



## BEHAVIOR MANAGEMENT PLAN OVERVIEW



The purpose of this plan is to help the staff of Bashore Scout Reservation and volunteer Scout leaders identify, evaluate and support campers who are having serious behavior problems. These behaviors often interfere with his own success in the camp program, his health and safety or the health and safety of other people in camp. It is our expectation that before arriving at camp, troop leaders will have discussed this plan with the parents of boys who will be attending camp and especially the parents of Scouts who have exhibited difficult behavior in previous outings or meetings. Our goal for all Scouts is full participation at summer camp while maintaining an enjoyable and safe environment. The following is a summary of guidelines discussed in this plan. This checklist is intended to serve as a quick reference for evaluating problems that arise during camp.

### **Medication Management:**

- Health form accurately completed and signed by parent / guardian and physician
- All medication submitted or reported to Health Officer via the health form
- Scout receiving medication at designated times, as prescribed
- If Scout refuses to take medication, parents are notified
- If problem persists, Scout may be sent home

### **Managing Serious and Ongoing Behavior Issues:**

- It is the Troop leadership's responsibility to handle typical problems at camp.
- This plan is intended to help adult leaders change negative and inappropriate Scout behavior as a way of building character both at camp and at home.
- If the difficult behavior continues and seems to interfere in a major way with the Scout's success in the program, his health and safety or the health and safety of another camper, the Volunteer Leadership, or Camp Staff, it should immediately be reported to the Camp Director.
- A plan for immediate improvement will be discussed between the Scout, his leaders, the Camp management, and by phone with the parents.
- If the Scout is not able to show significant improvement in his behavior to the satisfaction of the Camp Director or if the behavior is serious enough to warrant immediate action as determined by the Camp Director, the Parents / Guardians will be asked to pick up the Scout immediately.
- If the Parents are unable or unwilling, and the Scout is out of control and becomes a danger to himself and others, the Camp Director will notify local authorities and emergency medical services and the Scout will be removed from the Bashore Scout Reservation property at the expense of the Scout's family.

# **BEHAVIOR MANAGEMENT PLAN**

**Purpose:** The purpose of this plan is to help the Staff of Bashore Scout Reservation and volunteer Scout leaders identify, evaluate and support campers who are having serious behavior problems. These behaviors often interfere with his own success in the camp program, his health and safety or the health and safety of other people in camp. It is our expectation that before arriving at camp, troop leaders will have discussed this plan with the parents of boys who will be attending camp and especially the parents of Scouts who have exhibited difficult behavior in previous outings or meetings.

At Bashore Scout Reservation, we expect Scouts to live up to the ideals of Scouting as stated in the Scout Oath and Law. We understand that part of being at camp will involve some minor issues, which are best handled by the Troop Leadership. This document is not intended to be a punitive plan where boys can be restricted or excluded from activities. Our goal for all Scouts is full participation at summer camp while maintaining an enjoyable and safe environment.

**Medication Management:** The Pennsylvania Dutch Council desires to fulfill the medical needs of each Scout as prescribed by his physician. For this reason, each Personal Health and Medical Record form provides a place to note the medical needs of each Scout. Examples of medical needs include diet, allergies, medication and mobility, as well as, other special medical conditions. It is the responsibility of the parent and physician to complete the medical form. Prior to submitting health forms to the Health Officer, the Scoutmaster should review each form to ensure that all necessary information is included. Scoutmasters may want to submit photocopies, keeping originals in a secure location in the campsite for reference. This will enable the Scoutmaster and Health Officer to better monitor medication disbursement.

In recent years, we have had Scouts who take medication for behavior management, but have not taken it at camp. In our experience, Scouts who are not taking their medication as prescribed at home often present behavior problems and are considerably less successful at camp. We believe that medication to help manage inattention, distractibility, excessive activity, excessive emotionality, deliberate uncooperativeness and impulsiveness is necessary at camp and will contribute to a successful experience here as well as at home.

