Senior Patrol Leader Training Instructor's Guide





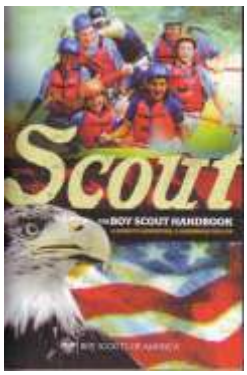


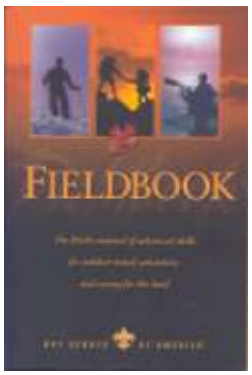












Note for the instructor:



This syllabus has been put together to assist the SM in training the SPL. Each topic discussed is directly from the SPL Handbook. Have the SPL follow along in his handbook with the training for further understanding, in depth discussion and to establish the book as a great source for information.

This syllabus is not intended to replace the SPL Handbook but rather to reinforce the importance of the SPL reading and using it!

Congratulations!

- The members of your troop have elected you to be their Senior Patrol Leader!
- They have put their trust in you and shown great confidence in you!



Pg 5

With three green bars

What is expected of me?

- Set a good example!
- Wear the Scout uniform correctly
- Run all troop meetings, events, activities, and the annual program planning conference.
- Chair meetings of the patrol leader's council.
- Appoint troop members to serve in the troop's other youth leader positions (with advice and counsel of the Scoutmaster)
- Delegate duties and responsibilities to other youth leaders.
- Assist the Scoutmaster with troop leadership training.
- Live by the Scout Oath and Law



Pg 10

10

As senior patrol leader, you will not be a member of a patrol, but you may participate in high-adventure activities with the troop's Venturer patrol.

The patrol leaders' council may offer candidates for senior patrol leader the opportunity to appear before the troop to discuss their qualifications and reasons for seeking the office. This provides good practice for the candidates and enables those who do not know them well, younger Scouts in particular, to gain a better sense of what they propose to do for the troop.

Duties of a Senior Patrol Leader

While you are senior patrol leader, the troop is going to count upon you to live up to some clear expectations:

- Run all troop meetings, events, activities, and the annual program planning conference.
- Chair meetings of the patrol leaders' council.
- Appoint troop members to serve in the troop's other youth leader positions (with the advice and counsel of the Scoutmaster).
- Delegate duties and responsibilities to other youth leaders.
- Assist the Scoutmaster with troop leadership training.
- Set a good example.
- Wear the Scout uniform correctly.
- Show Scout spirit.

Being a good senior patrol leader will require a significant commitment of time. Consider all of your obligations to family, school, and religion, and find an appropriate balance, even if that means temporarily putting aside some extracurricular activities.

What is expected of me?

Being a good senior patrol leader will require a significant commitment of time. Consider all of your obligations to family, school, and religion and find an appropriate balance, even if that means temporarily putting aside some extracurricular activities.

Methods of Scouting

As senior patrol leader, you can help the troop recognize the importance of troop spirit and guide everyone in taking full advantage of Scouting's opportunities. Among the most effective means you have for building troop spirit are the methods of Scouting.

Pg 27



Spirit is an important concept in Scouting, both for individuals and for groups of Scouts. Scout spirit, patrol spirit, and troop spirit can energize the program of the Boy Scouts of America and bring the fullest meaning to the Scouting experience.

