

MANAGING BOYS

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YOUTH MEMBER BEHAVIOR GUIDELINES

The Boy Scouts of America is a values-based youth development organization that helps young people learn positive attributes of character, citizenship, and personal fitness. The BSA has the expectation that all participants in the Scouting program will relate to each other in accordance with the principles embodied in the Cub Scout Promise.

One of the developmental tasks of childhood is to learn appropriate behavior. Children are not born with an innate sense of propriety, and they need guidance and direction. The example set by strong adult role models is a powerful tool for shaping behavior and a tool that Scouting stresses.

Member Responsibilities

All BSA members are expected to conduct themselves in accordance with the principles set forth in the Cub Scout Promise. Physical violence, hazing, bullying, verbal insults, and drugs or alcohol have no place in Scouting.

If confronted by threats of violence or other forms of bullying from other youth members, Scouts should seek help from their pack leaders or from their parents.

Unit Responsibilities

Misbehavior by a single youth member in a Scouting unit may become an unreasonable burden on that unit and constitute a threat to the safety of those who misbehave as well as to other unit members.

Adult leaders of Scouting units are responsible for monitoring the behavior of the youth members and interceding when necessary. Parents of youth members who misbehave should be informed of the problem and asked for assistance in dealing with it.

The BSA does not permit the use of corporal punishment by unit leaders when disciplining youth members.

The pack committee should review repetitive or serious incidents of misbehavior in consultation with the parents of the child to determine a course of corrective action, including possible revocation of the youth's membership in the pack. When problem behavior persists, units may revoke the Scout's membership in that pack.

The pack should inform the Scout executive in cases in which allegations of sexual victimization by another Scout or physical injury occurs.

DEN DISCIPLINE

Young boys tend to be noisy, active, and full of energy. How do you, as a leader, keep Cub Scouts under control? How do you handle noise? These are questions that you might ask yourself as you approach the responsibilities of leadership. Accepting the fact that boys *will* be noisy is the first step. Second, find a meeting location where noise isn't an issue. After that, good group discipline is about 90 percent preparation.

Part of that preparation is the awareness of what boys are like at various ages (see Chapter 15, "Cub Scout—Age Boys"). Make assets out of their abilities and interests instead of liabilities. Then as they mature, so do you—right along with them.

Make sure that group activities remain fun and challenging. The other element of preparation is planning enough to do and having enough physical and human resources on hand to keep the group going for the entire meeting.

Some people think that the best kind of control is inner control, but Cub Scouts are a long way from reaching such a goal. This does not mean that they are too young to try. You

can put first- and second-graders' interest in fairness to work to create some operating rules that the group members agree to follow.

Positive behavior can be achieved by using many of the tools provided by Cub Scouting, such as

- Expressing clear expectations of good behavior to the boy and his family
- Developing a den code of conduct with the boys
- Using two-deep leadership, especially on trips and outings
- Having trained den chiefs help with den activities
- Following the suggested Cub Scout den meeting structure outlined in BSA resources
- Using positive recognition or reinforcement aids such as good conduct candles, marble jars, and stickers

For detailed explanations of these ideas regarding den discipline, refer to the *Cub Scout Leader How-To Book* ("Accentuating the Positive").

DEN CODE OF CONDUCT

The den leader and the boys in the den should develop a den code of conduct—or set of group rules. Introduce the subject of a den code of conduct during an open discussion of how friends act toward one another. Boys will often contribute proposals that relate to safety, to respect for property, and to relationships with others. You can make suggestions along these lines if the boys don't bring them up.

A few rules are enough for a start, but the boys might need to add others from time to time. They also might want to write out their den rules and sign on a line at the end of the list. This is a way of sharing with parents and guardians the expectations of their sons.

Review Chapter 3, "Cub Scouting: A Positive Place" for more guidelines.

The Boy Scouts of America emphasizes a "positive place" in Cub Scouting. Any Cub Scouting activity should be a positive atmosphere where boys can feel emotionally secure and find support, not ridicule, from their peers and leaders. Activities should be positive and meaningful and help teach the ideals and aims of Scouting.

Although groups of boys of this age will have their good days and bad days, they are most likely to try to live up to rules that they helped develop themselves. Boys need to learn to judge their behavior in terms of more than conformity to rules. They need to learn about caring, too. Just as they can make up rules, they can decide on some of the caring values that they want to represent their den.

GUIDANCE USING VALUES

The ideas of fairness, helpfulness, and cooperation are all found in the Cub Scout Promise and Law of the Pack. These important values can be a good start for discussions about conduct. With guidance, even young Cub Scouts can discuss their actions and decide how they fit with the den's chosen values. Such exchanges not only reinforce these values but also help boys develop critical thinking skills.

Webelos Scouts are much more adept at developing rules and can generally be depended on to adopt reasonable ones for their group. They might want to change rules from time to time as circumstances change. By age 10, boys are beginning to understand that even public laws are made by people and that people can change them. They are ready to discuss rules in a fairly businesslike manner and will engage in a lot of bargaining with peers and adults.

Webelos Scouts also need active encouragement if they are to continue developing a caring orientation in their lives. They are ready to begin exploring the meaning of responsibility for the welfare of others. You can use their growing ability to take the perspective of others as a tool in your guidance. For example, encourage them to talk about the "whys" of the Scouting for Food Good Turn in terms of real human needs in their communities. They are ready to share because it is the right thing to do, not just because someone tells them they must.

Give boys responsibility to help them think more deeply about positive attitudes, beliefs, values, norms, and actions. You want to teach boys how to learn from experience and how to gain some mastery over the events in their lives. This approach will take effort at the beginning but will soon begin to take hold as the boys learn to discipline themselves. Self-discipline is the key to group discipline.

HELPFUL HINTS FOR DEN DISCIPLINE

1. **Use the Cub Scout sign to get attention.** When boys and adults see the sign, each should stop talking and raise his or her arm in the sign. Eventually, the room will be quiet. Don't shout or yell for attention. Wait until everyone is quiet before you speak. As this method becomes a habit in your meetings, it will soon be the best way to get attention quietly and quickly.
2. **Keep den and pack meetings fast-paced and have many interesting activities.** Have activities for early arrivals, and alternate boisterous and more-quiet activities. Keep in mind that you don't have to crowd everything into a single meeting. There's always the next meeting.

