

2.5 – ADULT LEADER DEVELOPMENT AND PERFORMANCE

Background

1. The World, National and ACT Branch policies acknowledge that each adult leader must receive direct and adequate support to enable them to perform their role and function within Scouting. Consistent with the National Adults in Scouting Standards, Adult leaders are expected to feel at ease with the tasks they are asked to perform and supported by the organisation to deliver the activities for which they are responsible. Important in this process is an agreement or individual plan that details the mutual commitment on outcomes made between the leader and their Branch. Reflecting the Plan-Do-Review aspects of the Scout Method, these agreements need to contain an evaluation of what has been done, learned, and achieved, so that leaders can use this information to develop greater confidence in their role or function.
2. In support of National Policy and Rules Section 5.3.9, Scouts Australia has adopted a suite of Individual Adult Volunteer Plans (IAVPs) and focus on the learning and development outcomes of each adult leader and the necessary support provided to that leader by their Branch. The first three phases of the IAVPs reinforce that every plan must recognise the importance of a personalised approach to establishing a volunteer plan for each adult member of Scouting.
3. The fourth phase also recognises the volunteer nature of the commitment to Scouting whilst providing a framework to document, discuss and agree expectations where the performance of an adult member is not meeting previously agreed expectations. This is the Adult Volunteer Performance Plan (AVPP).
4. In accordance with this new approach, IAVPs need to be agreed at each significant point in an adult leader's journey within Scouting.
 - a. **IAVP Phase 1** - is to be completed by the adult and their team leader (e.g., Group Leader, Branch Commissioner etc) as part of their membership application to become a leader.
 - b. **IAVP Phase 2** – is to be completed immediately upon achievement of the Certificate of Proficiency.
 - c. **IAVP Phase 3** - is to be completed following achievement of the Wood Badge.

Purpose

5. The IAVP focuses on both the Scout leadership role, plan for the Leader's personal development and their involvement in broader Scouting objectives (e.g., such as participation in Branch, National or International events) as an adult in scouting. By looking at all three aspects, it has direct benefits in helping the Leader to assist young people to develop physically, spiritually, emotionally, intellectually, and socially. This directly contributes to the Team, Branch and National performance in delivering the Scout program.
6. The IAVP should be considered an adjunct to assist the Scouting Team Leader's ongoing management and development of their team.
7. The IAVP is necessary as the basis of any recommendation for change in a Leader's appointment status.

Guidance

8. The attached Guide to Volunteer Plans, Guide to Difficult Conversations and IAVP forms are provided to assist all leaders undertake this process. They may be amended by the Chief Commissioner on the advice of the National Adults in Scouting Committee, as necessary.

AUTHORITY

9. This policy or amended policy was approved by the Branch Executive Committee on 26 November 1997 and amended on 26 July 2000, 22 February 2012, 24 May 2013 and 24 February 2022.