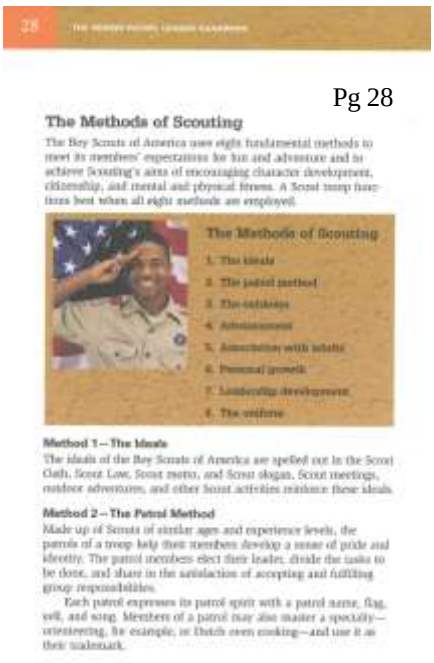
- *Scout spirit* means that you live by the Scout Oath and Law, are prepared for anything that comes along, and are willing to give time and energy to do service for someone in need in the community. Showing Scout spirit is a requirement for all the ranks of Boy Scouting.
- *Patrol spirit* puts the spotlight on the Scouts who have formed together as a patrol. They demonstrate patrol spirit by working toward the common goal of building the best possible patrol. They move ahead as a team, achieving more as a team than they could as individuals.
- *Troop spirit* focuses on the unity, enthusiasm, and progress of the entire troop.

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Methods: The Ideals

The ideals of the Boy Scouts of America are spelled out in the Scout Oath, Scout Law, Scout Motto and Scout slogan. Scout meetings, outdoor adventures and other Scout activities reinforce these ideals.





Pg 28

The Methods of Scouting

The Boy Scouts of America uses eight fundamental methods to meet its members' expectations for fun and adventure and to achieve Scouting's aims of encouraging character development, citizenship, and mental and physical fitness. A Scout troop functions best when all eight methods are employed.

Method 1—The Ideals

The ideals of the Boy Scouts of America are spelled out in the Scout Oath, Scout Law, Scout motto, and Scout slogan. Scout meetings, outdoor adventures, and other Scout activities reinforce these ideals.

Method 2—The Patrol Method

Made up of Scouts of similar ages and experience levels, the patrols of a troop help their members develop a sense of pride and identity. The patrol members elect their leader, divide the tasks to be done, and share in the satisfaction of accepting and fulfilling group responsibilities.

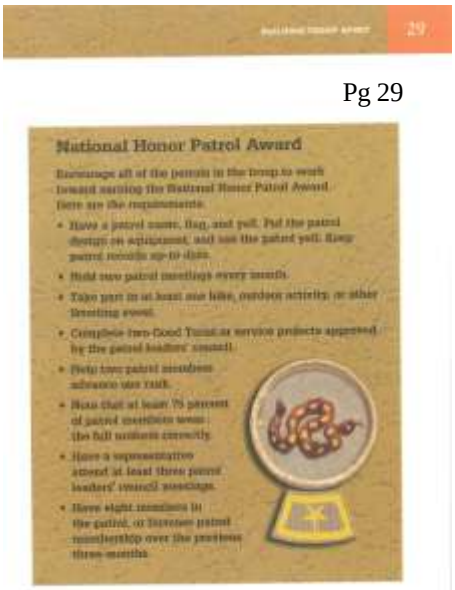
Each patrol expresses its patrol spirit with a patrol name, flag, yell, and song. Members of a patrol may also master a specialty—orienteering, for example, or Dutch oven cooking—and use it as their trademark.

Methods: The Patrol Method

"The patrol method is not *a* way to operate a Boy Scout troop; it is the *only* way. Unless the patrol method is in operation you don't really have a Boy Scout troop."

– Robert Baden-Powell, founder of Boy Scouts





Pg 29

Methods:
The Outdoors

Boys join Scouts because they want to have fun and adventure. The Boy Scouts specialize in fun and adventure in the outdoors. Keep the fun and adventure in mind during meetings, training, etc.

Pg 30



30

Method 3—The Outdoors

Much of the Scouting program is designed to take place outdoors in settings where Scouts can find real adventure. Outdoor activities help put sizzle into Scouting and keep troop members coming back for more. A troop with a strong outdoor program is well on its way to finding success in all areas.

A Note on Patrol Outdoor Activities

Methods: Advancement

There are plenty of opportunities for Scouts to find success. As they find fun and adventure in the Outdoors, find opportunities to celebrate successes with rank requirements, merit badges and awards.



