

# **The New Girl Scout Leadership Experience** Outcomes and Journeys

GSUSA Teleconference  
December 5 & 11, 2007

# Aiming Toward The Future State

Myriad of activities and resources



Consistent core experience based on leadership development

Activities are not tied to outcomes



Fun activities are tied to leadership outcomes

Existing age levels are out of sync with girl needs



Levels ensure girls progress and advance

# AND

Community service has declined as core element



National & international power of girls is galvanized around action projects that make a difference

Symbols of belonging are outdated



Symbols are relevant and contemporary

Blurred line between recruitment and provision of Girl Scout experience



National pathways enable girls & volunteers to fit Girl Scouts into lives

TRANSFORMING

LEADERSHIP

**Focusing on Outcomes of the New  
Girl Scout Leadership Experience**

FOCUS OF  
GIRL SCOUT  
ACTIVITIES

**Discover  
Connect  
Take Action**

GIRL SCOUT  
PROCESSES

**Girl Led  
Learning by Doing  
Cooperative Learning**

SHORT-TERM AND  
INTERMEDIATE  
OUTCOMES

**The specific  
knowledge,  
skills, attitudes,  
behaviors, and  
values girls gain  
in Girl Scouting.**

LONG-TERM OUTCOME

**Girls lead with  
courage, confidence,  
and character  
to make the world  
a better place.**

# Discover



# Connect



# Take Action



# Leadership

## 15 GIRL SCOUT LEADERSHIP EXPERIENCE OUTCOMES

1. Girls develop a strong sense of self
  2. Girls develop positive values
  3. Girls gain practical life skills
  4. Girls seek challenges in the world
  5. Girls develop critical thinking
1. Girls develop healthy relationships
  2. Girls promote cooperation and team building
  3. Girls can resolve conflicts
  4. Girls advance diversity in a multicultural world
  5. Girls feel connected to their communities, locally and globally
1. Girls can identify community needs
  2. Girls are resourceful problem solvers
  3. Girls advocate for themselves and others, locally and globally
  4. Girls educate and inspire others to act
  5. Girls feel empowered to make a difference in the world

# Take Action

## OUTCOME

# 1

Girls can identify community needs

Girls learn to identify issues in their local and global communities and come up with realistic possibilities for action.

GIRL SCOUT GRADE LEVEL	BY GRADE-LEVEL Girls...	SAMPLE INDICATORS/SIGNS When the outcome is achieved, girls might... *
<b>Brownie</b> 2-3	develop basic strategies to identify community issues.	use various ways to gain information about their communities (e.g., the Internet, library, personal interviews). list things about their community that are valuable and things that could be improved.
	gain a greater understanding of how Take Action Projects might impact their communities.	explain how the issue they agreed to take action on can benefit their community (e.g., other girls, families, a church).
<b>Ambassador</b> 11-12	are more skilled in identifying issues that balance feasibility with achieving long-term changes in their local or global communities.	identify community partners that can continue their project goals into the future.
	choose Take Action Projects that aim to address deeper causes of issues in their communities.	interview staff and residents of a homeless shelter to identify root causes of homelessness in that community.

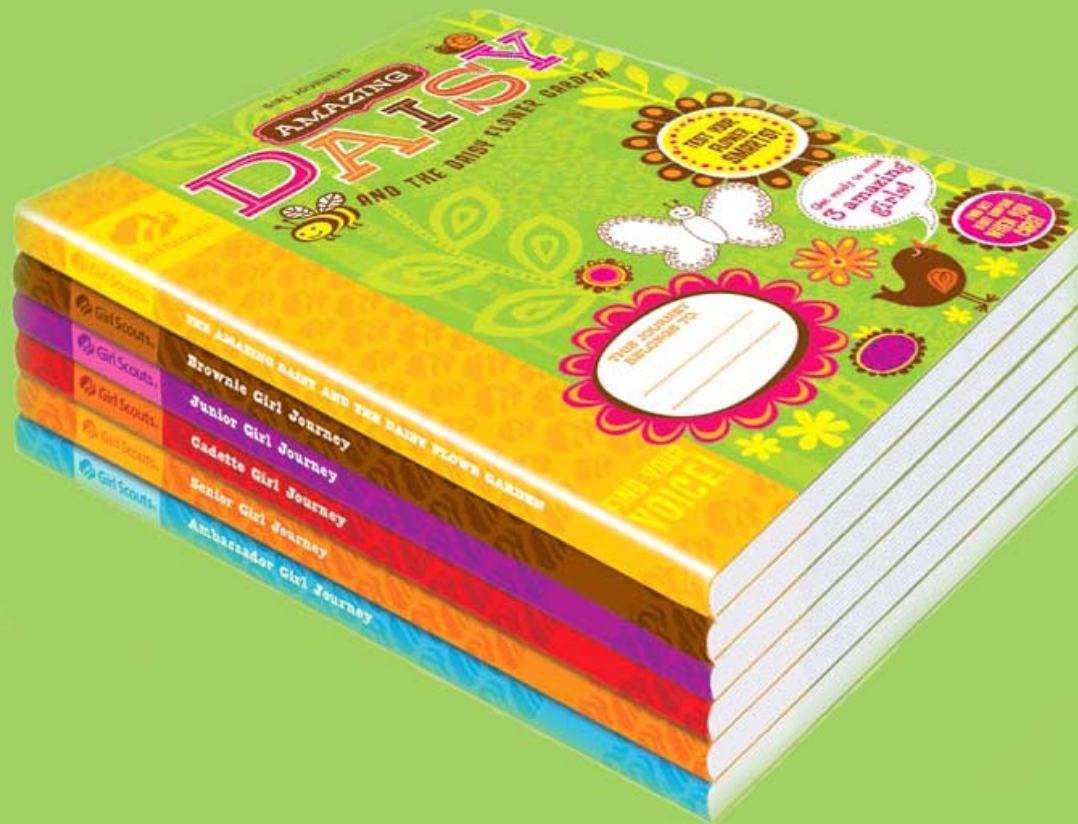
\*Can you think of other sample indicators/signs?

