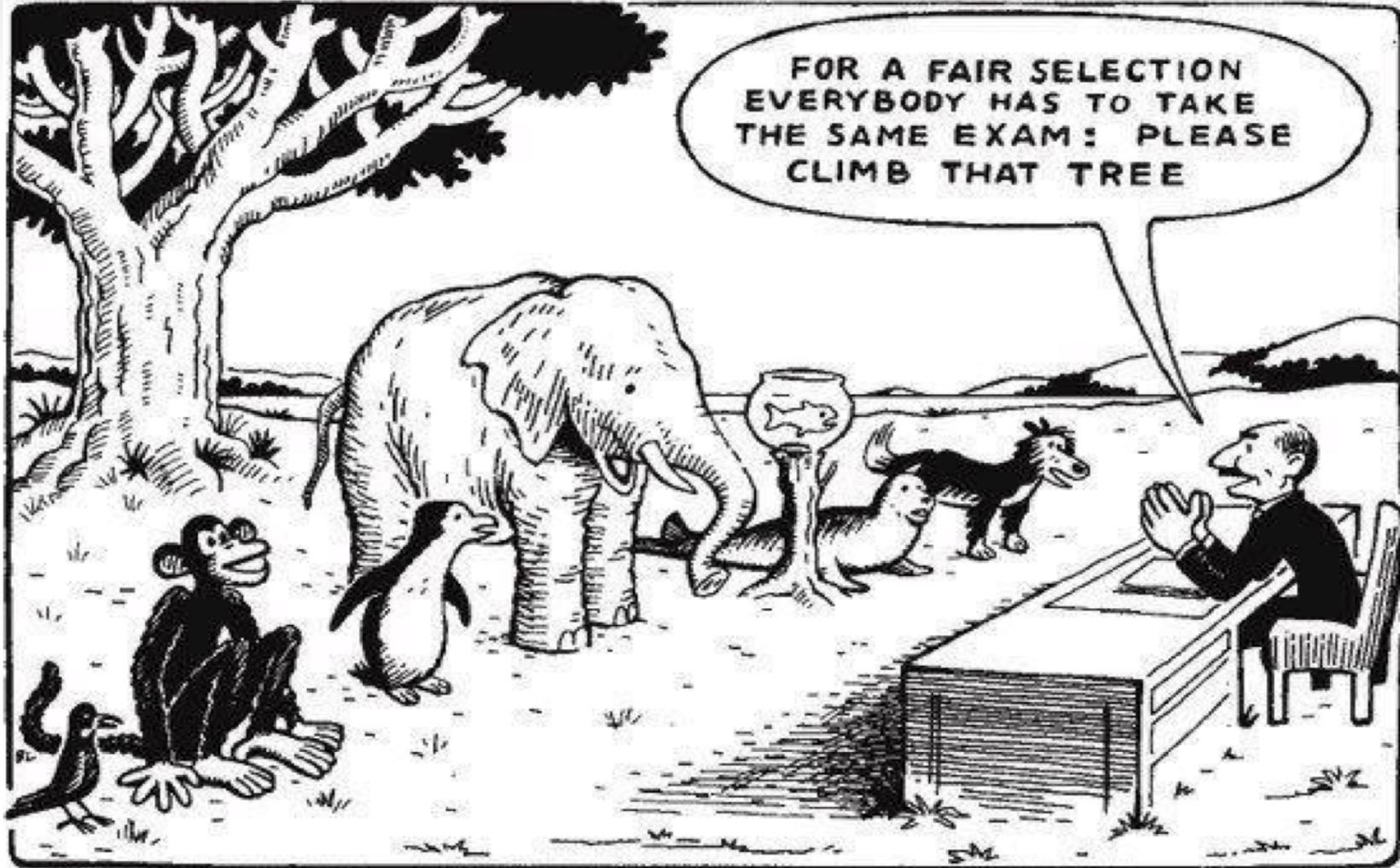


# Leadership Techniques for Working with Special Needs Cub Scouts

April 27, 2020

Sam Houston Area Council – Big Cypress Virtual Scouting Week



Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid. - Albert Einstein

- Of the 53.9 million school-aged children (aged 5 to 17) in the U.S. about 2.8 million (**5.2 %**) were reported to have a disability in 2010. For many of these children, the kinds of disabilities they experience may require special approaches to providing education or other accommodations.

- *(2010 US Census)*

- In 2020 the CDC estimated that **1 in 54** children is diagnosed with Autism.

Boys were more than 4 times as likely to be identified with ASD than girls.

# Be Prepared

Wise leaders expect problems but do not consider them overwhelming. Though you may view the Scout with a disability as an individual with significant differences, he or she really is not. All Scouts have different needs. The wise leader will recognize this and be prepared to help.

# Joining Conference

Leaders should meet with the parents and the new Scout with a disability to learn about the Scout, her physical limitations, her abilities and preferences, and whether she knows any of the other Scouts in the unit. These meetings should be ongoing, especially during times where the Scout needs extra assistance. Brainstorming and mutual support are key factors to success.