Pg 31

Method 4—Advancement

The Boy Scouts of America believes that a Scout should receive recognition for his achievements. The requirements for the ranks of Tenderfoot through First Class prepare boys to take full advantage of all that Scouting has to offer. Earning merit badges allows them to explore many fields, helps them round out their skills, and perhaps introduces them to subjects that will become lifelong interests and rewarding careers.

As one of the eight methods of Scouting, advancement is a natural outgrowth of the other seven. A boy whose Scouting experience is introducing him to BSA ideals, the patrol method, the outdoors, association with adults, personal growth, leadership development, and the uniform will almost certainly find himself moving steadily along the BSA's advancement trail.

Method 5—Association With Adults

Scouts learn a great deal by watching how older troop members conduct themselves. A senior patrol leader who is willing to listen and encourage can make a profound difference in the lives of others, especially a troop's youngest Scouts.

Methods: Adult Association

Adults serve as mentors and coaches to the youth. Older scouts serve as mentors and coaches to the younger scouts.

The **Scoutmaster** serves as the Troop Leader, he is the head coach and will work directly with the SPL.

The **Assistant Scoutmasters** assist the Scoutmaster in developing the program and may work with the Venture or New Scout patrols.

The **Troop Committee** conduct the Troop Business and support the Troop Program.

The **Chartered Organization Rep** is the link between the Troop and the organization that Charters the Troop.



Pg 31

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Methods: Personal Growth

A lot of times, boys will try to find the path of least resistance, but with Projects, Awards and Rank Requirements, encourage Scouts to do more than is comfortable and they'll find that they can do more than they thought possible.



Pg 32

Method 6—Personal Growth

Youth of Boy Scout age are experiencing dramatic physical and emotional growth. Scouting offers them opportunities to channel much of that change into productive endeavors and to find the answers they are seeking for many of their questions. Through service projects and Good Turns, Scouts can discover their place in their community. Religious award programs offer pathways for them to more deeply understand their place in the world. The troop itself provides each Scout with an arena in which to explore, to try out new ideas, and sometimes simply to embark on adventures with no design other than the joy of having a good time with good people.

Method 7—Leadership Development

Leadership is a skill that can be learned only by practice. Every Scout in a patrol and troop will find over time that he is filling leadership positions of increasing responsibility. Serving as patrol leader and as senior patrol leader can give Scouts the confidence and ability to be leaders in the future.

Method 8—The Uniform

Since 1910, the Boy Scout uniform has been a recognizable part of the American scene. Wearing the uniform helps boys develop a sense of belonging to their troop. It reinforces the fact that all members of the BSA are equals.

People seeing a boy in a Scout uniform expect someone of good character who is prepared to the best of his ability to help those around him. Likewise, the senior patrol leader in uniform sets a good example for everyone in the troop.

Methods: Leadership Development

By finding ways to serve others, we find that others want to follow our lead.

Leadership in Scouting is developed by training a Scout in how to do his job and then trusting and enabling him to do the job.



Pg 32

Methods: Uniform

The Uniform is the symbol of Boy Scouts. Uniform inspections are important tools to help younger scouts understand how to present a clean appearance and how to wear patches, badges and uniform pieces correctly.

Pg 32



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Patrol Method Video

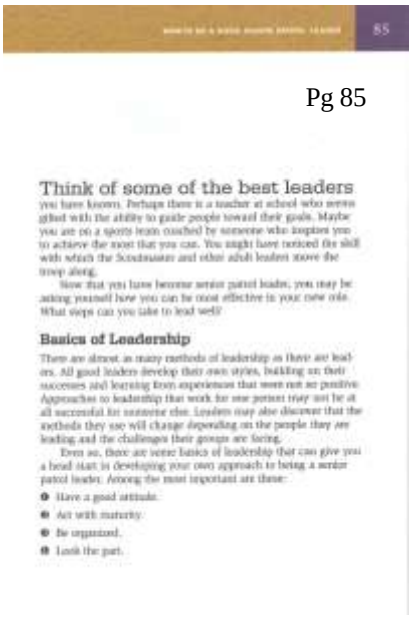


How To Be A Good SPL

- Have a good attitude
- Act with maturity
- Be organized
- Look the part

Look Out for the Little Guys!