It is the responsibility of the parent to accurately complete the health form and notify the Scoutmaster and the Camp Health Officer about any medication being taken by the Scout. The Health Officer cannot monitor medication and medical conditions if they are not previously informed about it on the health form. Scout-like behavior is the goal at camp. Whether or not a Scout is taking his medication will not determine the implementation of the plan. It is important for parents to realize that all medications taken at camp are collected, stored and administered by the Health Officer in the Health Lodge, or by the Scoutmaster in the campsite.

A Scout's refusal to take prescribed medication will result in a phone call to the parents and the Scout possibly being asked to leave camp for the remainder of the week.

Although there may be different opinions regarding the use of medication to help boys with various behaviors, we feel that this is primarily an issue to be decided between the boy, his parents and his physician. For that reason, unwillingness of the volunteer leadership to continue those wishes by not giving the medication may result in a dangerous situation for that boy. It is also clear that volunteer leadership would be making a medical decision and exposing himself to liability.

It is not the responsibility of the Health Officer or the troop leadership to alter the prescriptions of a Scout that comes to camp. If a concern arises, no action will be taken without consulting the physician and the parent or guardian.

**Managing Serious and Ongoing Behavior Issues:** It will be the Troop Leadership's responsibility to handle typical problems at camp. In this section, suggestions will be given to handle difficult behaviors that occur in all troops. These suggestions are intended to help adult leaders change negative and inappropriate Scout behavior as a way of building character both at camp and at home. Careful consideration has been given to the policies of the Boy Scouts of America when developing these guidelines.

Before a difficult ongoing problem occurs, your Troop committee should have some type of plan in effect that gives general guidelines for summer camp. It is important that this be in place before you deal with these more difficult ongoing problems. Cooling off periods are only helpful if something constructive is happening during that time. Remember, our goal is to help the Scout to change behavior and make good positive choices, not to punish him. Major areas of concern to Troop Leaders are the difficulties that can occur when working with individual Scout behavior problems.

The tendency is to ignore the problems and then to get angry and defensive with the Scout involved. This approach usually doesn't solve the problem, but only causes further problems with that Scout.

This plan is constructed around four basic principles:

- Enhance the Scout's self-concept.
  - Listen effectively and respond with empathy to the Scout.
  - Involve the Scout in helping to solve the problem rather than punishing.
  - Provide for more severe steps if the problem continues.
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- Private talks with the Scout should either be conducted with two-deep Troop leadership, and/or with one leader, but in full view of others. This should happen with the Scout at the first occurrence of a problem. This step is very important in laying the groundwork for dealing with difficult behaviors should they occur later.
  - Gently and with caring, ask the Scout to describe the situation as he sees it. Carefully point out the inappropriateness of his behavior and what is considered appropriate behavior in that situation.
  - Develop a list of alternatives and write down those on which you both agree. You must provide clear alternative behavior rather than just point out the inappropriate behavior. Coaching is not a lecture; it is a give and take discussion with the major goal to build character and appropriate decision making.
  - Offer encouragement and concern to the Scout at the end of this meeting.
  - If further discussion is necessary, schedule a meeting within a short period of time. At camp, this could be as soon as that afternoon or the next day. Let the Scout know that you are available to discuss his concerns before the next meeting.
  - It is not necessary to talk to the Camp Director at this time unless the situation warrants immediate action based on health and safety issues.

Recall that boys will make frequent errors in judgment and behavior, often there are underlying personal or medical issues that affect a behavior. It may be that when a boy is angry and directs it toward you, he may be reacting to something else in his life. Try to understand what these underlying issues might be. The caution here is not to take adolescent issues personally and as a result become angry yourself. If you feel this happening, it is time to turn this over to another adult scout leader. One of the best ways to shape positive behavior is for you to show, not just tell, Scouts how to behave in difficult situations.