3. **Try to get to know each boy.** Find out what he likes and dislikes. Don't be afraid to let the boy know something about you. Stay in contact with his family and be responsive to what might be going on in other aspects of his life.
4. **Behave toward boys impartially, regardless of race, social class, religion, and any other difference.** Boys expect fair treatment, and the example of all leaders becomes their model. If you make promises as a leader, you must make every attempt to keep them; at the same time, point out that at times, promises must be broken for good reasons. Knowing that young boys don't have a clear idea of "maybe," you need to offer as much guidance as possible concerning indefinites.
5. **Listen attentively and try to understand what is written or spoken.** If you are experiencing difficulty understanding an interaction with a boy, ask him to clarify. If possible, try to look at the situation from his point of view. Encourage him to tell how he feels, but resist the temptation to tell him how he should feel. Remember that boys are boys, and they do not yet have the maturity of an adult.
6. **Don't criticize a boy in front of his den or pack.** He will feel betrayed and humiliated. Wait until you can talk with him alone (yet in view of other adults, in accordance with Youth Protection guidelines). Get him to tell you what went wrong from his perspective, and then explain how you interpret the situation. Make an effort to find some common ground and begin once more.
7. **Focus on the positives and minimize the negatives.** Help boys to look for good in every situation. Remember to give praise when it is earned and even when it's not expected. "Always give encouragement," Baden-Powell said. "A pat on the back is a stronger stimulus than a prick with a pin. Expect a great deal from boys and you will generally get it."
8. **Give boys opportunities to make choices.** Provide real options and involve them in the planning of group activities. Sharing the power as well as the fun gives boys a feeling of ownership of the group's success and responsibility for things that do not go well.
9. **Provide them with appropriate challenges.** What is exciting to a 7-year-old might bore a 10-year-old. What is exciting to a 10-year-old might frighten a younger child. Focus on the strengths of each developmental stage, and develop the program with the boys. Remember that the youngster who tests your patience the most might need Cub Scouting the most!
10. **Take some extra time to reflect on each meeting and learn from your own experience.** Start with what went particularly well. What made it go? What part did you play? What parts did the boys and/or other adults play?

How can you make this combination work again? Also focus on what didn't work well. What aspects of the meeting needed more planning, resources, and leadership? Could you have done anything to prevent problems? Could you put these ideas into action earlier the next time a problem comes up?

Not all areas of behavior can be treated as subjects for discussion, particularly when dangerous, intentionally hurtful, or offensive behaviors are involved. On some occasions you must insist on obedience and save the dialogue for later.

Boys sense when some behaviors or events are getting out of control. In these instances they expect adult leaders to protect them and to restore order.

The best time to confront a crisis is when it occurs. Don't wait for it to resolve by itself. Afterward, the entire group might need time to calm down. If only one or two boys are involved, take them aside and talk to them tactfully.

Recognize that some boys have difficulties that are too great to be solved in a Tiger Cub, Cub Scout, or Webelos Scout den. Share your concerns with and seek assistance from the boy's parent or guardian or your pack committee or unit commissioner.

SOLUTIONS TO PROBLEMS

Be positive. Figure out what is not working quite right. Is it the meeting? Is it the meeting place? Is it the activity? Is it the Cub Scouts, or a particular Cub Scout? Now is a good time to work with the boys on building group responsibilities and leadership skills.

Use group problem-solving skills. These are skills that could help the Cub Scout throughout his life. Some boys have difficulty learning positive group skills. Try to support them by guiding them through some simple group decisions. If a plan or activity is not working, with guidance from you, let the Cub Scouts use their ingenuity to create a different plan. As the boys become more accustomed to making group plans, they will also become better able to handle conflict with others.

Steps for Solving Problems

1. Define the problem.
2. Determine the difficulties the problem is causing.
3. Determine the kinds of solutions that could fix the problem or make it better.
4. Try a solution. If the solution doesn't work, try a different one.
5. Evaluate the solution. How did it work?

Having a defined way of working out difficulties or changes is an especially good skill to build in boys who have disabilities. This method also allows development of leadership skills through discussion and decision-making among the Cub Scouts.

Here are some other general suggestions for plans that are not working well:

- Use a calm voice.
- Be flexible.

- Keep instructions short.
- Keep instructions simple.
- Remember that the boys come from a wide variety of backgrounds.

Also, remember that you have help from other leaders in your pack. Pack committee members and unit commissioners are resources to assist you.

Cub Scout may make as many kites or model boats as he wishes (Wolf Elective 5); however, this practice can be abused when families don't understand how the program works. *The purpose of Cub Scout electives is to broaden a boy's horizons, not encourage him to earn a shirt full of Arrow Points.* When a boy repeats an elective project, he should be given credit only when he has done a better job on the new project than on the previous project.

The elective plan provides advancement opportunities and recognition for boys until they are eligible to begin working on the next rank. Boys may work on elective projects concurrently with achievement projects; however, a boy can't receive Arrow Points until he has earned the badge for his grade level.

Mark the Cub Scout and Webelos Den Advancement Report to show the Arrow Points a boy has earned. These are presented to the parent or guardian during a pack advancement ceremony, who in turn presents them to the boy.

Helpful Advancement Suggestions

- Achievements or parts of achievements that were not used to earn the Bear badge may be used as electives.
- If a boy completes a project as an achievement requirement to earn the Wolf or Bear badge, he may not use it again to earn Arrow Points.
- Only designated elective requirements may be repeated to earn Arrow Points.
- If a boy earns all the requirements for a particular achievement, requirements not used for the achievement can be used as elective requirements.
- For Wolf Achievement 1, "Feats of Skill," the following substitution can be made: If a physician certifies that a Cub Scout's condition for an indefinite amount of time won't permit him to do three of the requirements, the Cubmaster and pack committee may authorize substitution of any three Arrow Point projects.
- At the end of the school year, and once a boy moves to the next Cub Scouting level, he may not "go back" and earn Arrow Points from the earlier rank.