As the SPL, be aware of the experience of younger Scouts. Encourage them to do their best. Make it your business to help them get the most out of Scouting. Speak up any time you become aware of older Scouts picking on younger boys. The maturity you show as SPL can make it clear that yours is a troop where harassment, bullying and hazing will not be tolerated.



Pg 85

Think of some of the best leaders you have known. Perhaps there is a teacher at school who seems gifted with the ability to guide people toward their goals. Maybe you are on a sports team coached by someone who inspires you to achieve the most that you can. You might have noticed the skill with which the Scoutmaster and other adult leaders move the troop along.

Now that you have become senior patrol leader, you may be asking yourself how you can be most effective in your new role. What steps can you take to lead well?

Basics of Leadership

There are almost as many methods of leadership as there are leaders. All good leaders develop their own styles, building on their successes and learning from experiences that were not as positive. Approaches to leadership that work for one person may not be at all successful for someone else. Leaders may also discover that the methods they use will change depending on the people they are leading and the challenges their groups are facing.

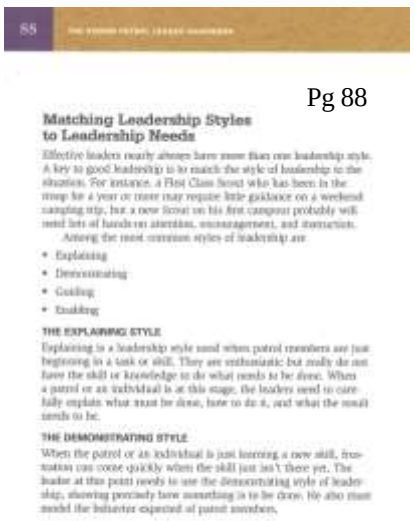
Even so, there are some basics of leadership that can give you a head start in developing your own approach to being a senior patrol leader. Among the most important are these:

- Have a good attitude.
- Act with maturity.
- Be organized.
- Look the part.

How To Be A Good SPL

Match Leadership Styles to Leadership Needs

- Explaining
- Demonstrating
- Guiding
- Enabling



88

Pg 88

Matching Leadership Styles to Leadership Needs

Effective leaders nearly always have more than one leadership style. A key to good leadership is to match the style of leadership to the situation. For instance, a First Class Scout who has been in the troop for a year or more may require little guidance on a weekend camping trip, but a new Scout on his first campout probably will need lots of hands-on attention, encouragement, and instruction.

Among the most common styles of leadership are

- Explaining
- Demonstrating
- Guiding
- Enabling

THE EXPLAINING STYLE

Explaining is a leadership style used when patrol members are just beginning in a task or skill. They are enthusiastic but really do not have the skill or knowledge to do what needs to be done. When a patrol or an individual is at this stage, the leaders need to carefully explain what must be done, how to do it, and what the result needs to be.

THE DEMONSTRATING STYLE

When the patrol or an individual is just learning a new skill, frustration can come quickly when the skill just isn't there yet. The leader at this point needs to use the demonstrating style of leadership, showing precisely how something is to be done. He also must model the behavior expected of patrol members.

How To Be A Good SPL

Develop the Troop as a Team

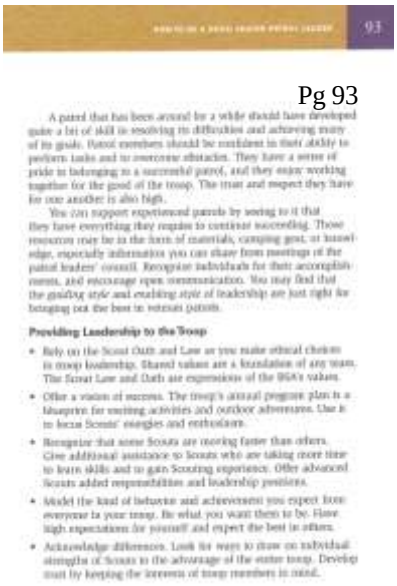
- Forming Stage
- Storming Stage
- Norming Stage
- Performing Stage