If the difficult behavior continues and appears to the Troop leadership to interfere in a major way with the Scout's success in the program, his health and safety or the health and safety of another person, it should immediately be reported to the Camp Director. Background, medical, and other pertinent information will be discussed at that time. Other questions to be asked at that time might include:

- List on the Action Plan the specific issues and behavior changes that need to be addressed with the Scout, no more than 2-4;
- Who should attend the meeting with the Scout;
- When should his parents be notified;
- Where should the discussion take place; Can this behavior be managed at camp or does the Scout need to be sent home immediately. The Camp Director may decide at that time to take action that would remove the Scout from Camp or set up a meeting that day which will include the Scout, Troop Leadership, Camp Director and other Staff as needed.

At this time it is best to consult with the scout's parents in person or, at least, on the phone, but not to include them initially in the meetings. Although the parents may contribute specific recommendations regarding things that have worked in the past to help the Scout with his behavior, the primary purpose on calling the parents is to help them understand that their son needs to have the opportunity to solve his problem on his own. Let the parents know that you will call them back after this first meeting, but that you prefer that their son deal with the issues himself without their help. The parents will need your assurance that the process is fair, that their son is being treated in a positive manner and that you value their input. Be sure to call the parents back.

The meeting with the Scout should take place that day and should include those leaders directly involved. The following may be helpful in formatting this meeting:

- Point out the positive aspects of his behavior.
- Be direct about the issue at hand. Discuss each point on the written list of specific behavioral changes leaders meeting with him feel need to be addressed. This short list should include a description of previous attempts to solve the problem.
- Listen to the Scout's point of view and encourage him to participate in this discussion while you listen and respond with a caring attitude. To meet our goal of behavior change and character building, we want this Scout to willingly agree that these are changes that he needs to make and that he can see the benefit of doing so. It may be helpful for him to see the consequences of his choices, both positive and negative. That is, what may happen if he makes one choice over another? If he is forced by the group to agree, his and our chances of success are much less.
- Each possible solution or point of agreement should be written down on the action plan.

- The Scout and each leader should sign this action plan and a copy given to the Scout.
- A follow-up meeting time should be set for the next day.
- At the end of this meeting you must acknowledge the Scout's feelings about the situation and express confidence in his ability to make the necessary changes.

Part of the value of this meeting is that you are helping the Scout solve a problem that he agrees that he needs to change. This is a powerful character building opportunity. When changes occur, remember that it is important for you to point out to the scout that these were his choices and that he did the changing, which we recognize was not easy. It is easy for us to take credit here, but doing so robs him of ownership and personal responsibility.

Between the first and second meeting the next day, Troop leadership may want to informally encourage the Scout, recognize his attempts to change and point out the positive effect of any change he has made. Each meeting should not only evaluate any changes, but also result in modified points for the next meeting. It may be helpful to include a Scout's parents in the second meeting to make sure that all understand (lie behavioral problems, all are in agreement with the goals and that the parents feel that the Scout is being treated fairly. For this reason they may wish to come to the second meeting at camp. If they attend it is very important that you help them be supportive of the purpose of this meeting, which is the goal of letting the Scout solve the problem himself.

After each meeting the Scout's parents will be called by the Camp Director or Troop leader to help them understand where you are in the process you have discussed with them before camp. This is done for several reasons. If the issue is around not taking medication they may wish to know of the specific ongoing behavior problems that have resulted.

Whatever the reason for his ongoing behavior problems, if the Scout is not able to show significant improvement in his behavior to the satisfaction of the Camp Director or if the behavior is serious enough to warrant immediate action as determined by the Camp Director, the parents will be asked to pick him up at camp immediately. If they are unable to do so or if he is so out of control that he is a danger to himself or others, the Camp Director will notify local authorities and emergency medical services and the Scout will be removed from Bashore Scout Reservation property at the expense of the Scout's family.

In order to help the Scouts make good choices and take responsibility for his decisions and actions, each Action Plan meeting regarding specific areas of behavior change should be available to review at the next meeting or level. When the parents are involved they will more likely be supportive if you can show that you have honestly tried to help their son; anything less will cause defensiveness on their part. Action Plan forms are not a permanent record of the camp and as a result should be collected and destroyed by the Camp Director after each camp session.