



Example County Explorer Scouts Development Plan

<u>Key Aim</u>	<u>Aim</u> What we need to do	<u>Objectives</u> How are we going to do it?	<u>Who's responsible?</u>	<u>Review Dates</u>	<u>Achievement Date</u>	<u>Outcomes I will know we have achieved it because...</u>	<u>Comments (Nov. 2004)</u>
Recruitment and retention of adults Increase the number of adults working in the Section in the County	Ensure that every District has a DESC (sharing is fine) to manage the Section.	ACC to meet with DCs and support in creating a person spec. for the role and identifying potential people to ask.	DCs supported by ACC (ES)			All Districts will have a DESC in place	
	Every District that requires one will also have a DESA.	Produce a job description and circulate. DESC to ask potential people.	DESCs supported by ACC (ES)			All Districts who want one have a DESA in place	
	Every District will have an increasing Leadership team.	All Districts make use of all potential helpers to run diverse activities, publicise the good Programme and link up with external activities. Encourage Scout Network members and parents etc. to help out.	DESCs	Long term over next few years	Long term over next few years	Each Explorer Scout Unit to have at least two regular Leaders, one of whom must be warranted (POR)	
Recruitment of Youth Membership Increase Youth Membership by at least 3% in all Districts by July 2006.	ACC to support DESCs in promoting youth member recruitment	Encourage development of Balanced Programme in all units. Encourage development of a MiMo strategy from Scouts to Explorers in all districts. DESCs to produce a district development plan. Encourage DESCs and ESLs to reach out to wider community.	DESCs, ESLs District PR and Media Managers	Long term over next few years	Long term over next years	Numbers of young people joining the Section is increasing.	
Retention of Youth Membership Increase the retention of members.	Increase the number of young people transferring from the Scout Section to Explorer Scouts and on to Scout Network.	MiMo strategy in each district.	DESCs, GSLs, ESLs, SLs DESA			Increasing percentage of those leaving Scouts joining ES	

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	Increase the retention of young people in the Explorer Scout Section	Make sure the Programme is really good and that the communications, support and flexibility are in place to support the ES in utilising it.	ESLs, DESC, DESA	Long term over next few years	Long term over next few years	Number of young people leaving before 18 decreasing	
	Ensure that members are retained in the transfer to SNet	Good communication between DESA and CsnetA. Set up good MIMO strategy between these two Sections. Encourage Snet members to share their good Programme with ES. Joint activities between the two Sections.	DESA, CSNetA, CSNetC, DESC, ESLs			Increasing percentage of ES moving on to SNet	
More effective administration Review and support administration at District and County Level	DESAs are supporting ESs in Districts	Ensure that DESAs (where they are in place) understand their role (use new DESA pack from HQ for this)	DESA, DESCs, ACC(ES)		Long term	DESAs undertaking their role effectively and supporting the DESC	
	ACC administration is kept simple through effective management.	ACC keeps simple records of what is occurring in Districts and contact details. All agendas and minutes are sent out by e-mail at least a week before a meeting, and within two weeks after.	ACC (ES)	Long term over next few years	Long term over next few years	ACC still has sanity and is not abandoning DESCs for long periods because of disorganisation	ACC to consider finding an administrator.
	Administration between DESA and SLs and CSNetA is clear and simple	A clear strategy is in place for how information and records are passed between the Sections and this is regularly reviewed to ensure it is effective.	DESA, SLs, CSNetA supported by ACC (ES) and CSNC				
Improved support for Districts	ACC to support DESCs in their unique management role	Appropriate training is offered to DESCs either through HQ or regional DESC Courses or County Training Team or through one to ones with the ACC. All DESCs either attend themselves or send a representative to County meetings. All communications to DESCs from HQ are passed on promptly by the ACC.	ACC(ES), DESCs, County Training Team		Long term over next few years	All DESCs have attended specific DESC training Districts have a rep at all meetings All DESC communications from HQ are forwarded within one week	

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	District Programmes supported	The ACC supports the District Programmes by promoting them and attending if possible. District Programmes are supplemented by a Programme of County activities for ES including residential, one day, Young Leader, expedition and international activities, dependent on need ("filling the gaps").	ACC supported by DESCs		Long term over next few years	ACC regularly visits Districts after liaison with DESCs. Try to visit each District at least twice a year. County events are taking place and are well supported	
Better representation by Young People Ensure that Young people within the Section are represented at District, County and Regional Level	District ES Committees and Meetings take place with ESSs	ACC ensures that all DESCs know the purpose of these meetings and committees and then DESCs ensure they take place. DES Committees are chaired by ES.	ACC, DESCs, ESSs		Long term over next few years	DES Committees are included in District programmes and happen regularly	
	Representatives from ES in each District on County ES Forum	ACC asks for two representatives for County Explorer Scout Forum from each District. ACC to offer training for young people in skills appropriate to this area.	ACC, DESCs		Long term over next few years	County ES Forum to meet at least biannually	Leadership resource from HQ should help when available
	County ES Representatives are on regional ES Forum.	From 2005, the two regional meetings annually will include an ES Forum, to discuss regional events and plan how they want the Region's ES to look for the future.	ACC(ES), ESSs			Biannually ESSs attend Regional Forum	
Adult Training The new training scheme is being used to support the ES leaders and DESCs in the County	All ESLs use the new training scheme	All ESLs work with their Local Training Advisers to create a personal development plan, and keep up to date.	DESCs, ESLs, LTAs		As new training scheme evolves	All ESLs have PDP and are up to date with training needs.	
	DESCs are supported and trained effectively	DESC Training, either at Gilwell or regionally, or locally is promoted and undertaken. This is in addition to training in the new scheme and supplemented by one to one or whole county support from the ACC.	DESCs and ACC (ES) and CTM			All DESCs feel that they have been given enough support for their role	
	DESAs are supported and trained for their role	Promote meeting and sharing of good practice between DESAs for mutual support. Use DESA pack from HQ, to give to or use to support DESAs.	DESCs / DESAs supported by ACC(ES)		Long term over next few years	DESAs are confident in their role	
Communications (Internal) - Effective Communications support ES in the County	Communications within Districts are effectively supported	Leaders meetings are well attended within Districts. Arrangements are made within Partnership Agreements for clear communications between Sections, for MIMO, passing on of info, shared activities, and meetings.	DESC, DESA, ESLs	Long term over next few years	Long term over next few years	Feedback suggests people are happy with level and type of communication	