Support the Troop

- Pay Attention
- Fill Needs

Provide Leadership

- Rely on the Scout Oath & Law
- Meet Scouts where THEY are, not where you are.
- Be a Role Model
- Look for strengths in other Scouts and utilize them
- Make Meetings mean something!
- Respect and Value Others



Pg 93

A patrol that has been around for a while should have developed quite a bit of skill in resolving its difficulties and achieving many of its goals. Patrol members should be confident in their ability to perform tasks and to overcome obstacles. They have a sense of pride in belonging to a successful patrol, and they enjoy working together for the good of the troop. The trust and respect they have for one another is also high.

You can support experienced patrols by seeing to it that they have everything they require to continue succeeding. Those resources may be in the form of materials, camping gear, or knowledge, especially information you can share from meetings of the patrol leaders' council. Recognize individuals for their accomplishments, and encourage open communication. You may find that the *guiding style* and *enabling style* of leadership are just right for bringing out the best in veteran patrols.

Providing Leadership to the Troop

- Rely on the Scout Oath and Law as you make ethical choices in troop leadership. Shared values are a foundation of any team. The Scout Law and Oath are expressions of the BSA's values.
- Offer a vision of success. The troop's annual program plan is a blueprint for exciting activities and outdoor adventures. Use it to focus Scouts' energies and enthusiasm.
- Recognize that some Scouts are moving faster than others. Give additional assistance to Scouts who are taking more time to learn skills and to gain Scouting experience. Offer advanced Scouts added responsibilities and leadership positions.
- Model the kind of behavior and achievement you expect from everyone in your troop. Be what you want them to be. Have high expectations for yourself and expect the best in others.
- Acknowledge differences. Look for ways to draw on individual strengths of Scouts to the advantage of the entire troop. Develop trust by keeping the interests of troop members in mind.

How To Be A Good SPL

Overcome Troop Disappointments

- Use Start, Stop and Continue Assessment
- Look forward to the next adventure using the last disappointment as a guide on what not to do

Celebrate Success

Scouting is supposed to be fun and challenging. Find reasons to celebrate successes to encourage further success.



Pg 97

Start, Stop, Continue Assessment Tool

How To Be A Good SPL
Be Prepared!

Cast a Vision

- For your entire term
- For each activity
- Spend the time before the activity creating a vision of what success looks like

Without a clear vision, success might look different to different people on your team, and you may find that everyone is pulling in different directions

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How To Be A Good SPL
Be Prepared!

Long Term Planning

- Annual Planning Conference
  - Do your homework
  - Get Patrol input
  - Hold the planning conference
    - Develop troop goals for the year
    - Select major events
    - Select program features
    - Fill out the troop calendar
  - Consult with the troop committee
  - Announce the plan
- Mid Year Course Correction Conference



Pg 37

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You would not think of setting out

The Long and Short of Progress Planning

How To Be A Good SPL
Be Prepared!

Monthly PLC Meeting

The PLC meets every four weeks to "fine-tune" the annual plan for the coming month. Weekly the PLC may meet briefly after meetings to review activities or to go over upcoming responsibilities.

The Monthly (& Weekly) PLC meeting is planned and run by the SPL and supported by the Scoutmaster.



Pg 37



You would not think of setting out

The Long and Short of Progress Planning

How To Be A Good SPL
Be Prepared!

Monthly PLC Meeting

- Opening and call to order
- Roll call and reading of the log
- Patrol Reports
- Old Business
- Big Event Planning
- Troop Meeting Planning
- New Business

One of the most important parts of the meeting is follow up and getting the information out to Patrol Members after the meeting


Pg 48

Patrol Leaders' Council Meeting Agenda

How To Be A Good SPL
Be Prepared!

