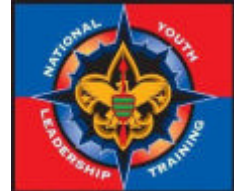




Youth Staff Selection Process



2012 National Youth Leadership Training
Indian Waters Council
Boy Scouts of America
PO Box 144
Columbia, SC 29202

The Indian Waters Council is pleased to announce our inaugural co-ed National Youth Leadership Training (NYLT) course. This six-day leadership experience is scheduled for July 22nd through July 27th, 2012. The NYLT course is an exciting, action-packed program designed to provide youth members of the Boy Scouts of America with leadership skills and experiences they can use in their home unit and in other situations demanding self-discipline and leadership of others.

In order to provide the highest quality program, we are actively seeking highly motivated youth that have demonstrated superior leadership skills in their home units, with the District, the Council, or in the Muscogee Lodge of the Order of the Arrow.

Minimum criteria for youth staff members:

- ❖ Currently active in a Boy Scout Troop or Venturing Crew in a leadership position
- ❖ Boy Scouts should have achieved the rank of Life Scout (Eagle Scout is highly desirable)
- ❖ At least fifteen years old by the start of the course (July 22, 2012)
- ❖ Recommendation from your Scoutmaster or Unit Leader
- ❖ Completion of NYLT as a participant is highly desirable

A quality staff with proven, tested leadership skills is critical to a successful course. **Staff positions will be filled through a competitive selection process; not every scout who meets the minimum criteria will be selected to serve on staff.** To create the best possible learning environment for the course participants, staff members must:

- ❖ Be self-starters that consistently display Scout Spirit
- ❖ Be friendly, cooperative, and enthusiastic
- ❖ Understand and work within the organizational structure of the unit
- ❖ Be able to work both independently and as a team member to ensure assignments are completed in a timely manner
- ❖ Be masters of Scoutcraft skills necessary to live in a summer camp environment
- ❖ Understand and put into practice the leadership skills taught during NYLT

Extensive preparation will be required to provide a quality program. All Scouts selected to serve on NYLT staff will be expected to be present at the following events:

January 28 th	Interviews
February 24-26	Staff Development
March 16-18	Staff Development
May 11-13	Staff Development
July 21-22	Camp Preparation
July 22-27	Course Offering

Scouts unable to make this commitment should probably not consider applying; however, if sharing the Quest for the Meaning of Leadership with the finest Scouts in the council sounds exciting, then complete the attached application and return it to the course Director, Robert Sears at 508 Hallsborough Drive, West Columbia, SC 29170, no later than January 21st. Alternately, completed applications may be scanned and emailed to robsears@usit.net.

First Name and MI: _____ Last: _____ Nickname: _____

Address: _____ State: _____ Zip: _____

Email: _____ Phone: _____ T-Shirt: S M L XL XXL

Date of Birth: _____ Current Grade: _____ School: _____

Sports, school, church, and community activities involved in: _____

Hobbies and other interests: _____

I have the following religious, medical, or dietary restrictions: _____

Tell us about your Scouting activities:

Council: _____ District: _____ Unit: _____

Current Leadership Position: _____ Current Rank: _____ Date of Rank: _____

OA (circle one) Ordeal / Brotherhood / Vigil Lodge Leadership Positions: _____

All previous Scouting Leadership Positions held in your home Unit for a period of at least six months:

List Scouting Awards, Honors, and Training: _____

Summer camp, High Adventure Bases, Jamboree, and NOAC attended: _____

JLTC/NYLT attended (Council and date): _____

JLTC/NYLT staffed (Council and date): _____

Summer Camp Staff Positions held (Council and date): _____

Rate yourself in the following areas on a scale of 1-5 (5 – Excellent, 4 – Very Good, 3 – Good, 2- Fair, 1 – Poor)

