
COMMISSIONER AWARDS AND RECOGNITION



THE ROLE OF RECOGNITION

Recognition has been a fundamental part of Scouting from its beginning. Done well, it is a powerful tool that can help leaders set goals, define accomplishments, encourage skill development, celebrate commitment and achievement, and inspire others to strive for similar success.

Effective recruiting is essential to effective unit service; recognition can help us identify and recruit the volunteers to serve as commissioners. Recognition criteria provide a clear definition of success: the attitude, skills, training, and behavior needed to perform effectively in a position.

For commissioners, effective recognition supports recruiting and developing a team that will help unit leaders start and build strong, sustainable units that will enable them to better serve more youth through Scouting.

WHY RECOGNIZE COMMISSIONERS?

Recognition has been a fundamental concept in Scouting from its beginning. Done right, it's a powerful tool that offers at least four benefits:

- 1. Celebration of Commitment and Achievement**

Probably the first to come to mind, recognition *does* offer the opportunity to recognize individual achievements. Equally important for commissioners, and beginning with the Commission each should receive, it demonstrates the commitment they have made to helping our units better serve more youth.

- 2. Definition**

In Scouting, we know (or can easily find out) what it means to achieve an Arrow of Light, or Eagle, or Quartermaster, or Summit Award, or an Award of Excellence in Unit Service. The definition of requirements that Scouting's recognitions provide tells us not only what has been accomplished but facilitates personal and team goal setting.

- 3. Skill Development**

Learning and skill development are an important by-product of recognition. Even receiving their Commission results from newly-appointed commissioners having completed basic training, an orientation to the role they have accepted, and the completion of some of the fundamental tasks their position requires. With more advanced recognition comes increased experience and the development of advanced skills that enable greater effectiveness in supporting units.

4. **Inspiration**

We're inspired by achievement. Seeing what others have accomplished enables us to see greater potential in ourselves and to strive to fulfill it.

Knots, pins, patches and certificates may not be important to all commissioners, but better serving more youth is. Also, what we **say** to them in acknowledging their achievement can have powerful impact – on them, and on other commissioners present (and we should *always* strive to recognize achievements publicly).

The recognitions available to commissioners help define the skills and experience needed to provide effective unit service.

COMMISSIONER RECOGNITION

Commissioner recognition has three objectives:

1. Provide recognition opportunities for **all** commissioners.
2. Establish consistent requirements that incorporate the contemporary tools and techniques commissioners use.
3. Provide easy access to information, including opportunities, requirements, progress records, certificates, and available recognition items.

There are three categories of commissioner awards and recognition:

- Recognition of an individual's **commitment** to serve.
- Recognition of an individual's **development**.
- Recognition of an individual's **impact**.

There are also three classifications of commissioner awards and recognition:

- Recognition from an individual's **selection** to serve.
- Recognition from an individual's **application** for an award.
- Recognition from an individual's **nomination** for an award.

RECOGNITION SUPPORTS RECRUITING

Our ability to identify and recruit the volunteers we need to serve as commissioners is limited if we're unable to clearly communicate what success will look like for them in the position we're asking them to fill. Our ability is further limited if we can't clearly explain the work to be done and skills (*and passions*) needed to do it effectively.

Commissioner recognition requirements identify what success looks like from the moment a volunteer first expresses an interest in unit service and throughout their time in that role. Progress records and nomination forms include the development of basic skills needed (Arrowhead Honor), how to further develop and refine them (Commissioner Key and Doctorate of Commissioner Science Knot Award) and what defines excellence (Commissioner Award of Excellence in Unit Service and Distinguished Commissioner Service Award).

Commissioner recognitions can truly be powerful tools. Not only can they help us set goals and define accomplishments, encourage skill development, celebrate commitment and achievement, and inspire others to strive for similar success, they can also help us recruit.

REQUIREMENTS AND PROGRESS RECORDS

Requirements and progress records (or nomination forms) for awards are consolidated into a pdf form that can be downloaded and saved to a local device. The forms can be completed by simply positioning the cursor in the first (or next) desired field and entering the applicable information. Applicants can track their progress and when all requirements are completed the progress record can be emailed (or printed and delivered) for review, approval, and processing. Those wishing to nominate an individual for an award can follow a similar process.