Accept the Scout as a person and give him the same respect that you expect from him. This will be much easier to do if you know the Scout, his parents, his background, and likes and dislikes. Remember, any behavior that presents difficulties is a force that can be redirected into more acceptable pathways—rather than erased and rebuilt.

# Living the Scout Oath and Law

*Example is a wonderful tool!*

Demonstrate personal discipline with respect, punctuality, accuracy, conscientiousness, dignity, consistency and dependability.

- Become involved with the Scout in your care.
- Let her know that you care about her, difficulties and all.
- **Judge accomplishments by what the Scout can do, not by what someone says she must do or by what you think she cannot do.**

- Rewarding achievement will likely cause that positive behavior to be repeated.
- Focus rewards on proper behavior and achievement.
- A small word of praise or a pat on the back for a job well done can mean a lot to a boy or girl who receives little elsewhere.

# Providing Encouragement

- Reward more than you criticize, in order to build self-esteem.
- Praise immediately any and all good behavior and performance.
- Change rewards if they are not effective in motivating behavioral improvement.
- Find ways to encourage the Scout.
- Teach the Scout to reward himself. This encourages him to think positively about himself.

# Cub Scouts Cub Bucks Free Printable



[www.overthemoon.com](http://www.overthemoon.com)



## The "Sticks" Reward System



an easy token system  
for encouraging positive behaviors



# Giving Instruction

- Maintain eye contact during verbal instruction.
- Make directions clear and concise. Be consistent with instructions.
- Simplify complex directions. Give one or two steps at a time.
- Make sure the Scout comprehends the instructions before beginning the task.
- Allow time for the Scout to “process what you say”
- Repeat instructions in a calm, positive manner, if needed.
- Help the Scout feel comfortable with seeking assistance.

# Using Visual Cues

## Cub Scout Information



For boys in Kindergarten



All boys earn this badge



For boys in first grade  
(or are 7 years old)



For boys who completed  
second grade  
(or are 8 years old)



For boys who completed  
third grade  
(or are 9 years old)

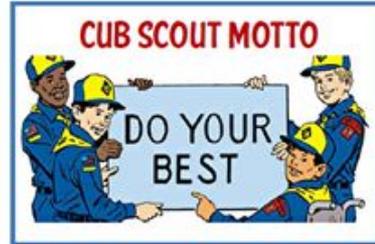


For boys who completed  
fourth grade  
(or are 10 years old)

Arrow of Light



Highest award in Cub Scouting  
For boys who completed  
fifth grade  
(or are 10 years old)



**WEBELOS MEANS:**  
"WE'LL BE Loyal Scouts"

**SCOUT OATH**  
On my honor I will do my best  
To do my duty to God and my country  
and to obey the Scout Law;  
To help other people at all times;  
To keep myself physically strong,  
mentally awake, and morally straight.

**SCOUT LAW**  
A Scout is trustworthy,  
loyal, helpful, friendly,  
courteous, kind, obedient,  
cheerful, thrifty, brave,  
clean, and reverent.



## Scout Law

A Scout is.....



Trustworthy



Loyal



Helpful



Friendly



Courteous



Kind



Obedient



Cheerful



Thrifty



Brave



Clean



Reverent

## Summer Fun Schedule

**M**

Make  
Something  
Monday!



Arts & Crafts

**T**

Get  
Outside  
Tuesday.



Outdoor  
Activities  
(water table,  
sand box,  
pool)

**W**

What's  
Cooking  
Wednesday.



baking,  
cooking

**T**

Time to  
Read  
Thursday.



storytime at  
local library

**F**

Go  
somewhere  
fun Friday!



Visit the zoo,  
aquarium,  
local  
museums,  
get out of the  
house!

# Den Discipline

- Effective discipline is 90 percent preparation
  - Part of preparation is the awareness of what children are like at various ages.
  - Make assets out of their abilities and interests
- Planning appropriate activities
  - Having enough physical and human resources on hand to keep the group going for the entire meeting