- | | | |
|--|---|---|
| <input type="checkbox"/> Attitude | <input type="checkbox"/> Friendly | <input type="checkbox"/> Reverence |
| <input type="checkbox"/> Common Sense | <input type="checkbox"/> Initiative | <input type="checkbox"/> Scout Spirit |
| <input type="checkbox"/> Cooperation | <input type="checkbox"/> Integrity | <input type="checkbox"/> Self-Consciousness |
| <input type="checkbox"/> Correct Uniform | <input type="checkbox"/> Leadership Ability | <input type="checkbox"/> Teamwork |
| <input type="checkbox"/> Courtesy | <input type="checkbox"/> Loyalty | <input type="checkbox"/> Trustworthy |
| <input type="checkbox"/> Creativity | <input type="checkbox"/> Personal Hygiene | <input type="checkbox"/> Work Ethic |
| <input type="checkbox"/> Dependability | <input type="checkbox"/> Punctuality | |

Many different skills are required to assemble a well-rounded staff. Here is a list of several skills needed. Please divide this list into four groups, according to how well you think you are at each task and how much you think you would enjoy doing each task. The four groups are:

- A – I'm really good at this and I enjoy it a lot.
- B – I can do it and I don't mind doing it.
- C – I'd have to practice this skill and I don't think I would like it.
- D – I haven't done this before.

- | | |
|---|---|
| <input type="checkbox"/> Lead a discussion group | <input type="checkbox"/> Develop a meal plan for a very large group |
| <input type="checkbox"/> Develop Power Point Presentations | <input type="checkbox"/> Teach classes |
| <input type="checkbox"/> Keep a group on schedule | <input type="checkbox"/> Be a "coach" to others |
| <input type="checkbox"/> Lead practical application exercises | <input type="checkbox"/> Lead songs and yells |
| <input type="checkbox"/> Perform skits | <input type="checkbox"/> Make speeches in front of a large group |
| <input type="checkbox"/> Develop lesson plans | <input type="checkbox"/> Counsel other scouts |
| <input type="checkbox"/> Demonstrate Scoutcraft skills | <input type="checkbox"/> Develop practical application tools |
| <input type="checkbox"/> Keep up with supplies and equipment | |

Which staff position(s) are you interested in applying for (if more than one please prioritize your choices):

- Assistant Course Director - Youth Operations (formerly SPL; key Course Leader)
- Assistant Course Director for Program (formerly Assistant Senior Patrol Leader – Program)
- Assistant Course Director for Service (formerly Assistant Senior Patrol Leader – Service)
- Team Guides (one assigned to each team formerly Troop Guide)
- Instructor
- Youth Quartermasters (formerly Quartermaster Staff)

Why do you want to be on staff for the IWC NYLT course? What unique contribution would you bring to the course? _____

Applicants Agreement

If I am selected as a member of the Indian Waters Council NYLT staff, I promise on my honor as a Scout, that I will faithfully live according to the Scout Oath and Law at all times. I will represent my home unit, the Indian Waters Council, and the NYLT staff with honor and set an example to participants and fellow staff members in knowledge, skills, proper uniform, and attitude throughout the course.

I have reviewed the requirements and schedule of events and understand the commitment involved and the high standards established for NYLT staff members. I understand that the time commitment for the course includes all staff development dates listed below. I further understand that my attendance at all events is essential to provide sufficient time to master the skills necessary to provide a memorable course to all participants. I promise to coordinate all absences with the Course Director prior to the event. I understand that excessive absences may result in a change in position or removal from the staff for failure to fulfill my agreed upon commitments. Further, it is understood that if selected I will be required to pay a registration fee of \$100.00 to cover meals and other course expenses related to staff development.

January 28 th	Interviews	May 11-13	Staff Development
February 24-26	Staff Development	July 21-22	Camp Preparation
March 16-18	Staff Development	July 22-27	Course Offering

I understand that the uniform for all NYLT events is the official Boy Scout field uniform. I will have an activity uniform available as well.

My parents have reviewed this application and fully support my participation in this learning experience. I will arrange to obtain a current Health and Medical Record that is valid through July 28th, 2012 and provide a copy to the Course Director prior to the beginning of the course.

