

WORLD ORGANIZATION OF SCOUT MOVEMENT INTERAMERICAN REGION



REGIONAL PLAN

2011 - 2014

A NEW AGREEMENT TO GROW



SCOUTS[®]
Creating a Better World



INTRODUCTION

A new agreement is the result of dialogue, active listening, sensitivity but, on the other hand, the synthesis of the conflict and consensus, the combination of dreams and realities.

This is the first action which created a regional project for each and every Scout in the Americas.

It is a way to honor the historic debt that we have with children and young people, who have not yet been reached by the transforming proposal of our Movement.

It is also a way to continue positively impacting the lives of millions of children and young people that found in our Movement an opportunity, a space, a challenge and response.

For a new agreement to grow is to keep alive a creative look on our educational practices on our ways of management, on our volunteering.

It is a permanent call to reshape the Movement in each unit, each Scout group, and each National Scout Organization in the entire region.

When, in July 2010, we presented to all stakeholders in our region the Regional Plan 2011-2014 General Objectives we stated: "Large companies need agreements. Modern democracies rely on large deals which are built on what policies state.

Our Movement has an educational project clearly oriented to education for peace, coexistence and citizenship. We use this education in our organization, planning, and participatory and democratic system because only in a democratic organization can educate for democracy.

Therefore, we call for dialogue, debate and consensus on key agreements that give us solid foundations to build the future we want for our organization.

We understand that the right way to build these agreements is a participatory process, which identifies the needs, interests and values of the parties and aim to satisfy as many of them. "

But it is not enough to establish agreements to encourage participation and build together. The agreement that we build has its goal set on growth. Growth which can only happens if we are in agreement on it. So the new agreement to grow works as an upward spiral: the agreement will lead to growth and growth, in turn, will generate new agreements thus improving each time this is accomplished.

The Scout Movement in the Americas need to grow in three main areas:

Quantity: Reaching out to more and more children and young people. To all in our society who need no formal education that Scouting offers. Getting more and more young people to join our cause and, thanks to the full experience of an educational programme, they transform their lives and that of those around them.

Quality: Our youth programme, the training of our leaders and our structures need to grow in quality. Only in this way we could retain those already a part of this great organization, but also can ensure that



our results will be better, maintaining our educational proposal in force in society.

Image: What the Scout Movement casts to society should be consistent with the values that are living inside. For our image to improve, we must increase our presence in the media and this should be a true reflection of our mission.

In search of such consensus and basic agreements, the General Objectives of the plan were subject to wide consultation that included National Scout Organizations, Networks and Regional Bodies, to be finally approved by the 24th Interamerican Scout Conference, held in Panama in August 2010.

Based on these objectives, the World Scout Bureau - Interamerican Region, prepared a draft plan that consisted of 4 general objectives, 14 specific objectives, 18 results and 26 indicators of achievement.

In late September 2010, this draft was sent to National Scout Organizations inviting them to add their input and contributions.

Finally, the plan was reviewed and discussed by the Interamerican Scout Committee during its meeting on the 6th and 7th of November 2010 in the United States of America. After that, the Regional Director did the task of receiving the contributions of the Interamerican Scout Committee members to integrate them into the final version that comes into your hands now.

This plan is the product of a collective construction process, a process that must continue in all regional bodies, particularly into the National Scout Organizations, within which are verified as many indicators.

The Regional Bodies are committed to providing close, efficient and appropriate support to ensure that growth will be sustained and have sustainable growth in our continent.

Always ready to serve.



Michael Bradshaw
Chairman of the Interamerican Committee

Be prepared to serve.