THE CUB SCOUT DENNER AND ASSISTANT DENNER

The **Cub Scout denner** is a den member elected by the den for a short period, usually one or two months. The den leader and den chief determine his responsibilities. Duties might include helping to set up the den meeting place and cleanup; helping with games, ceremonies, tricks, and puzzles; leading a song; or acting as den cheerleader.

The Cub Scout denner should be given meaningful responsibilities and recognition to help him learn how to be a leader, so all boys will look forward to their turn as denner. (The short term of office is to give all boys the opportunity to serve.) The denner wears a shoulder cord on the left shoulder.

The **Cub Scout assistant denner** is a den member elected by the den for a term of office that coincides with the denner's term. He helps the denner and usually becomes denner for the next term.

DEN ADULTS' MEETING

Three or four times a year, you as den leader should hold a den adults' meeting to keep families informed and supportive of the boys—and to support the families. Lead these meetings with the help of the assistant den leader. One of these meetings would be held as an orientation meeting in conjunction with a Rally Night for Cub Scouting. (See Chapter 10, "Den and Pack Management.")

The first meeting with den parents and guardians is important because it sets a first impression of your program. This meeting might be held at the Rally Night for Cub Scouting or at a separate time. There will be a lot of business to cover during this first den adults' meeting, so it is best if boys don't attend. If any families can't be represented at the meeting, you will want to make a call or pay a personal visit to be sure they have all the information.

Subsequent den adults' meetings might cover information that is more specific to the den calendar at the time.

These meetings provide you with opportunities to involve families in planning and leading special den activities, to find out whether any families are having specific problems with their boys' Cub Scout work, and to exchange ideas and plans.

Den adults' meetings should be informal; you can hold them at your home or at the den meeting place. You could also meet at members' homes on a rotating basis. Schedule the meetings at a time that is as convenient as possible for all-families.

Consider writing an agenda so that you don't forget to cover anything. The meeting is usually followed by refreshments and fellowship.

During a family orientation (see Chapter 5), Rally Night for Cub Scouting (see Chapter 10), or separate meeting, parents and guardians must get pertinent information so that they know how the program works and their level of involvement. Here is a suggested agenda:

Den Adult's Meeting Agenda

I. Welcome and Introductions

1. Thank everyone for coming. Welcome them to the fellowship of Cub Scouting.
2. Have den adults tell a little about themselves—ages of children, Scouting background, what type of work they do, etc.

II. Den and Pack Meetings

1. Announce the den and pack meeting dates and times. (If the den meeting day has not already been determined, make that decision now.)
2. Explain the den meeting format.
3. Review attendance at meetings.
 - Adults usually don't attend den meetings unless they are asked to help in some special way.
 - All family members are encouraged to attend pack meetings.
 - Regular attendance of boys at den and pack meetings is important if they are to get the most benefit.
 - Families are responsible for seeing that boys get to meetings on time and are picked up immediately afterward.

III. Advancement

1. Review the *Wolf Handbook* and/or the *Bear Handbook*.
 - Ask each adult participant to read the "Parent Guide" in the boys' handbooks. Review it with them sufficiently so that they understand their role in Cub Scout advancement. Ask them to study the guide more carefully at home.
 - Some packs furnish the boys' handbooks. If your pack doesn't, let the participants know where they can get them and encourage them to do so promptly.
2. Explain that the boys should always bring their handbooks to den meetings so that their advancement progress can be recorded.
3. Discuss the advancement plan.
 - Review the appropriate sections in the boys' handbooks:
 - Bobcat trail
 - Wolf trail and electives
 - Bear trail and electives

- Emphasize that the family is expected to approve the boy's work. "Do Your Best" is the criterion for approving a project. Show how and where they sign the book.
 - Explain that boys need continuing encouragement and motivation.
 - Explain what modifications might be necessary to help boys with disabilities in their advancement.
4. Explain the Immediate Recognition Kit used in den meetings and show the immediate recognition emblem, den advancement chart, and den doodle.
 5. Tell how awards are presented at pack meetings and that families are expected to attend and to present the awards to their boys.

IV. Den Dues

1. Explain that the annual registration fee is for membership in the national organization and is not used by the den or pack.
2. Tell how den dues are used—to buy advancement badges, equipment, and materials for den projects.
3. Tell how much den dues are and when they are collected. Encourage families to find ways for the boys to earn this money at home so that they can help pay their own way. Emphasize the importance of paying dues regularly.

V. Uniform

1. Explain why the uniform is important (see Chapter 12, "Uniforms and Insignia").
2. Explain that boys should wear uniforms to all den and pack meetings and other Cub Scout activities.
3. Explain what comprises a complete uniform. Show a picture of the uniform in the boys' handbook and describe the parts.
4. Tell where to buy the uniform—providing the names and addresses of local Scouting distributors—and how much it costs.
5. Explain what insignia boys should wear. Give each family a copy of the Cub Scout and Webelos Scout Uniform Inspection Sheet (see page 34-53).
6. Tell about the pack uniform exchange and other places that boys can get "experienced" uniforms.

VI. Boy Behavior

1. Explain what type of behavior is expected during den meetings.
2. Tell how behavior problems will be handled.

Wolf. A diamond-shaped cloth badge with a black and gray wolf embroidered on a red background with gold trim.

Bear. A diamond-shaped cloth badge with a brown and black bear embroidered on a green background with gold trim.

Webelos. There are two different Webelos rank badges. The one to be awarded depends on personal preference.

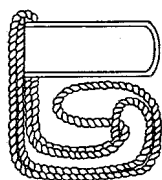
1. A tan oval-shaped cloth badge with an embroidered Webelos symbol. This badge is worn on the tan uniform shirt. When a boy wears the oval-shaped Webelos badge on his uniform, he does not include Arrow Points or Tiger Cub, Wolf, or Bear rank badges.
2. A diamond-shaped cloth badge with a gold and light blue embroidered Webelos symbol. Worn on the left pocket of the blue or tan uniform shirt with the other badges. A spot is available for this Webelos badge only if the boy did not earn the Tiger Cub badge.

Arrow of Light Award. A gold arrow embroidered on a tan background with a blue border, worn centered below the left pocket. This is the highest award in Cub Scouting and the only Cub Scout rank badge that may be worn on the Boy Scout uniform.