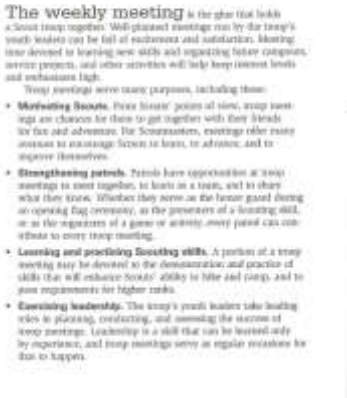
Weekly Meeting Goals

- Motivate Scouts
- Strengthen Patrols
- Learn and practice Scout Skills
- Exercise leadership
- Promote Scout Spirit
- Prepare for upcoming events.

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Pg 55



The weekly meeting is the glue that holds a Scout troop together. Well-planned meetings run by the troop's youth leaders can be full of excitement and satisfaction. Meeting time devoted to learning new skills and organizing future campouts, service projects, and other activities will help keep interest levels and enthusiasm high.

Troop meetings serve many purposes, including these:

- **Motivating Scouts.** From Scouts' points of view, troop meetings are chances for them to get together with their friends for fun and adventure. For Scoutmasters, meetings offer many avenues to encourage Scouts to learn, to advance, and to improve themselves.
- **Strengthening patrols.** Patrols have opportunities at troop meetings to meet together, to learn as a team, and to share what they know. Whether they serve as the honor guard during an opening flag ceremony, as the presenters of a Scouting skill, or as the organizers of a game or activity, every patrol can contribute to every troop meeting.
- **Learning and practicing Scouting skills.** A portion of a troop meeting may be devoted to the demonstration and practice of skills that will enhance Scouts' ability to hike and camp, and to pass requirements for higher ranks.
- **Exercising leadership.** The troop's youth leaders take leading roles in planning, conducting, and assessing the success of troop meetings. Leadership is a skill that can be learned only by experience, and troop meetings serve as regular occasions for this to happen.

How To Be A Good SPL
Be Prepared!

Weekly Meeting

- Preopening
- Opening
- Skills Instruction
- Patrol Meetings
- Interpatrol Activity
- Closing – Scoutmaster's Minute
- After the Meeting

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Pg 58

How To Be A Good SPL
Be Prepared!

Big Events

The weekly meetings of the troop should lay the foundations for big events. The outdoors is where Scouting works best.

- Troop Campouts
- Camporees
- Summer Camps
- High Adventure Treks
- Religious Activities



Pg 69



"Scouting," the old saying goes,

How To Be A Good SPL
Be Prepared!

Getting Ready for the Outdoors

- Where are we going?
- When will we return?
- Who is going with us?
- Why are we going?
- What are we taking?
- How will we follow the principles of Leave No Trace?



Pg 77

Troop Trip Plan

Leadership Situations

Q. – While visiting on a patrol campsite, you notice on the patrol's duty roster that the two youngest Scouts are expected to wash the dishes ever meal. What should you do?

Q. – Two patrols finish an interpatrol competition in a tie. You have only one award for first place. What do you do?

Q. – You encounter two older Scouts having an argument. You urge them to find a way to talk through their differences, but they ignore you and begin to fight. They are bigger than you are and you can't stop the fight alone. What do you do?

Q. – The troop is planning a feast and each patrol is responsible for a part of the meal. The patrol preparing the main course has decided to fix meat loaf. You hate meat loaf. What should you do?



Pg 92

Helping the Troop Develop as a Team

Team Development

Supporting the Troop

Tools of the Trade

Tips for Running a Good Troop Meeting

- Review the meeting plan prior to the meeting
- Start on time
- Take charge of the meeting
- Use the Scout sign to gain attention of the Troop
- Stay focused on the program feature of the month.
- Keep the meeting moving
- Give praise
- Be positive in public
- Criticize only in private
- Don't keep doing the same things
- Set a good example
- Review meetings to see what can be improved



Pg 64

Tips for Running a Good Troop Meeting

Tools of the Trade

Troop Self Assessment

Try to highlight areas of troop success and discover areas open to improvement. Compare assessments over time.