Raúl Sánchez Vaca
Regional Director
World Scout Bureau Interamerican Region



General Objective	Specific Objectives	Results	Indicators of Achievement	
<p>Improving the educational quality in the implementation of the Youth Programme</p> <p>SP 1- youth involvement SP 2- adolescents SP 3- girls and boys, women and men SP 4 – reaching out</p>	<p>Providing relevant and updated educational materials available to all NSOs and based on the Regional Youth Programme Policy.</p>	<p>NSOs have relevant and updated educational materials for all branches of their Educational Scout Programme and aligned to Regional policy agenda.</p>	<p>80% of the NSOs have relevant and updated educational materials for all scout branches of its Educational Scout Programme and aligned to Regional Youth Programme Policy.</p>	
	<p>Implementing a relevant and updated Youth Programme that responds to the interests and needs of youth and to the social demands of the community, yet aligned to Regional Youth Programme Policy.</p>	<p>NSOs implement a Youth Programme that serves the interests of children and young people and aligned to Regional Youth Programme Policy.</p>	<p>At least 70% of the NSOs are implementing a Youth Programme, according to Regional Policy.</p>	<p>20% increase in the degree of implementation of the Youth Programme from an initial measurement used as a starting point.</p>
		<p>The program positively impacts the lives of children and youth</p>	<p>Using a scale of 1 to 10, measurements of Youth Programme impact, in the lives of children and young people, has increased 1 point, from an initial measurement used as a starting point.</p>	
		<p>The NSO reported an increase in retention rates and membership (more youth staying longer in the Movement)</p>	<p>At least 20% of the NSOs report an increase in membership.</p>	
		<p>The Youth Programme is perceived, by the community, as something relevant in the context of local social needs.</p>	<p>Total reported regional membership has increased by 2%.</p> <p>At least 50% of the NSOs, using a scale of 1 to 10, measurement of the perceived relevance of the Youth Programme in the community are above 7 points.</p>	
		<p>Developing evaluation systems to obtain reliable data about the degree of implementation and quality of Youth Programme.</p>	<p>The various levels of the organization make decisions regarding the Youth Programme based on reliable and concrete facts as products of its evaluation system.</p>	<p>At least 70% of the NSOs develop and implement an evaluation system for youth program.</p>
	<p>Increasing autonomy and improving the performance of the National Youth Programme Teams.</p>	<p>Los diversos niveles de la organización cuentan con equipos de programa autónomos y con un desempeño adecuado.</p>	<p>Using a scale of 1 to 10, the measurements of autonomy and performance in Programme Teams have increased by 1 point.</p>	



General Objective	Specific Objectives	Results	Indicators of Achievement
<p>Having active, motivated, committed, trained and competent volunteers for the task.</p> <p>SP- Volunteers in Scouting</p>	<p>Implementing a strategy to recruit adults and promote Scouting from general to specific activities.</p>	<p>The Region and the NSOs have a recruitment strategy with specific actions that attract adults to Scouting and are supported by agreed procedures and criteria to fill each vacancy.</p>	<p>50% of the NSOs in the Region are implementing a strategy to attract adults and at least 30% of recruited adults are the result of this strategy.</p>
	<p>Establishing ways of working with adults that are focused on the value of the person, so that the recruit, training and coaching systems are mechanisms for motivation and promotion of the leaders in the organization.</p>	<p>In the Interamerican Region, the management of adults in Scouting motivates leaders and encourages them to achieve higher levels of development.</p>	<p>At least 50% of the NSOs in the region are known to have incorporated elements of motivation and promotion of their leaders in their processes of recruitment, training and coaching.</p>
	<p>Unifying the general criteria for the implementation of Scout Leaders' training models, according to the Regional Adult Resources Policy, so as to establish a multi-lateral strategy for training support between National Scout Organizations.</p>	<p>NSOs of the Region have a model for implementing Scout Leaders training, according to the Regional Adult Resources Policy.</p>	<p>At least 40% of the NSOs in the Region apply the training model, developed by common criteria, while another 30% of the NSOs adjust theirs using their own local criteria.</p>
		<p>The NSOs share their training resources and experiences based on the common aspects in their training models.</p>	<p>At least 60% of the NSOs exchange their tools for training and share their trainers.</p>
	<p>Promoting the creation of national tools for proper implementation of the Regional Adult Resource Policy that can facilitate the exchange of experiences between the NSOs.</p>	<p>The Human Resources Network is a place where NSOs generate tools for general use and share their national experiences and tools in recruitment, training and coaching.</p>	<p>75% of the NSOs are actively involved in Human Resources Network.</p> <p>The Network publishes 3 tools for general use per year.</p>