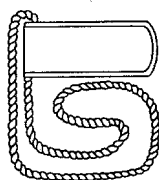
Badges of Office

Denner shoulder cord. A gold double-strand shoulder cord worn suspended from the left shoulder. Worn only during the term of office. The tab may be worn without the cord to indicate previous service as a denner.

Assistant denner shoulder cord. A gold single-strand shoulder cord worn suspended from the left shoulder. Also worn only during the term of office.



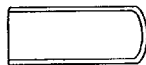
Denner
shoulder cord



Assistant denner
shoulder cord

Webelos denners and assistants with the tan/olive uniform wear the cord, without the tab, under the left epaulet.

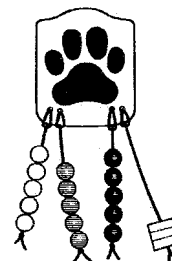
Denner shoulder tab. A gold felt tab that former denners may wear on the left shoulder.



Badges of Recognition

Tiger Cub Immediate Recognition Emblem. A Tiger paw with four strands for beads earned for completion of Tiger Cub achievement and elective requirements. It is worn suspended from the right shirt pocket.

- A white bead is earned for each required family activity a boy completes.
- An orange bead is earned for each required den activity a boy completes.
- A black bead is earned for each required Go See It a boy completes.



When the boy has earned all five white beads, all five orange beads, and all five black beads, he is eligible to receive his Tiger Cub badge.

Tiger Track beads. Boys earn one Tiger Track bead for completing 10 elective projects in the *Tiger Cub Handbook*. They may earn additional Tiger Track beads for each additional 10 elective projects completed. Tiger Track beads are worn on the fourth strand of the Tiger Cub Immediate Recognition Emblem.

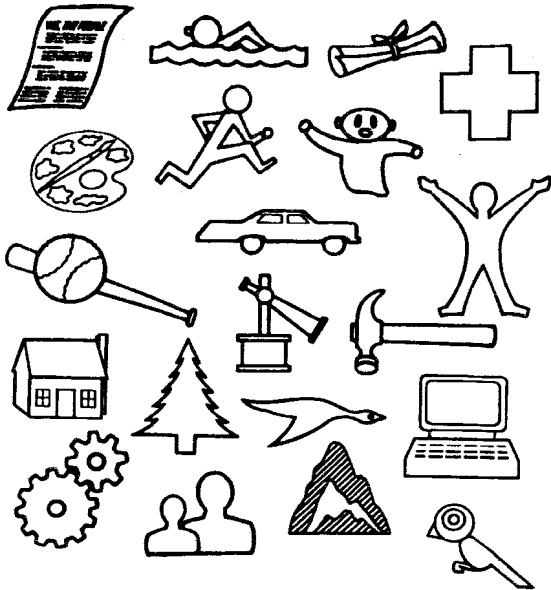
Cub Scout Immediate Recognition Emblem. Blue, white, and yellow Cub Scout diamond with the words "Progress Toward Ranks." Worn on the button of the right shirt pocket.

- A yellow bead is presented for each three Wolf achievements completed toward the Wolf badge, until all four beads are earned and the boy is eligible to receive the Wolf badge.
- A red bead is presented for each three Bear achievements completed toward the Bear badge, until all four beads are earned and the boy is eligible to receive the Bear badge. Cub Scouts may continue to wear this emblem after ranks are earned until they become Webelos Scouts.



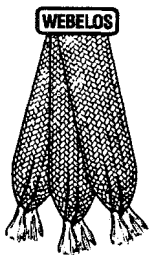
Arrow Points. Gold and silver embroidered arrow-shaped cloth badges indicating completion of Wolf and Bear electives. A Gold Arrow Point is earned by completing 10 projects in the Wolf or Bear handbook. A Silver Arrow Point is earned for each additional 10 elective projects completed. (See illustration on page 12-4 for proper placement.)

Webelos activity badges. (See Chapter 21, “The Webelos Scout Program.”) Webelos Scouts receive a different metal pin for each activity badge completed. Activity badges are worn on the plaid front panel of the Webelos cap. Activity badges may also be worn on the Webelos colors worn on the right sleeve (see below).



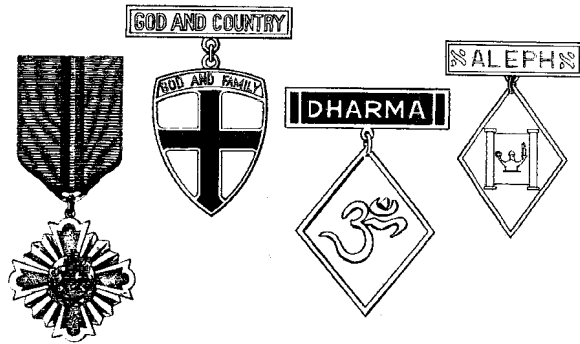
Compass points emblem. Blue, red, and gold embroidered emblem attached to the button of the right shirt pocket. Presented to a Webelos Scout who earns four activity badges in addition to those earned for the Webelos badge (for a total of seven).

Metal compass points may be earned for each four additional activity badges and are worn affixed in the “E,” “S,” and “W” positions of the emblem.



Webelos colors (optional). Green, red, and gold streamers on a blue metal bar. A pack option for Webelos Scouts to wear on the right sleeve under and touching the U.S. flag. (It covers the den emblem and Quality Unit insignia.) If the den number is worn, Webelos colors should be under and touching the den number. If colors are worn, activity badges are worn on the streamers.

Religious emblems. Tiger Cubs, Cub Scouts, and Webelos Scouts may earn religious emblems, which are worn centered above the left pocket of the uniform. Emblems are worn only on formal occasions such as during official uniform inspections and for blue and gold banquets. The religious emblem square knot, an embroidered silver square knot on a purple background, is worn by a boy who has earned his religious emblem. It is worn above the left pocket of the uniform shirt.



Activity medals. Tiger Cubs, Cub Scouts, and Webelos Scouts may earn activity medals for participation in derbies or other contests. The medals are worn centered above the left shirt pocket. Only five medals may be worn at a time, pinned in a single row immediately above the seam of the left pocket. These medals should be worn only on special occasions.