CERTIFICATES

Recognition certificates are also available as pdf forms. They can be completed on line (or downloaded to a local device) and printed. Paper stock selection determines the final product. Using standard printer paper provides a good result; using higher quality stock (e.g., “resume’ paper”) provides a higher quality certificate suitable for framing.

AVAILABLE COMMISSIONER AWARDS AND RECOGNITIONS



BADGE OF OFFICE

The Boy Scouts of America has always been a uniformed body. Its uniforms help to create a sense of belonging. They symbolize character development, leadership development, citizenship training, and personal fitness. Wearing a uniform gives youth and adult members a sense of identification and commitment. Commissioners’ and professional staff badges of office share a unique design element, the wreath of service, which is a reminder of their shared responsibility for and commitment to unit service.

CATEGORY: COMMITMENT
CLASSIFICATION: SELECTION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/badge-of-office/>



TRAINED LEADER EMBLEM

Training enables success and Scouting is committed to life-long learning. A combination of position specific and skill-based training opportunities enables commissioners to quickly develop the skills needed for initial success. The trained leader emblem identifies those who have demonstrated their commitment through completion of basic training.

CATEGORY: DEVELOPMENT
CLASSIFICATION: APPLICATION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/trained-leader-emblem/>



COMMISSION

BSA commissioners and professional staff members share the wreath of service in the design of their badges of office to signify their shared responsibility for providing Unit Service. They also share something else unique in Scouting: a Commission. The issuance of a Commission represents the formal empowerment by the BSA to perform the duties and undertake the responsibilities for a designated commissioner position and the acceptance of that obligation by the commissioner.

CATEGORY: COMMITMENT
CLASSIFICATION: SELECTION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/commission/>



ARROWHEAD HONOR

The Arrowhead Honor recognizes proficiency in the contemporary tools and techniques commissioners use to provide effective unit service.

CATEGORY: DEVELOPMENT
CLASSIFICATION: APPLICATION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/arrowhead-honor/>



COMMISSIONER KEY

The Commissioner Key encourages and recognizes continuing training, performance and tenure by commissioners.

CATEGORY: DEVELOPMENT
CLASSIFICATION: APPLICATION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/commissioners-key/>



DOCTORATE OF COMMISSIONER SCIENCE AWARD KNOT

The Doctorate of Commissioner Science Knot Award recognizes completion of a standardized training program including a thesis or project, the awarding of the Doctorate of Commissioner Science from a College of Commissioner Science and the achievement of performance objectives to improve Unit Service.

CATEGORY: DEVELOPMENT
CLASSIFICATION: APPLICATION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/doctorate-award/>



COMMISSIONER AWARD OF EXCELLENCE IN UNIT SERVICE

The Commissioner Award of Excellence in Unit Service is awarded to a commissioner who provides exemplary unit service, focusing on unit performance as measured in Journey to Excellence and using the current Boy Scouts of America Unit Service Plan and Commissioner Tools.

CATEGORY: IMPACT
CLASSIFICATION: APPLICATION
ELIGIBILITY: ALL COMMISSIONERS PROVIDING DIRECT SERVICE TO UNITS

<https://www.scouting.org/commissioners/recognition/commissioner-awd-of-excellence/>



CERTIFICATE OF COMMENDATION

The Certificate of Commendation is for use by a local council to recognize a commissioner who has performed in a commendable manner.

CATEGORY: IMPACT
CLASSIFICATION: NOMINATION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/commendation/>



DISTINGUISHED COMMISSIONER SERVICE AWARD

The Distinguished Commissioner Service Award is the highest recognition that can be given to a commissioner who has consistently engaged in distinguished and exceptional commissioner service resulting in significant, positive impact to youth, units, and a district and/or council.

CATEGORY: IMPACT
CLASSIFICATION: NOMINATION
ELIGIBILITY: ALL COMMISSIONERS

<https://www.scouting.org/commissioners/recognition/distinguished-commissioner-service-award/>

RESOURCES

- Commissioner Awards and Recognition Website
<https://www.scouting.org/commissioners/recognition/>