General Objective	Specific Objectives	Results	Indicators of Achievement
<p>Transforming the regional and national structures into flexible and democratic entities, focused on growth and service to Scouting.</p> <p>SP 1- youth involvement SP 4- reaching out SP 6- an organization for 21st Century</p>	<p>Strengthening strategic planning processes in the Region, so that planning, aligned to global and regional strategies, is carried out in the best way to guide and cater for actions to be undertaken at all levels.</p>	<p>National Scout Organizations carry out strategic planning taking into account the Mission and Vision of the World Scout Movement and in line with to the Regional Plan 2011-2014.</p>	<p>At least 70% of the NSOs of the region have a strategic plan that is aligned to the global strategy and Regional Plan and uses the "Route to Excellence" as a diagnostic tool.</p>
	<p>Implementing decision-making processes in the Region at all levels so that they are carried out in a democratic and participatory manner, favoring the involvement of young people.</p>	<p>The various levels of the organization have bodies in which decision-making takes place in a participatory and democratic manner.</p>	<p>At least 70% of the NSOs in the Region have evaluated their decision-making processes.</p> <p>Actions are taken to improve those bodies where there wasn't a participatory and democratic spirit, so that at least 50% of detected cases have been a positive change.</p>
	<p>Developing evaluation systems to analyze the performance of the structures and to make necessary adjustments to ensure flexibility, growth and a service-oriented approach to Scouting.</p>	<p>Existing structures follow the strategy, are prepared to adjust according changes in the environment and ensure their performance is such that growth is achieved.</p>	<p>The overall growth of national Scout organizations in the region is 2%.</p>
	<p>Increasing, strengthening and guarantee youth involvement in the NSOs of the Region.</p>	<p>The Region and the NSOs have guaranteed a platform for youth involvement.</p> <p>The World Scout Bureau-Interamerican Region intends through printed material and individual contact to increase the number of NSOs in the Youth Network.</p>	<p>The number of NSOs with a platform for the implementation of the youth involvement policy is increased in 100%.</p>



General Objective	Specific Objectives	Results	Indicators of Achievement
<p>Developing effective communications in order to strengthen the image of Scouting in the society, to facilitate strategic partnerships and to consolidate the processes and relationships among different levels of regional and national structure.</p> <p>SP 7 – Profile of Scouting</p>	<p>Facilitating bilateral and multilateral communications among NSOs in the region, creating and sharing knowledge between them.</p>	<p>Regional bodies and NSOs maintain very fluid and efficient communication, both bilaterally and multilaterally.</p>	<p>Regional bodies maintain at least 3 channels of interactive communication with NSOs in the Region.</p> <p>The NSOs have at least one opportunity a year to bring together their national representatives at the Sub-regional level.</p> <p>At least 50% of the NSOs show that they have improved their internal communication systems.</p>
	<p>Strengthening the image of Scouting in the Region based on global policies for Scout image and brand.</p>	<p>The World Image Policy and use of the brand has massive application in the Region.</p>	<p>90% of NSOs in the Region apply and maintain the World Image Policy and the Scout Brand, using the criteria and tools established for this purpose.</p> <p>60% of NSOs in the Region can show to have achieved coverage by the mass media in their country, at least for their most important youth events.</p>
	<p>Developing partnerships with organizations and agencies with strategic interests similar to that of the Scout Movement.</p>	<p>NSOs and Regional bodies, each at their level, develop partnerships with organizations or agencies that represent a strategic interest similar to that of Scout Movement.</p>	<p>Regional bodies established at least 3 new long-term partnerships with non-governmental organizations, favoring those located in the City of Knowledge in Panama.</p> <p>50% of NSOs in the region share at least one successful experience resulting from their partnerships.</p>