Pinewood Derby



Regatta



Rocket Derby

Cub Scout Academics and Sports program recognition. Belt loops are worn on the navy blue Cub Scout belt only. The blue belt may be worn with the Webelos tan/olive uniform. Pins are worn only on non-uniform clothes or may be displayed on the Cub Scout Academics and Sports letter. (See Chapter 31, “Cub Scout Academics and Sports Program.”)

Cub Scout World Conservation Award. Worn as a temporary patch on the right pocket. See information about temporary insignia below.

Badges of Participation



Attendance pin and bar. A gold-colored pin that Tiger Cubs, Cub Scouts, and Webelos Scouts may wear to recognize good attendance at den and pack meetings. Year bars are available to attach to the first-year bar and pin. Worn centered above the left pocket. Requirements for this recognition are determined by the pack committee.

I found the following 17 pages on the internet at:
Bill Smith's Sunset Trail Cub Scout Roundtable - Boy Behavior
<http://www.wtsmith.com/rt/behavior.html>

WHAT IS A BOY?

A boy is what he does, he does what he can.
What he is going to be, he is now becoming.
He is going to sit right where you are sitting.

And when you are gone, he will attend
to those things you think are important.
You may adopt all the policies you please,

but how they are carried out depends on him.

Even if you make treaties and leagues, he will have to manage
them.

He is going to sit at your desk in Congress and assume your place
on the Supreme Court bench.

He will take over your churches, schools, universities and
corporations.

He will assume control of your cities, states and nations.

All your books are going to be judged praised and condemned by
him.

All your hopes for him and the faith of the nations and humanities
are in his hands.

**SO YOU MIGHT AS WELL PAY SOME ATTENTION TO
HIM!!**

DISCIPLINE AND PUNISHMENT

Discipline is the process of learning.

Den discipline is a cooperative process where the boys behave in such a manner that both the boys and the leaders win: both achieve their objectives. The boys have fun, do exciting new things and feel good about themselves. The leaders achieve the aims of scouting, the boys are safe and they all get through the meetings with a minimum of damage and tears.

Punishment is the opposite. Punishment happens when discipline fails. Punishment is adversarial: either the leader wins, the boy is punished and the boy loses or the leader backs down and the boy wins.

Children need to develop self esteem.

They need to win and feel good about themselves. When a leader uses punishment or the threat of punishment to control behavior, every time the leader wins, the boy loses and is motivated to misbehave in an attempt to win next time.

Scouting relies totally on positive reinforcement. Chapter 16 (Ch. 2 in the older edition) of the Cub Scout Leader Book

contains the official word on Cub Scout discipline. Every leader should read it and follow its recommendations.

Bill

TEN NEEDS OF A BOY

To climb a mountain and look afar. To sit around an embered campfire with good friends To test his strength and his skills on his very own. To be alone with his own thoughts and with his God. To reach out and find the hand of an understanding man ready and willing to help. To have a code to live by... easily understood and fair. A chance to play hard just for the fun of it... and to work hard for the thrill of it. To have a chance to fail... and know why. To have and to be a good friend and have a chance to prove both. To have a hero... and a vision to measure him by.

'It is risky to order a child not to do something. It immediately opens him to the adventure of doing it'

BP

EMOTIONAL NEEDS

The emotional needs of boys between 1st and 4th grades are basically the same. All boys (in fact, all people) have:

- The need to be loved.
- The need to be accepted.
- The need to be noticed.
- The need to belong.
- The need to be praised and encouraged.
- The need to be safe and secure.
- The need to let off steam.
- The need to express themselves.
- The need to experiment (and make some mistakes in the
- The need to have fun.

How each boy tries to fulfill these needs is what really makes him unique. One boy may be very timid and quiet and another loud and rowdy, but both are afraid they won't be loved. We usually notice the rowdy one, but both need our care and attention.

If a boy wants to be noticed and receives a lot of attention from you when he misbehaves, his need to be noticed is fulfilled. He will probably continue his inappropriate behavior because it best fulfills his need.

Well then, what's a den leader to do?

Boys will be boys and will probably get into trouble. How can you deal with misbehavior, build up their self-esteem and still maintain some kind of order in your den? You need a plan of discipline.

Some tips on boy behavior.

The boys have fun, do exciting new things and feel good about themselves. The leaders achieve the aims of Scouting, the boys are safe and they all get through the meetings with a minimum of damage and tears.

Here are some ideas on how to reach this state of grace. I am writing this mostly with den meetings in mind but much of what follows applies equally as well to pack meetings and other Scouting activities. Some of the most important points, I learned during my years working at the archery and bb-gun ranges at camp. There we had zero tolerance for misbehavior.

Well planned programs.

The first, and most critical, step toward controlling the behavior of the boys is to plan a good program. Boys, who are having a good time, rarely cause trouble.

. Your meetings need to be filled with short, fun-filled activities each lasting no more than 10 minutes. Lean heavily on activities recommended in Cub Scout Program Helps or The How-To Book. Switch between sitting, standing and running or jumping; between slow and fast, even indoors and outside. Games with rules tend to foster good behavior because children generally like them. Craft projects complicate things. Boys often require a lot of individual attention and may be easily bored or confused. In any case, keep it short.

Good planning will also ensure that you have all the equipment, material and snacks ready and on hand for the action. Have extra stuff ready in case something doesn't work out. You can always use the leftovers at another meeting.

Write out your plan and share it with your assistants.

Get and hold their attention.

Wearing a uniform gets attention and respect. It is worth the cost and if you wear it correctly and with pride you should see a difference on how boys react to you.

Use the Cub Scout sign. The alert ears of the wolf are the signal that something important is about to happen. Wait until everyone responds and settles down before continuing. Start using the sign in Tigers with compliance of the parents and things will be great.

The opening ceremony says: the meeting is starting and I am in charge. The closing says: the meeting is over and it's time to go home (or snack). Ceremonies should be attention grabbers. Keep them dramatic, short and to the point.

They know what's expected of them.

Boys often misbehave just because they are not sure how they are expected to act. They are imaginative and invent their own standards of behavior. You don't want that.