- Troop Meetings
- Patrol Method
- Camping
- Advancement
- Training
- Character Development



Pg 65

A Troop Self-Assessment

Tools of the Trade

Start, Stop and Continue Assessment

Take the outcome of this and focus on reapplication and future events.

- What should we start doing that would make us more successful?
- What should we stop doing that is not working or is a barrier to our success?
- What should we continue to do because it was a significant reason for our success?



Pg 97

Start, Stop, Continue Assessment Tool

Tools of the Trade

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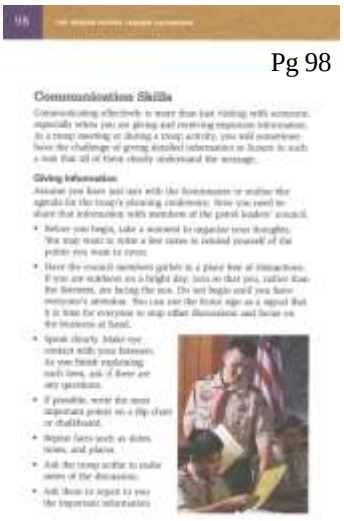
Pg 97

Start, Stop, Continue Assessment Tool

Tools of the Trade

Communication Skills: Giving Information

- Before sharing info, organize your thoughts
- Make sure you have the attention of those you are trying to give info to
- Speak clearly, make eye contact, ask for feedback
- Use visual aids
- Repeat important facts for emphasis
- Get the troop scribe to make notes
- Expect follow up from others



Pg 98

Tools of the Trade

Communication Skills: Effective Listening

- Give the speaker your full attention
  - Don't try to think about what you are going to say next
  - Pay attention to what they aren't saying as well as what they are saying
  - Notice body language, tone, etc
- Write down points of info – dates, time, etc.
- If you are unclear about anything, ask questions
- Pay attention to how you feel and determine how it affects your ability to listen well.



Pg 99

Tools of the Trade

Support from Adults

- Scoutmaster
- Asst Scoutmasters
- Troop Committee
- Chartered Org Rep

Their Job:

- Provide direction and coaching
- Answer questions
- Listen to your ideas
- Be Fair
- Serve as good examples
- Offer advice when appropriate
- Back you on reasonable decisions


Pg 11

Tools of the Trade

Support from Scouts

- ASPL
- Troop Guide
- Quartermaster
- Historian
- Chaplain's Aide
- Librarian
- Scribe
- Instructors
- Den Chiefs
- Junior ASM
- OA Troop Rep
- Others


Pg 106

Other Troop Positions

Tools of the Trade

Communicating Well DVD



The Tough Stuff

Inappropriate Behavior

Scouting is built upon the boy-led troop and the boy-led patrol. As SPL you set an example for the behavior of everyone in the troop. When you see someone stepping outside the Oath and Law, you must step aside with the scout and discuss with him why the behavior is not acceptable.



Pg 101

The Tough Stuff

Conflict Resolution

As SPL you have to handle conflicts that arise within the troop to keep them from becoming something that can damage troop spirit.

Methods:

- Avoiding
- Compromising
- Problem Solving



Pg 95

What's Next?

- Use this training to help you lead others
- Share this info with others
- Intro to Leadership Skills- Troop training
- NYLT
- NAYLE

Senior Patrol Leader Resources

Training Classes

- Introduction to Leadership Skills – Troop
- Kodiak Challenge (Council)
- Trainer's EDGE (Council)
- National Youth Leadership Training (Council)
- National Advanced Youth Leadership Experience (Philmont)

Literature

- Scout Handbook
- Senior Patrol Leader Handbook
- Scout Fieldbook
- Boy's Life

Other

- Troop website - 4townscout.com
- Other Scouts
- Adult Leaders

Sources

- The Senior Patrol Leader Handbook
- Scoutmaster / Asst Scoutmaster Leader Specific Training DVD BSA Item # 605643
- Communicating Well DVD Item # 605646
- Patrol Method Video (retired BSA 1978 production)