# The Future of Outcomes

## Overview of 2007-2008 Outcomes Work

- Develop measures of outcomes and program processes: National Pilot Baseline (Spring 2008)
- Release measures from National Pilot Baseline (Fall 2008)
- Gauge implementation of the roll-out of journeys (Fall 2008)
- Convene Council Outcomes Advisory Group

# Girl Scout Leadership Journeys



# Girl Scout Leadership Journeys: The Big Picture

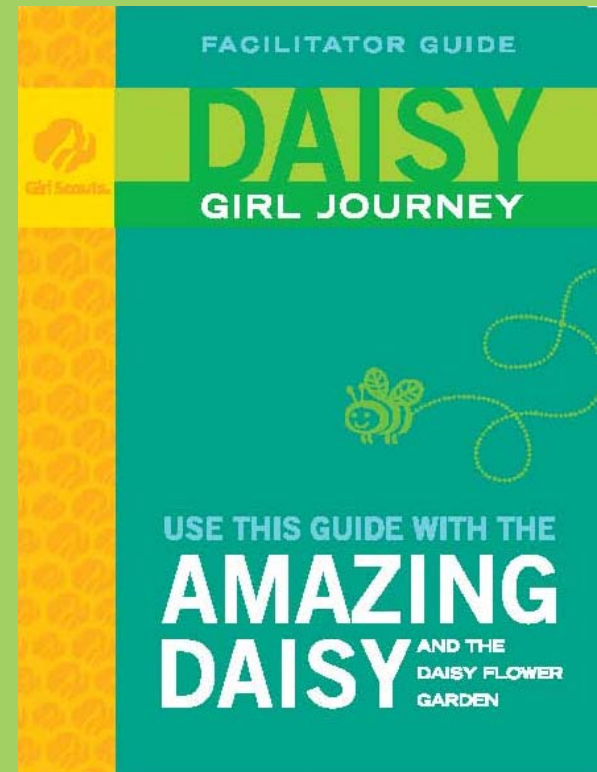
- Journeys invite girls to explore a theme through a sequence of fun and challenging experiences
- Incorporate national “Discover, Connect, Take Action” outcomes (5–8 per journey)
- Each journey incorporates the Girl Scout processes: *Girl-Led, Cooperative Learning and Learning By Doing*
- In partnership with volunteers, girls are invited to customize journeys locally

# Journeys For Fall 2008: Change Your World Series

- The first six journeys form the “*Change Your World*” series
- In this series, girls at each level identify problems and put Take Action plans in motion to change their world
- Each of the journeys in this series:
  - Provides a global and multicultural perspective
  - Highlights Girl Scout history and tradition
  - Encourages girls to live the Girl Scout Law
  - Touches on healthy living and the environment
  - Can be stretched out for longer-term experiences

# Facilitator Guides

- “Pick up and Go” guides make it easy to coach girls
- Volunteers learn how specific activities and experiences tie to leadership outcomes
- Specific suggestions for volunteers to apply the three Girl Scout processes with girls
- Tips encourage volunteers to customize the journey with girls (i.e. by adding trips, camping and other traditional events)



# Welcome to the Daisy Flower Garden

- Six sessions on the journey with tips on how volunteers can easily add more sessions
- Through a story, girls meet “flowers and critters” who guide them to explore:
  - Global diversity (people, plants, languages)
  - Botany, the environment and stewardship of the land
  - Girl Scout history and values of the Law
- Session activities parallel the story;
  - Girls explore the natural world, using their “growing skills” to make the world a better place
- Girls earn three awards as they complete the activities