You will need a – a set of rules that we all follow at our meetings. They should be written out, posted, and both boys and parents made aware of them. Let the boys have input into setting these rules. Not only is this a learning experience for them but it also makes the rules more effective when the boys have some ownership.

Follow the rules consistently, fairly and good naturedly. Everything should, of course, comply with the Cub Scout

Ideals: the Promise, the Law of the Pack and the Cub Scout Motto.

Give each boy individual attention.

Use each boy's name a lot. Children crave attention and, the last time I priced it, attention was an inexpensive commodity. Give out lots off it at your meetings. Use like "I'm so glad you're here today."

"I'm glad you're in my den!

"That was the best ever!

"I thought of you during the week."

"You must have been practicing."

"You figured that out fast."

My own rule of thumb is four positive remarks for each negative one like: "Stop!, That's wrong, or Don't do it that way."

This is going to spread you around rather thin, so you will need the help of assistants and hopefully a Den Chief if you give boys the attention they need.

Build a team.

Build pride in your den. Use lots of standard team building gimmicks like den flags, doodles, cheers, secret codes etc. Uniform inspections instill pride in appearance and this spills over to pride in conduct. Boys just seem to act better when they are in uniform. It may be that the love to act out roles and their uniforms are their stage costumes.

Watch for signs of discrimination or exclusion. Counter these with our Ideals: Cub Scouts give good will, Cub Scouts help other people. Never allow any boy feel that he is not a welcomed member.

Empowerment

Give each boy a chance to lead or star. There are opportunities in each of the boys' books for leadership roles. Use them in your den programs. Skits and ceremonies at pack meetings give boys opportunities to stand out. Make sure that each of your boys gets these chances.

Use the denner , change denners regularly.

Baloos Bugle

DEN CODE OF CONDUCT

Surprisingly enough, most den leaders find that if their den has a Code of Conduct to follow, their home, their furniture, and their dignity remain intact throughout their Cub Scout experience. Boys need to know just how far they can go, and the Den Code of Conduct will tell them this.

Each den will want to develop their own code to fit those special boys. Don't make too many rules; omit any insignificant ones. The rules should be simple, clear, and concise so they can be understood by the boys. In fact, the boys should help set the rules.

Some dens use a good conduct candle. This is a large candle that burns during den meetings. When the conduct code is broken by any boy the candle is extinguished for the remainder of the meeting. After several den meetings, the candle will be burned down, and a special treat or tip is planned for the den. The sooner the candle burns down, the sooner the boys receive their treat. In this way, the candle serves as an incentive for good behavior.

Suggestions for a Code of Conduct

- Enter by back door. Wipe feet before entering. Leave boots on porch.
- Go directly to den meeting room, no running or wrestling indoors.
- Show courtesy and respect for other den members, leaders, and the den meeting place.
- Bring den dues and handbook to each meeting.
- If a boy disobeys more than three times in one den meeting, he will phone his parents to pick him up immediately.
- Always go straight home after den meetings.

Friendly Reminders

It is important to keep boys under control at all times, without smothering them.

If you lose control, you need to know how to regain it. Don't try to out shout the boys. Stand where the boys can see you and raise your arm in the Cub Scout sign. Train your boys to respond to this signal. "When the hand goes up, the mouth goes shut."

Alternate sitting, doing, quiet, and less quiet. Know when the boys are getting restless and change the pack of the meeting. go outside for an active game or contest. Give them a chance to blow off excess steam.

Balance is important. Know where to draw the line.

• DID YOU KNOW.....

**Boys behave better when they wear their uniforms.
They act out their Scouting roles.**

**Cub Scouts and Webelos are more willing
to give good will when wearing their uniforms.**

DEN CODE OF CONDUCT

At your first den meeting sit down with the boys and discuss what a den meeting will be like and what you hope to accomplish. Introduce the cubs to the Cub Scout sign. Let them know that you have no intention of wasting your time screaming and hollering at them (the boys will appreciate that too!) and you will only be using the sign to get their attention. (A whistle is nice to use for rowdy outdoor games) Have the boys tell you what rules they think would be appropriate for den meetings. You'll be surprised, the boys will be harder on themselves than you would be. They'll be delighted when you decide to throw a rule or two out.

Here's a sample Den Code of Conduct written by boys:

- Don't interrupt
- No nasty jokes
- No punching or kicking
- Listen to Akela and don't talk back
- No cussing
- Don't stick your tongue out or spit
- No talking ugly about other people
- You might add a few things, like:
- Wipe your feet at the door.
- No running or yelling in the house.

Write all the rules on a poster board and display them at every meeting. You might find you need to add something later. You may also wish to review them from time to time. Once you have your den rules established, you need to find a system to enforce it that will work for you. One system that works well is "THREE STRIKES - YOU'RE OUT". The first time a boy breaks a rule, he gets a warning. The second time, the boy spends 5 minutes in Time Out. (Time Out is an interruption of a child's unacceptable behavior, by removing him from the scene of the action.) A chair off to the side, out of the activity of the den meeting, can serve as the Time Out area. After 5 minutes the boy is asked if he is ready to return to the group. If a boy doesn't control himself in Time Out, he moves on to his third strike. When a Cub commits his third infraction of the Code of Conduct, he is excused from the meeting and must call a parent to come and get him. Have a conference with the boy and at least one parent before he can return to the next den meeting. Be sure to explain the Den's Code of Conduct and the consequences of breaking the rules to the parents of boys in your den at each of our den parents meetings.

CONDUCT CANDLES

Q. I'm a parent of a Scout, was in Tiger Cubs last year. Can someone explain the conduct candle?

A **conduct candle** is generally used in conjunction with a treat. You start off by saying that when the candle burns down to a certain point that all boys will participate in a pizza party or special field trip/treat. The candle is lit at the start of the meeting & stays lit till the closing or when someone in the den misbehaves the candle is blown out. Usually the boy who misbehaves blows it out, this is an incentive for the boys to behave.

As for the conduct candle, it's a gimmick you use to control your Den meetings. What you do is light the candle at the beginning of your Den meeting and if you lose control of your meeting you put the candle out until you regain control. When the candle is completely burned up, you provide the boys with some form of reward such as a pizza party. Make sure you don't use too small a candle or you'll be rewarding the boys quite often.