Applicant's Signature / Date

Parent (guardian) Signature / Date

Applicant Name: _____

Provide the following pages to your unit leader **to be completed and mailed directly to the course Director** Robert Sears at 508 Hallsborough Drive, West Columbia, SC 29170. Both your application and your leader's evaluation must be received no later than January 21st, 2012. **We also request that if the unit leader is your parent, that these pages be completed by another registered adult leader in your unit.**

Dear Unit Leader,

The above named Scout is applying for a staff position with the IWC 2012 National Youth Leadership Training course. **His/her application will not be considered until both the application and your evaluation have been received by the Course Director.** Please take a few minutes and carefully consider your answers. We are depending on you to help us assemble the best-qualified staff that displays Scout Spirit, a commitment to excellence, and a positive attitude in order to provide a quality program to the Scouts of the Indian Waters Council. Thank you for your continued commitment to the Scouting program!

Applicant Name: _____ Unit: _____

Current Leadership Position: _____ Current Rank: _____ Date Rank: _____

Please provide your assessment of the applicant in the following areas on a scale of 1-5 (5 – Excellent, 4 – Very Good, 3 – Good, 2- Fair, 1 – Poor)

- | | | |
|---------------------|------------------------|------------------------|
| ___ Attitude | ___ Friendly | ___ Reverence |
| ___ Common Sense | ___ Initiative | ___ Scout Spirit |
| ___ Cooperation | ___ Integrity | ___ Self-Consciousness |
| ___ Correct Uniform | ___ Leadership Ability | ___ Teamwork |
| ___ Courtesy | ___ Loyalty | ___ Trustworthy |
| ___ Creativity | ___ Personal Hygiene | ___ Work Ethic |
| ___ Dependability | ___ Punctuality | |

Many different skills are required to assemble a well-rounded staff. Below is a list of several skills needed. Please rate the applicant's ability in the following areas on a scale of 1-5 (5 – Excellent, 4 – Very Good, 3 – Good, 2- Fair, 1 – Poor)

- | | |
|--|--|
| ___ Lead a discussion group | ___ Develop a meal plan for a very large group |
| ___ Develop Power Point Presentations | ___ Teach classes |
| ___ Keep a group on schedule | ___ Be a "coach" to others |
| ___ Lead practical application exercises | ___ Lead songs and yells |
| ___ Perform skits | ___ Make speeches in front of a large group |
| ___ Develop lesson plans | ___ Counsel other Scouts |
| ___ Demonstrate Scoutcraft skills | ___ Develop practical application tools |
| ___ Keep up with supplies and equipment | |

Based on your experience with the applicant, which staff positions(s) is he/she best suited for (if more than one please prioritize your choices):

- ___ Assistant Course Director - Youth Operations (formerly SPL; key Course Leader)
- ___ Assistant Course Director for Program (formerly Assistant Senior Patrol Leader – Program)
- ___ Assistant Course Director for Service (formerly Assistant Senior Patrol Leader – Service)
- ___ Team Guides (one assigned to each team formerly Troop Guide)
- ___ Instructor
- ___ Youth Quartermasters (formerly Quartermaster Staff)

Do you believe the applicant will commit the necessary time for staff development and preparation required to provide a quality program? Do you believe his parents and you, his/her unit leader, will support and encourage this applicant in these commitments?

Yes / No Comments: _____

Is this applicant ready to be seriously considered for the NYLT Staff?

Without Question / Highly Qualified / Qualified / Probably Not / Not Recommended

Please provide any additional comments: _____

Please do not return this evaluation form to the applicant; mail your completed evaluation form directly to Course Director: Robert Sears, 508 Hallsborough Drive, West Columbia, SC 29170. Alternatively, scan the completed form and email to robsears@usit.net.

Unit Leader Name: _____ Unit/Position: _____

Unit Leader Signature: _____ Date: _____

Phone: _____ email: _____