

BROWNIE GRADE LEVEL 2014-2015



Self-Study

Welcome to the Girl Scout Brownie Program Level self-study training for the Girl Scouts of Black Diamond. This training is for troop leaders, parents, volunteers and Girl Scout Cadettes who will be working with Brownies.

How to Complete the Self-Study:

- 1) Read and complete the Self-Study Guide.
- 2) Return the completed self-study quiz and evaluation form to:

Girl Scouts of Black Diamond Council
PO Box 507
Charleston, WV 25322-0507

Alternately, you may go to the training and development section of “for adults” on our website-- www.bdgsc.org. Complete and submit the Brownie Learning Log. You may also return the completed materials to your local MSM.

Questions during the self-study, contact:

Becky Pack, Director of Volunteer Development
304-345-7722, ext. 1102
Becky.pack@bdgsc.org

By the end of this training, you will be able to:

- Describe the developmental characteristics of a Girl Scout Brownie
- Identify the proper placement for badges, patches & pins
- Explain the “three keys to leadership” and put them into action using our National Program Portfolio
- You will also be able to identify 3 processes for working with Girl Scout Brownies
- Identify 5 practices and resources that are ESSENTIAL for new leaders



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Brownie Characteristics



Girl Scout Brownies are girls in second and third grades. A girl can become a Girl Scout Brownie at any time during the year.

At the Brownie level, girls have lots of energy and like to run, walk and play in groups. They are developing fine motor skills and can use basic tools. They also love to create music, dance and play act.

Physical Characteristics

- Like to run and play in groups
- Can use basic tools
- Love to create music, dance and playact

Intellectual Characteristics

- Beginning to understand abstract concepts
- Can recognize appropriate behavior
- Need clear directions and structure

Brownies think in concrete terms but are beginning to process more abstract concepts such as numbers, time and distance. They have improved self-control and can recognize appropriateness in behavior, follow rules and listen. They also have an increased attention span but still need clear directions and structure.

Girls this age are spending more time with their peer group and often turn to their peers for information. They prefer to spend time with girls, rather than boys. They are becoming more modest as they are more aware of their body image and want more privacy and emotional freedom. They can also understand more complex emotions such as confusion and excitement and are better at controlling and concealing emotions.

Emotional Characteristics

- Want to spend time with their girl peers
- Becoming more modest and want privacy
- Understand more complex emotions

Take a moment now to answer Question 1 in your Learning Log.

Badges, Patches and Pins

We've only touched the surface of Brownie characteristics but you can find out more in the program resources that we will refer to later on.

Let's now take a look at the badges, pins and other insignia worn or earned by Girl Scout Brownies.



The first patches and pins we'll cover are those that demonstrate membership and belonging.

The membership pin, often worn on a tab with the World Association pin, is the only uniform required. If a girl chooses

to wear a sash or vest, there are specific places that each badge, patch or pin should be placed. The American flag and council identification set are placed on the top right hand side. Brownies have the option to select a "troop crest" or symbol for their group, from the younger girl crests. Below the troop crest, a girl would then place her troop numbers. Finally, under the troop numbers, the membership discs and stars are placed. One for each year she has been in Girl Scouting. These are the insignia that signify her belonging to the premier leadership organization for girls.



The second set we'll cover are the awards that show what a girl has learned and earned through Girl Scouting. Brownies can earn triangle-shaped badges by learning new skills. Start at the bottom of the vest or sash and work your way up with these. The badges earned from Brownie Journeys are also triangle in shape. These are usually earned in sets of four and should be displayed as a group. If a Brownie completes all three Journeys - she has earned her Journey Summit award - the highest earned award for this age group



Badges, Patches and Pins



The third category is for "Special Opportunity Awards" Awards such as the Cookie Activity Pin, World Thinking Day award, Global action award and international friendship recognition pin.

Also My Promise My Faith pin, the Safety-award, as well as the Meritorious Service Awards: Medal of Honor and Bronze Cross. These are all placed below the membership insignia.



Girl Scout Brownie Sash



Girl Scout Brownie Vest



The fourth and final category includes Participation Patches. Patches are often given for special ceremonies, field trips, Girl Scout events and other experiences. Because they are not earned with formal requirements - they always go on the back of the sash or vest.



Now, open your Learning Log and answer Question 2.

National Program Portfolio

You've read a little about who Girl Scout Brownies are and what they wear. Now, we will start to cover what they do - by exploring the 3 keys to leadership and putting them into action using the National Program Portfolio.



Second and third grade girls build confidence and skills through what we call the Girl Scout Leadership Experience. Through this program, girls learn about themselves, experience the power of collaboration and make lasting change in their community.