We started with a small candle and moved to progressively bigger ones. That way the boys got the idea that there really would be a reward.

If you keep the candle in the freezer between meeting, it will burn slower.

A way to put a little bit of a positive spin on this is to give each boy who attends a bead, if they misbehave, take the bead away. At the end of the meeting they put the beads in a jar. When the jar is full, they get the treat. Of course you don't want to start out with a 5 gallon water jug, maybe a baby food jar with a smaller prize like ice cream and then work on larger jars, or smaller beads .

ACTIVITIES

Discipline is seldom a problem if you time the activities so that the NEXT activity is always something they would rather do than what they are doing NOW. My meetings worked best with the following schedule.

**Gathering time
Flag Ceremony
Announcements**

Advancement Activity or Craft**Games****Snack****Closing**

For some reason there is always someone eager to do a flag ceremony in a wolf den, so that gets us started. They expect announcements, and have not gotten antsy yet, so it is an easy transition to explaining the activity or craft. When they are finished or bored (same thing) with the craft, they are always receptive to the idea of playing a game, likewise snack. Also, plan a backup plan for when an activity that sounded great just does not go over with the Scouts. I have had the chance to work with two dens on the same activity at different meetings, and what works with one den might be a complete flop with another, so be prepared with an alternative. As long as you keep them busy they are easy to handle.

Another approach to discipline that worked well for us is the bead jar. Each time they come to a meeting they get one bead for attendance, one for being in uniform, and one for a good turn they have done if they have done one, or if they do one during the meeting. We put the beads in a small jar and when it is full they all get to choose a special treat for the den. We spent part of one meeting coming up with rules of conduct for Scouts that should result in a bead being taken away. I had the Scouts make suggestions on what rules they thought belonged on the list, and then the Scouts voted on them. These became THEIR rules, and thinking about them and deciding about them was a positive learning experience. It only takes a gentle reminder from myself or one of the other Cubs to stop a behavior that is on the list.

Peter Van Houten <peterva@solar.wv.tek.com>

POSITIVE STATEMENTS

Children need lots of positive encouragement to build their self esteem. When they comes from someone important, like Akela, words of praise means a lot to a kid. For every negative comment - like "NO", "STOP", "DON'T...", or "QUIET!", you should use at least four positive statements like these from the Orange County Council:

I like you! I can tell you really worked on this.

Way to go! I'm glad you're here today!

Sensational!! I'm glad you're in my den!

That's right! That was the best ever!

Super! I thought of you during the week.

Great! You must have been practicing.

Nice job! You figured that out fast.

Fantastic! I knew you could do it!

Outstanding! Now you've got the hang of it.

I'm proud of you! You're really sharp today!

Good thinking! I like the way you did that.

WOW! Thank you for helping.

I think you're neat! I'm glad you thought of that.

You are a good listener. You're on the right track now.

Why do kids misbehave?

Some common reasons: **Some common solutions:**

They are not sure what is expected of them. Make sure that each boy and his parents are aware of the rules. Wearing uniforms, emphasizing the Cub Scout motto and promise all help.

They test limits. Do you really mean it? Be consistent and fair. Expect to be tested at every meeting. Be good natured about

enforcing the rules. Use gimmicks like the conduct candle or marble jar.

They are bored. Should be active. Meetings should be well planned, with lots of short, fun filled items. If something isn't working, switch to plan B. Keep it simple, make it fun.

They want attention. Give them attention. Use lots every meeting. Make sure that each boy gets his chance to shine. Know and use each boy's name. Have several assistants so each boy gets lots of attention.

They try to dominate. Give them opportunities to control. They should have lots of input to the den code of conduct, the skits they put on at pack meetings, and other activities. Encourage Bear Achievements 15 and 24 at den meetings. Try to be a facilitator rather than a leader.

They are lonely. Watch out for cliques and little sets that exclude one or more boys. Keep den size small so that a quiet shy kid doesn't get overlooked. Use and encourage boys to give good will to each other. Encourage Bear Achievement 24d.

They need acceptance. Use ceremonies to build each boy's self image. Use den cheers, hi-5's etc. to recognize achievement and to build team spirit in the den. Make a den flag with each boy's name on it. Use Tiger elective 9 to welcome new members.

They want to lead. Give every boy the chance to lead, and support him when he does. Use the offices of Denner and Asst. Denner, have boys lead ceremonies, games and other activities. Use Wolf Achievement 2b, and Bear Achievements 15a, 15c, 24b and 24c as opportunities.

They seek revenge. Abused or hurt children may lash out - not at their abusers - but at someone they see as vulnerable. You need outside help in this case.

10 COMMANDMENTS OF DEN CONTROL

Regularly use the Cub Scout Ideals: the Motto, the Promise and Law of the Pack, in ceremonies, and as a guide to conduct. You must set the example.

Use Den Rules. Start using them immediately. Boys need to know what is expected of them. Make sure both boys and parents know what the rules are.

Make uniforms important. Have regular uniform inspections and instill pride in wearing their uniforms. Boys behave differently when they dress up.

Be firm, fair and consistent. They will test you from time to time to make sure that you really mean it.

Use positive incentives. When the conduct candle burns down or the marble jar is full, give them the special party or outing you promised.

Make each boy feel special. Use warm greetings, compliments, words of praise, and fond farewells, liberally for each boy. Make them feel appreciated and wanted.

Boys must have input to rules. If you want them to cooperate they should feel that they have some control of how the den operates. You empower them and teach responsibility when they help set the rules.

Den programs must be full of short, fun activities. Boys at this age are active and quickly become bored or frustrated. Long talking sessions and complicated craft projects make it difficult to keep control of the meeting.

Use lots of help. From time to time, boys require individual attention. They will need help, encouragement, reassurance, advice or just want to tell you something important. You can't give them that attention if your doing it alone.

Get to know each boy. Every boy in your den is a unique individual with his own dreams, fears, and sense of humor. He needs to know that you care about him.