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	Communications from National Support Team are disseminated quickly	ACC will immediately forward the regular communications from the National Commissioner's Support Team	ACC(ES)		Long term over next few years	DESCs receive communications within a week of ACC receiving them	
	Communications between ACC and DESCs are simple and effective	Regular and constructive meetings are used with agendas posted before hand.	ACC(ES)		Long term over next few years	All DESCs regularly attend or send representation and are aware of agenda before	
	Meetings are relevant and effective	Minutes and Agendas are used effectively with Action Points DESCs from all Districts attend the DESCs meeting or send a representative.	ACC(ES) DESCs	Long term over next few years	Long term over next few years		
Public relations and promotion The media is used effectively to promote ES in the County	ES at County Level is well presented to the media and the public	ACC works with other members of County Team and DESCs to ensure that information about ES at a County level is passed on to the public.	ACC(ES), County Team, DESCs		Long term over next few years	Strategy in place and being followed to raise public perception of ESs	
	DESCs are supported in promoting their ES to local media.	DESCs have appropriate support	DESCs, ACC		Long term over next few years	ESs are regularly given good press locally	
Programme The ES Programme is being used well throughout the County	ES Programme in each District is balanced and used effectively.	DESCs get a copy of each ES Unit's Programme and coordinate and supplement them to ensure that the whole District has access to a balanced Programme.	DESCs, ESLs		Long term over next few years	DESC is seeing each Unit's Programme and is supporting them to ensure a balanced programme across the District	
	ACC supports the Programme through County Programme of events, opportunities and activities	ACC encourages DESCs to share their Programmes and good practice. ACC encourages DESCs and ES Forum at their meetings to come up with, and support a Programme of County events, planned expeditions etc	ACC(ES), DESCs, ES Forum		Long term over next few years	Programmes are regularly being shared and Districts plan for County events	
	ACC supports uptake of Award Schemes.	ACC works with County DofE adviser to encourage District DofE adviser appointments in all Districts. ACC ensures that DESCs and ESLs have access to information and training on the Award Schemes. ACC to encourage County recognition through Awards presentations / letters from CC etc.	ACC, County DofE adviser, CSNetC, DESCs		Long Term	Increased number of Awards being gained year on year.	

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	Self Review is taking place in all Districts	DESCs remind all Unit Leaders that self review takes place annually and then follow this up by supporting Leaders in Self Review, and reviewing the District Structure as a whole.	DESCs, ESLs	Annually	Annually	Self Review is taking place	
	The Young Leader's Scheme is being run throughout the County	DESCs ensure they have an ESL (YL) or access to a YLU in another District and that the Programme is being run, this may involve supporting the ESL (YL) in making contact with other Section leaders.	DESCs, ESL(YL)s			All Districts have access to an ESL (YL) and YLU.	
	Mentoring is taking place in all Districts.	DESCs ensure that their ESLs have info on mentoring, and check to see that it is in place.	DESCs, ESLs			Every Explorer has a mentor	
Finance and Funding	Clearly defined mechanisms are in place in each District to finance Explorer Scouting.	DESC works with District Exec (particularly treasurer) to come up with strategy for managing ES finances.	DESC and District Exec			Clear system in place for financing Explorer Scouts.	
	DES Fundraising is supported	This needs to be agreed with the District Exec, and all ES Units should be part of it.	District Exec, DESC, ESLs			Strategy for fundraising is agreed	
	All County Events are carefully budgeted.	ACC (ES) budgets all events, and submits budgets well in advance to County Treasurer for approval.	ACC(ES), County treasurer		Ongoing	Budgets are set and adhered to	
Other	Partnership Agreements are in place in all Districts.	DESCs ensure that all Units have any relevant Partnership Agreements in place with Partnering Groups. Copies are stored by the DESA.	DESCs, ESLs, GSLs, DESAs			Partnership Agreements are in place in all Districts	
	DESC sits on District Exec and is supported by them	DESC is an automatic member of the District Exec and the as the District is responsible for the provision of ES, should be well supported by them	DESC, District Exec, DC		Ongoing	DESC feels supported by District Exec and attends meetings	
	Link with agent 2:007	DESCs communicate with agent 2:007 to ensure that they are involved with the celebrations for 2005 and 2007	DESCs, 2:007	Long term between now and 2007		Every District's ESs will be involved in celebrating the centenary	
	County Self review	ACC undertakes Self Review for County Explorer Scouting at least annually and submits a report to the County Commissioner and County Executive, this Development Plan can be used to support this.	ACC	annually	annually	County Executive receives report by each County AGM.	