

# Welcome to the Mercer Area District Journey to Excellence Web Page

Journey to Excellence (JTE) is one way in which Commissioner can encourage a unit leader to improve their overall program. It lists objectives that they should strive towards during the year. Each objective has three levels of performance: Bronze Silver and Gold. It awards points for meeting each objective, all of which count towards the overall performance level.

Each year, slight changes are made in the objectives in order to promote success by maintaining the proper levels of incentive. If Bronze was too hard to obtain, units would be discouraged from participating year to year. If Gold the gold standard was too easy, then there would be no incentive to get better. Working towards a higher level of performance is what makes it a “journey to excellence”.

Each type of unit has their own JTE Scorecard. For the most up-to-date Journey to Excellence forms, information and guidance, please visit the BSA National’s web site at <http://www.scouting.org/scoutsource/Awards/JourneyToExcellence.aspx>.

Unit leaders are encouraged to look at each these objectives and see what is working well and where there is need for improvement. A Unit Commissioner can help with this and recommend which performance level should be set as a goal for the year. A unit that is struggling with delivering their program may set their sights on Bronze. Most units will fall into the Silver level – about 70%. Only the top 10% of units are expected to meet Gold – the highest level of performance.

Based on your goals, a Unit Commissioner can help you put together an improvement plan. For example, if one of them is to increase the percentage of trained leaders, the improvement plan for that objective would identify who needs what training and the dates when it is being offered during the year.

It is important that your Unit Leader, Committee Chair and Chartering Organizational Representative (COR) are involved in your Journey to Excellence. These people are considered your unit’s “Key 3” and they should be working together, for the sake of your unit.

I encourage your unit’s Key 3 to look at the JTE Scorecard at the beginning of the year and to set a reasonable goal for each objective. They should be working with your Unit Commissioner on this and reviewing your progress periodically during the year. At the end of the year, your unit should fill out and submit this scorecard and be recognized for all the hard work you have done!

Yours in Scouting,  
David Mitchko

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