**INTERNET
RESOURCES**

Georgia-Carolina Council: www.gacacouncil.org

Chickasaw District's very own website: chickasawdistrict.com

**FOR MEETING IDEAS
&
CRAFTS, SONGS, SKITS**

macscouter.com

baloosbugle.com

usscouts.org

cubmaster.org

scoutxing.com

**FOR EARNING
RELIGIOUS EMBLEMS
INFORMATION**

www.praypub.org

<http://www.scouting.org/awards/religious/awards/index.html>

<http://www.usscouts.org/awards/religadult.html>

SOMETHING
TO
PASS
ALONG

The Lowe's Building Supply Store at 3206 Peach Orchard Road - (Phone No.- 706/771-1967) has a "BUILD AND GROW" program (also known as Kids Clinic).

Usually on the second Saturday of every month, children can build their own projects with instruction and supplies provided by Lowe's free of charge. These classes begin at 10 a.m. Classes are limited to only 50 children at a time so, they recommend that you sign up in advance. These classes generally only consist of maybe 8 to 10 children at a time during the winter months and tend to become larger in the spring. Parents must sign waivers. If you go in person to sign up your den or WEBELOS patrol you can go ahead and pick up as many waivers that are needed.

For November 8th, the planned project is Trucks.

Sounds like this would be a fun field trip for our Cubs. This may also help WEBELOS earn their Craftsman Activity Badges.



Ceremonies



Good Den Leaders Know

EQUIPMENT: Den leader patch and Asst Den Leader patch

We have two parents here with us this evening who have agreed to become leaders.

Will _____ and _____ please come up front. (Pause)

I would like to read you something before you receive your badge of office.

You can be a Den Leader and enjoy it. You've taken care of your own son for years, and you're still fairly normal, so adding a few more boys to the roost isn't all that hard.

The first rule is, clothe yourself with optimism and grin a lot. As soon as the meeting opens, collect the dues, make announcements, and explain the day's projects. You're are likely to get the Cub Scouts undivided attention again.

Good Den Leaders know where to look for supplies. Scout your basements, attics and trash barrels. Cub Scouts love to hammer, but an adult male craftsman might do most of the sawing before hand. Remember to be patient. Keep one inch bandages on hand. Decide what you'll do about unsavory words that might follow when the boys bang their fingers with a hammer a few times. Even if it's a birdhouse they have to paint, use a washable paint. Remember to protect their uniforms and never leave a room full of Cub Scouts all alone with paint buckets.

Cub Scouts love to wait their turn to use supplies or tools because it gives them

time to explore your closets, test other's endurance for punches and pokes, and leaves time for races and shouting contests.

Always make it clear that everyone left in your house after the Den Meeting must take a hot bath and help clean out the garage. This spurs the boys to have their Moms pick them up right after the meeting.

Den Leaders gain some very useful knowledge. They learn that their son is quite typical and normal. He even behaves better than some of the other boys. The boys you've gotten to know as a Den Leader will be around your house for years as your son grows up.

Believe it or not, some of your dearest memories will be of them in their Cub Scout days. With that I would like to present you both with your badge of office and your Den Flag.

Ceremony Type: Leader

Hosted By: Web Wide Media

**Denner Installation
Heart of America Council**

Select a denner by drawing straws, alphabetically, or by whatever arrangement is customary in your den. If you have both Wolves and Bears, you may want to let the Bears be first so they can achieve the section on being a leader. Install the denner and his assistant (if any) immediately.

**Denner Installation #1
Heart of America Council**

Personnel: Den leader (DL), Den Chief (DC)

Equipment: Table, large candle, matches

Setting: The den leader or the Den Chief leads the new Denner to a table with the large candle.

DC: (Name of boy) has been selected Denner of Den (number). It is your job to call roll call, bring refreshments, and help clean up after meetings this month. (Adjust to fit duties and time period in your den.) Will you accept this responsibility?

Denner: I will do my best.

Den Chief: I will light this candle to symbolize the on-going Spirit of Scouting. Cubs, let us join together in saying the Cub Scout Promise to show our support for Cub Scouting and our new Denner.

Denner Installation #2
Heart of America Council

Personnel: Den leader (DL), (DC) Den Chief

Equipment: Table, den diary (if desired), white candle in holder, denner cord

Setting: Den leader or Den Chief can perform installation. Assistant denner could be installed at the same time.

DL: (Name of boy), please step forward. (Lights candle) Before you burn the white candle which represents the Spirit of Cub Scouting. It takes a team to keep the spirit alive and to keep the candle burning. You have just been elected to be a member of that team. As Denner, (list the Denner's responsibilities). During the week, will you set a good example for the other members of our den, by being honest, fair, and showing true Cub Scout Spirit.

Denner: I do.

DC: I'm happy to present you with the denner cord which is to be worn on your left sleeve during your term of office. Wear it proudly and with honor. Congratulations!

**The Lost Dutchman Mine Advancement Ceremony
National Capital Area Council**

Props: Large appliance box made to look like an entrance to the Lost Dutchman Mine. Paint a sign over the entrance. Inside is the badges, wrapped in gold foil gift wrapped and taped with their names. The Cubmaster wears an old prospector's hat or prospector's costume to add to the atmosphere.

Cubmaster: Since our last pack meeting, several Cub Scouts have been working hard. They have been following the Bobcat Trail. They have hit pay dirt! Will the following Cubs and their parents please come forward?

(name the boys)

You have finally hit pay dirt. Will you go into the Lost Dutchman Mine and bring out your gold nuggets?

(One at a time, the Cubs go into the mine.)

Now, give the nugget to your parents. They will present the badge and pin it on you. **Cubmaster:** (After pinning is completed) That was real hard work. Now, demonstrate to the Pack that you are worthy of receiving this badge by leading the pack in the Cub Scout Promise.

(They do)

Congratulations, Bobcats!

(Boys and parents return to seats)

Cubmaster: Tonight, we have some members of our Pack who have completed all 12 achievements to earn the Wolf badge. Will the following boys and their parents please come up?

(Name the boys)

You boys have completed the Wolf Badge requirements and are ready to go into the Lost Dutchman Mine to get your pay dirt. Please do so. I am pleased to present this award to your parents because they were always by your side when you got discouraged. Congratulations. (Boys and parents return to seats)

(Use the same procedure for the Bear and Webelos badges)