# Encourage Positive Behaviors

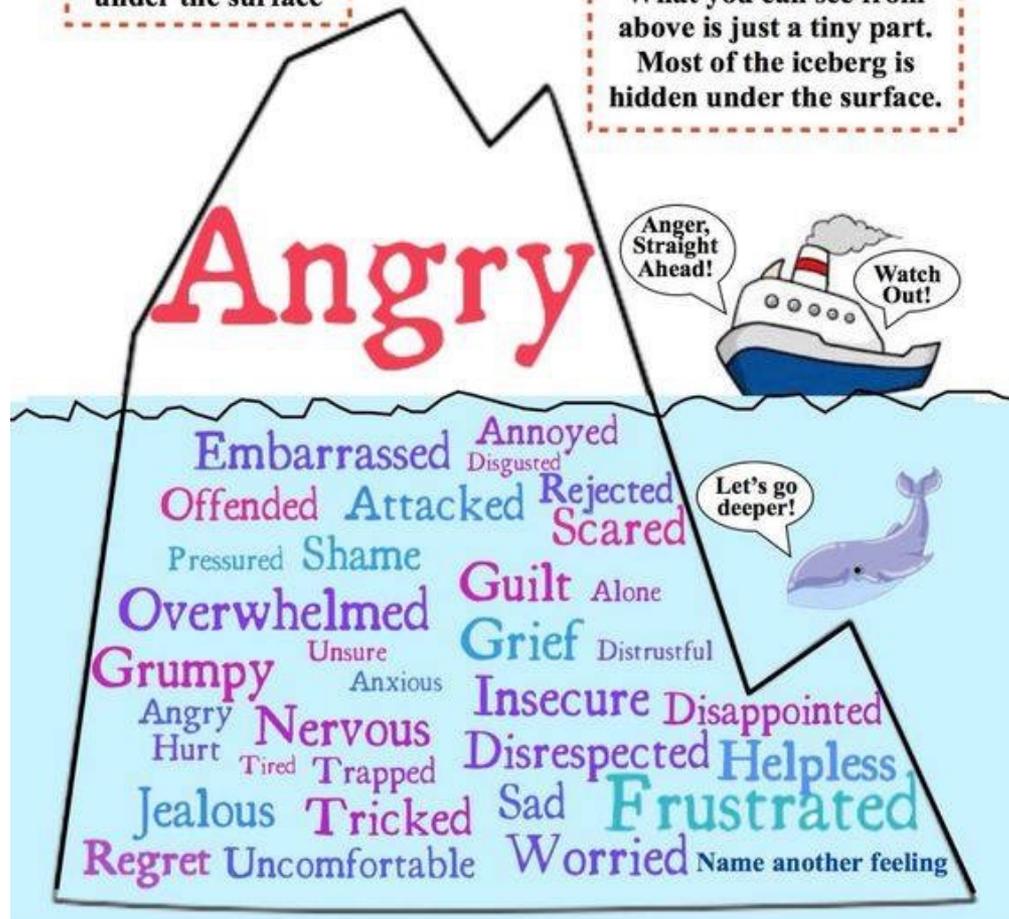
- Expressing clear expectations of good behavior to the Scout and the family
- Developing a den code of conduct with the youth
- Using two-deep leadership, especially on trips and outings
- Having trained Den Chiefs help with den activities
- Following the suggested Cub Scout den meeting structure
- Using positive recognition or reinforcement aids

Behavior is a form of communication. Look for what the behavior is saying (i.e., does the Scout want attention?)

# Anger Iceberg

Sometimes when we are angry, there are other emotions under the surface

Icebergs are giant floating pieces of ice found in the coldest parts of the ocean. What you can see from above is just a tiny part. Most of the iceberg is hidden under the surface.



# Reflection

- Take some extra time to reflect on each meeting and learn from your own experiences



# Solutions to Problems

1. Define the problem
2. Determine the difficulties the problem is causing
3. Determine the kinds of solution 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?

# Advancement

Advancement is so flexible that, with guidance, most Cub Scouts with disabilities can complete requirements. The standard is, “Has the Scout done their best?” It may take them longer to attempt requirements and demonstrate this, but their accomplishments will be rewarding to them, their parents, and leaders.

# Advancement continued

When a Cub Scout's "best" isn't enough even to get a start, Cubmasters and pack committees may jointly determine appropriate substitutions that are consistent with the Cub Scout showing she can "do her best." Elective requirements could take the place of those required; in consultation with parents, other minor adjustments representing **similar challenges** could be made.

# Resources

- *Cub Scout Leader Book*, No. 33221
- *Den Leader Guide*, No. 37003
- <https://cubscouts.org/library/leadership-techniques/>
- *Guide to Advancement*, No. 33088
- *Guide to Working with Scouts with Special Needs and Disabilities*, No. 510-071
- *Scouting with Youth with Disabilities Manual*, No. 34059
- <http://www.samhoustonbsa.org/scouts-with-special-needs>
- <http://www.scouting.org/disabilitiesawareness.aspx>

**“MY SON IS A LITTLE BOY.  
HE IS NOT A HERO. HE IS  
NOT A VICTIM. SOMETIMES  
HE IS HAPPY. SOMETIMES  
HE IS SAD. SOME DAYS  
HE IS NICE. SOME DAYS  
(MOST DAYS?) HE IS NAUGHTY.  
PITY IS NOT THE SAME  
AS EMPATHY AND SEEING  
MY SON FOR WHAT HE  
CAN'T DO, RATHER THAN  
WHAT HE CAN, WILL HURT  
HIS CHANCES TO LIVE  
A FULL AND PRODUCTIVE  
LIFE FAR MORE THAN HIS  
DISABILITY EVER COULD.”**

Mary Evelyn Smith

It's how your perception of a Scout can change HIS reality that should make our volunteers stop and think.