievement Programs

Scouts achieve many goals by choosing to participate in our Personal Achievement programs.

These include the Scout's:

- choice to always

Give their Best in all that they do

- discovery of new interests which they choose to pursue life long



- opportunity to pursue interests of their choosing



- supporting their fellow Scouts by developing the skill of teamwork

- enhancement

of their self-esteem  
- development  
of confidence  
- development  
and improvement  
of their writing,  
grammar,  
research and

reading skills  
- development  
and improvement  
of their  
interviewing,  
reevaluation and  
creative and  
critical thinking

skills

-

enhancement of  
their

communication  
skills

- meeting,

interacting and  
networking with  
new people  
- acquisition  
of job and  
career skills  
and introduction

to the diversity  
of job and  
career choices  
- exploration  
of their  
community and  
the world

-

development  
of new and  
lifelong  
friendships

-

opportunity  
for embarking  
on new  
adventures  
- all while  
our Scouts



are having  
FUN.

Celebration  
of

# Accomplishment

One of the  
things we  
pride

ourselves on  
is that our  
Scouts have  
FUN. As  
member

driven Scout  
Programs,  
we always  
encourage  
our Scouts to

value their  
personal  
achievements.  
We  
encourage

them to have  
FUN while  
personally  
achieving,  
and as a

part of all of  
our Scout  
Program  
activities.  
Consequent

ly, when a  
goal has  
been partly  
or entirely  
met,



periodically,  
either  
spontaneous  
ly or with  
planning,

our Scouts  
have an  
opportunity  
to celebrate  
their

personal  
achievements.  
Too  
often,  
celebrations

of  
achievements  
are held  
long after  
they occur.

We believe  
it is  
important  
that  
recognitions

and  
celebrations  
occur as  
closely as  
possible in

time to the  
achievement  
t so they  
serve as an  
inspiration

for the future  
and to  
others.  
These  
recognitions



and  
celebrations  
need not be  
highly  
organized,

formal or  
costly but  
they are  
immediate  
or nearly

# immediate.