# The Brownie Quest

- Six sessions on the journey with an example of a special closing ceremony as a seventh session
- Girls search for and find three keys...sshhh...girls will uncover for themselves how these are the keys to leadership
- Along the way
  - Brownies uncover their special talents and qualities
  - Lead their families in a healthy living activity
  - Participate in a Brownie Brainstorm designed to engage them in identifying their own Take Action project
- During the journey, Brownies are invited to “Go ELF” by *Exploring, Linking arms and Flying* into action

# Juniors: Agent of Change

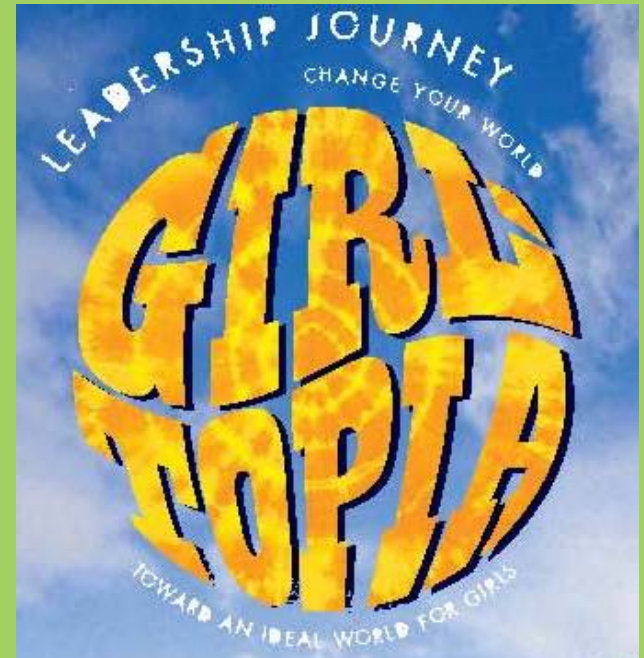
- Seven sessions on the journey
- Girls explore real power—the power of one, the power of team, and the power of community
  - They explore the “herstory” of heroines
- Girls practice teaming up and create a comic book style story based on steps for taking action
  - They then plan and carry out a Take Action project
- Girls earn three awards as they journey from the power of one, to the power of team to the power of community

# Cadettes: aMaze

- Eight sessions on the journey
- Girls navigate the twists and turns of relationships
  - Use quizzes and team games to explore friendship dramas, first impressions, and coping with bullies
- After resolving these “obstacles,” girls travel onward by creating a Take Action project
  - Allows them to share their relationship savvy with others.
- Before girls exit the maze, they see themselves as peacemakers—advancing peaceful interactions—one relationship at a time
- Girls earn three awards as they travel through the maze

# Seniors: GIRLtopia

- Eight sessions on the journey
- Girls explore problems impacting girls in the world
- They create an art project based on their vision of a better world
- Girls create a Take Action project that brings the world one step closer to their vision
- Girls also take turns guiding discussions or activities based on some of the topics/options in their books
- Seniors earn one award on this journey



# Ambassadors: Your Voice, Your World, The Power of Advocacy

- Six sessions on the journey
- Girls explore the rich and global history of women's advocacy efforts
- Girls engage in an eight-step process for identifying an issue and proposing a solution
- Girls consider how to use this process in their own lives
- Girls build their networks—using their own Six Degrees of Separation
- Girls take some time out for themselves; exploring their “many moods” and career possibilities
- Ambassadors earn one award on this journey

# Looking Toward 2010: Program Resources

- By Fall 2010, there will be a total of 3-5 journeys for girls of each level to choose from
- All journeys will:
  - Incorporate girl friendly themes
  - Include multi-disciplinary content (STEM, Healthy Living, Environmentalism, etc)
  - Use a global perspective
  - Have corresponding awards
  - Tie to some of the national leadership outcomes
- Complementary program activities with companion badges will continue as supplements to journeys

# Transition Support: Managing Existing Resources

- GSUSA expects demand for existing resources to decline as Movement-wide efforts focus on the new approach
- Given the scope of change underway, it is difficult to predict which books or badges might still be needed to supplement the new approach between 2008-2010
- During the transition to leadership journeys, GSUSA will maintain a wide assortment of existing materials to supplement the roll out and phasing in of new materials

# Managing Inventory and Existing Resources

- Girl Scout Merchandise and councils share an interest in managing down inventory to minimize financial risk
- GSM in partnership with Program Development will:
  - Analyze trends, needs and interests
  - Provide a minimum of six months notice to councils before any retail markdowns are taken on existing materials
  - Identify and make available online existing materials that will compliment new materials or address specific topical interests
  - Continue to update and communicate plans as the work unfolds

# What We Will Achieve

- **Girls** at each level will have their own unique and fun new challenges!
- **Volunteers** will see their impact on girls!
- When people hear “Girl Scouts,” they’ll think:  
**LEADERSHIP!**