

602 – Den Discipline

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A Tale of Two Programs

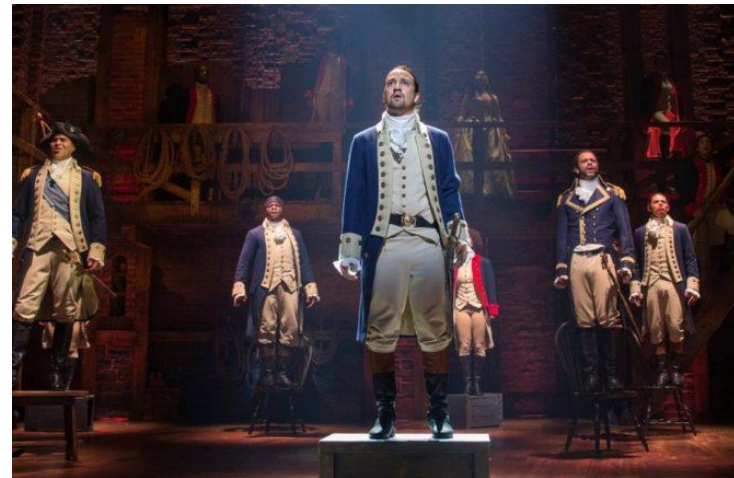
Cub Scouts

- Adult led
- Scout control varies by age
- Benevolent Dictatorship



Scouts BSA

- Youth led
- Adult advised and supported
- Fledgling Democracy



BSA Policy—Guide to Safe Scouting

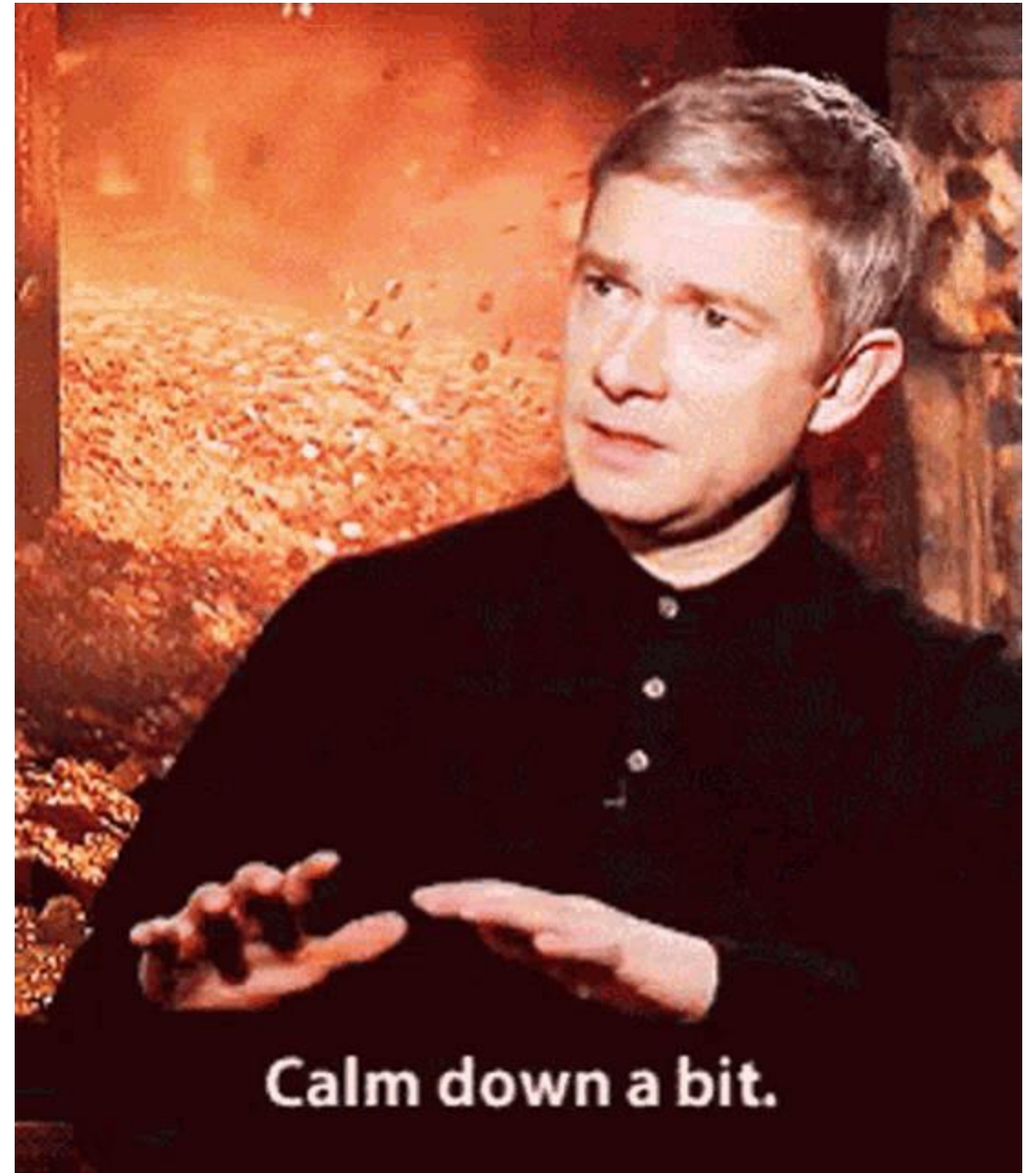
- Misbehavior by a single member in a Scouting unit may become an unreasonable burden on that unit and constitute a threat to the safety of those who misbehave as well as to other unit members. Adult leaders of Scouting units are responsible for monitoring the behavior of the youth members and interceding 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 when disciplining youth members.
- Disciplinary activities involving isolation, humiliation, or ridicule are also prohibited.
- Youth Protection policies—especially two-deep leadership—apply at all times.

