

UNIT PERFORMANCE OBJECTIVES (UPO)
Unit Guidelines and Explanation
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	Category	Standard (Goal/Objective/Expectation)	Step 1 (Management)	Step 2 (Method)	Step 3 (Metric)
PLANNING	1 Unit Committee	Chartered Organization maintains an active and involved COMMITTEE that manages the success of one or more Units.	RECRUIT/RETAIN a Committee Chair, selected by the Chartered Organization, to manage Scouting operations at the CHARTER ORG.	Committee holds AT LEAST 6 MEETINGS each year, including one Annual Program & Budget Planning Meeting, no later than AUG.	Unit MAINTAINS a roster of at least 5 COMMITTEE MEMBERS (incl. Committee Chair) at Recharter annually.
	2 Annual Planning & Meetings	Unit has a WRITTEN PLAN/CALENDAR by Aug annually.	RECRUIT/RETAIN an involved UNIT KEY 3 (for each Chartered Unit) who lead the Annual Planning Meeting.	Using an approved format, an Annual Plan is developed by UNIT COMMITTEE and submitted to Council Service Executives (through Unit Commissioner) by AUGUST 30.	PACK: Plan at least 7 PACK MEETINGS per year AND at least 1 DEN MEETING per month. TROOP: Plan at least 16 TROOP MEETINGS and at least 4 PATROL LEADERS' COUNCIL meetings annually.
	3 Annual Budget	Unit has a WRITTEN BUDGET by Aug annually.	RECRUIT/RETAIN Unit Fundraising Chair (Committee Member) by AUG 15; Chair is involved in Annual Planning.	Annual Budget includes COUNCIL-SPONSORED FUNDRAISER (Popcorn/Syrup) OR Unit submits a BSA money-earning application for an annual fundraiser.	Annual Budget is completed and submitted to Unit Commissioner by AUGUST 30.
PEOPLE	4 Adult Leadership Positions	Unit has KEY LEADERSHIP positions filled, and grows to fill many of the RECOMMENDED positions.	Unit KEY 3 is TRAINED for their positions.	Unit uses "100 POINT" adult leader recruiting tool when inviting/recruiting new families.	100% of KEY LEADERSHIP positions and 50% of RECOMMENDED positions filled.
	5 Position Specific Training	Unit Adult Leadership is TRAINED for their Position, with special focus on DIRECT-CONTACT leadership.	RECRUIT/RETAIN a Unit Training Coordinator (Pack Trainer / Troop Committee Member coordinating Training) annually by August.	Have all DIRECT-CONTACT leaders trained within 6 months of registration.	Have at least 75% of REGISTERED ADULTS trained for their Position at RECHARTER (Dec).
	6 Charter Renewal & Member Retention	Unit processes MEMBERS through recharter, and RETAINS a significant portion of youth members annually. CHARTER ORG is actively interested in the health of the Unit.	Charter Organization (COR/CRUR) meets with Unit Leadership ANNUALLY to discuss Unit health.	Complete RECHARTER PROCESS by NOVEMBER 15.	Retain 75% or more of eligible YOUTH MEMBERS at RECHARTER compared to Recharter last year.
	7 Graduation / Transition	Unit(s) successfully TRANSITION WEBELOS to SCOUTS BSA program.	WEBELOS/AOL DEN LEADER attends at least 2 Troop Committee Meetings in fall (Aug-Nov) to plan transition with ASM for NEW SCOUTS.	Conduct at least 3 joint events between Pack/Troop annually (Jan-Dec).	At least 60% of active ARROW OF LIGHT Webelos transition to a SCOUTS BSA TROOP; Troop welcomes at least 6 new Scouts crossing over annually.
PERFORMING	8 Recruitment	Unit is sustainable by ACTIVELY RECRUITING new youth and families each year.	RECRUIT/RETAIN Unit Membership Chair (Committee Member) annually by APRIL.	ORGANIZE at least 3 promotional or joining events annually, including at least one FALL event (Aug-Nov).	RECHARTER Unit with at least 5% more YOUTH MEMBERS than December of last year.
	9 Advancement	Unit helps support Scout achievement through an active ADVANCEMENT program.	RECRUIT/RETAIN Unit Advancement Chair (Committee Member) by AUG 15; Chair is involved in Annual Planning.	Annual Plan includes focus on ADVANCEMENT and calendar provides all Scouts with advancement opportunity annually.	Advance at least 75% of Scouts one rank.
	10 Communication	Unit supports Scout & family participation by EFFECTIVELY COMMUNICATING events/meetings to membership.	RECRUIT/RETAIN Unit Communications Chair (Committee Member) annually by AUGUST.	The Unit's "BeAScout" PIN profile is ACTIVE and "complete" with basic info, plus has a well-worded Unit program statement.	PUBLISH & MAINTAIN a Unit Calendar/Schedule accessible to all member families annually by SEPT.
	11 Service	Unit engages Scouts in SERVICE TO THE COMMUNITY through planned & promoted projects that are reported through Internet Advancement/Scoutbook.	RECRUIT/RETAIN a Unit Community Service Chair (Committee Member) annually by APRIL.	ORGANIZE & COMPLETE at least 3 Service Projects annually as a Unit.	REPORT at least __ hours of Community Service (as a Unit or from individual Scouts) annually.
	12 Activities & Camping	Unit provides OUTDOOR PROGRAM OPPORTUNITIES with a well-rounded combination of day activities, short term camps, and long-term camps (if applicable) with high attendance from youth members.	RECRUIT/RETAIN a Unit Camping Chair (Committee Member or Asst. Cubmaster/Asst. Scoutmaster) annually by APRIL.	PACK: Plan* AT LEAST FOUR non-camping activities and ONE Pack Weekend Camping opportunity annually. TROOP: Plan* AT LEAST 7 Troop Weekend Camping opportunities and ONE LONG-TERM Camping opportunity annually.	PACK: Have at least 50% of YOUTH MEMBERS attend at least TWO activities and/or camping opportunity annually. TROOP: Have at least 70% of YOUTH MEMBERS attend at least 1 weekend camping opportunity AND have at least 50% of youth members attend long-term camp annually.

*This can include participation in Council-organized events.

The "Unit Performance Objectives" (UPO) are designed to guide a Unit's planning to ensure consistent, quality Scouting programming throughout Lake Erie Council. Units will use each of the 12 Standards as guideposts for success; Unit Commissioners and other supporting volunteers and professional staff will engage in constructive discussion Quarterly with each Unit to track progress and offer assistance in Units meeting their goals within the UPO set. Chartered Organization Representatives will assess their Units at the end of the "calendar year" (January-December) on their progress in putting the Standards and their associated MANAGEMENT and METHOD actions into practice; Units will also measure themselves annually using the METRIC listed for each Standard. Council Service Executives will offer guidance and support through Commissioners to assist Units in improving their scores each year. Units will be said to "meet standard" if they achieve the following:

Unit completes the MANAGEMENT + METHOD listed for each Standard - OR - Unit achieves the desired METRIC listed for each Standard.

Units completing ALL THREE (Management, Method, & Metric) will be recognized as a high-performing or "STAR" Unit.