Look to the professionals

- Who deals with (problematic) behavior every day?
 - Educators
 - Therapists
 - Law Enforcement
- What general strategies do they use?
 - Within the bounds of BSA Policy of course!

Basic Strategies

- Set Expectations
- De-escalate
 - Distract
 - Interrupt
 - Redirect
- Isolate and/or remove



Overall Strategy

1. Planning Engaging Meetings
2. Setting Expectations
3. Routines and Procedures
4. Shaping Behavior
5. Know your Cubs and Families
6. Lead by Example
7. Concrete Reminders
8. What to do when things go wrong

Planning Engaging Meeting

- Bored Scouts are disruptive Scouts
- Plan for movement
- Plan for timing
- Plan for change and adaptation
- BSA Resources can be helpful
 - Den Leader Guide
 - Roundtable

Setting Expectations

- Scouts respond better when they have some (perceived) control
 - Youth help decide on shared rules
- Baseline expectation
 - Scout Oath
 - Scout Law
 - Applies to **both youth and adults**
- Meeting format consistency
- Who is in charge

Routines and Procedures

- Basic meeting format
 - Gathering, Opening, etc.
- Scout sign
 - Works if you let it work
 - Shouting “Signs up!” defeats the purpose
- Transitions
 - Time
 - Space
- Layout of space

Shaping Behavior

- Clearly reward behaviors when they occur, be specific
 - “Kunoichi – I like that you are sharing well with Raheem”
- Clearly specify what shouldn't occur and why
 - “Suvani – Taking Sally's robot is not very courteous or kind”
- Interrupt the behavior
 - “Cooper – what are point 4, 5 and 6 of the Scout Law? Can you tell me how knocking over that structure fits with 4, 5 and 6?”



Know your Cubs and Families

- Ask parents about strengths, weaknesses, triggers
- Build relationships
- Be compassionate to outside factors
 - Family dynamic
 - Overscheduling
 - Diagnosis
 - Religious Holidays

Lead by Example

- Scout Oath and Law applies to Adults too!
- Wear the uniform correctly
- Be consistent, predictable



Concrete Reminders


- Visual reminders of behavior
- Often associated with a reward or consequence
- Balance immediate behavior shaping with delayed rewards

- Conduct Candle
- Marble Jar
- Up Fish/Down Fish

What to do when things go wrong

- Adult led program
- Don't assume maliciousness
- Guide towards the behavior you want
- Clear, calm reminders
- Give Scouts opportunity to correct – praise when they succeed!

Oc·cam's ra·zor

[ˌækəmz 'rāzər] 

NOUN

Occam's razor (noun) · Ockham's razor (noun)

the principle (attributed to William of Occam) that in explaining a thing no more assumptions should be made than are necessary. The principle is often invoked to defend reductionism or nominalism. Compare with [principle of parsimony](#) at [parsimony](#).

Still not working?

1. YPT compliant conversation (public/private)
 - Focus on Scout Oath/Law as baseline
 - Focus on behavior
 - Focus on expectation of what correct behavior looks like
 - Have them rephrase what was discussed to show understanding
2. Behavioral contract with scout and parents
 - See (1) above
 - Consider parent attendance required
3. Removal from meeting(s) or activities(s)





Questions?