In this section titled the "National Program Portfolio" we will introduce you to the 2 main resources that make the Girl Scout Leadership Experience possible, namely: The Girl's Guide to Girl Scouting and the Journeys. Let's look at these one at a time.



With one for each Girl Scout program level, the Girl's Guide to Girl Scouting is a binder that is full of information and skill building badge activities.

There are three tabbed sections in The Girls' Guide to Girl Scouting. The first section is titled "Handbook" The second "Badges" and the third "My Girl Scouts" Let's cover these in detail.



sections in The Girls' Guide to Girl Scouting. The first section is titled "Handbook" The second "Badges" and the third "My Girl Scouts" Let's cover these in detail.



The first section in the handbook includes information about Girl Scout basics such as, traditions, ceremonies, and uniform placement. Also, you can find in this section the requirements for awards that Brownies can earn including the Journey Awards, National Proficiency Badges, and Bridging Award.

National Program Portfolio

Badges

- Awards Log
- Overview
- Badge Requirements for:
 - 7 Legacy badges
 - 2 Financial Literacy badges
 - 2 Cookie Business badges
 - 1 Make Your Own badge



The badge section includes: an awards log for girls to track the badges and pins they've earned. On the back of the awards log, there is an Overview of all the skill building badges available for girls at all levels. This might be helpful if you have a multi-level troop, or if you want to look ahead and view the progression along a certain skill. The Girl's Guide includes: 7 Legacy badges, 2 financial literacy badges, 2 cookie business badges and one Make Your Own badge which can be earned one time for each year of the Brownie program. The badge section also contains colorful booklets with the requirements for earning the badges.

The third section entitled "My Girls Scouts" contains a paper doll, paper money and other supplies for the money manager badge. It also has coloring sheets, journal pages, a "letter to myself", a time capsule and stickers.

My Girl Scouts

- Money Manager badge supplies
- Coloring sheets
- Journal pages
- Letter to self
- Time capsule
- Stickers



What Brownies Do

Choose a Journey and earn the awards

Want to earn more Badges? Add the Badge sets

Use them all with The Girl's Guide to Girl Scouting



In addition to the 13 badges and numerous special opportunity awards described in the Girls' Guide to Girl Scouting, your Brownies might want to check out the 3 "badge activity sets" which are sold separately

Each set contains the requirements for 5 more badges. These 15 extra badge topics include areas of focus such as dance, science experiments, pets, letterboxing and more!



National Program Portfolio



We'll now move on to the second component of the National Program Portfolio. While the Girls Guide and badges build skills, Journeys are a series of books that were purposefully designed to explore and develop leadership potential.



Journeys develop this leadership potential by guiding girls to **Discover** things about themselves, **Connect** with others, and **Take Action** to make lasting change. We call these the **Three Keys of Leadership: Discover, Connect, Take Action**



There are 3 Journeys to choose from at each Girl Scout program level. All 18 books can be aligned up under three headings or leadership themes: It's Your World - Change It, It's Your Planet - Love It, and It's Your Story - Tell It.



For Girl Scout Brownies these themes are translated into: "Brownie Quest" where girls learn the power of team "Wonders of Water" where girls explore the natural world and practice investigation and innovation and "A World of Girls" where girls explore roles they can play in life. Adult guides are purchased as a set with one girl book. They are **ESSENTIAL** since they provide lesson plans, activities and requirements not contained in the girl books. Girls have the opportunity in each Journey to earn four awards. The adult guide indicates the skills that a girl must demonstrate in order to earn each award. A Journey is considered complete when a girl earns all of the awards and finishes her "Take Action Project".

National Program Portfolio

Discover -

- Develop a strong sense of self
- Develop positive values
- Gain practical life skills
- Seek challenges in the world
- Develop critical thinking skills

brownies



In all three Brownie Journeys a girl will discover things about herself. Depending on which series she is working in, she will:

- Develop a strong sense of self and positive values
- Gain practical life skills
- Seek challenges in the world
- Develop critical thinking skills

For a Girl Scout Brownie this might sound like: naming things she likes about being a girl, taking responsibility for her actions on the playground, or trying a new activity and feeling it is OK to make mistakes.

In all three Journeys, a girl will learn to connect with others. This means she will:

- Develop healthy relationships, promote cooperation and teamwork
- Resolve conflict and advance diversity through inclusion and respect.
- Feel more connected to her community

Girl Scout Brownies might demonstrate connection by identifying strengths or talents in others, identifying caring behaviors and not making fun of others who might be different.

Connect -

- Develop healthy relationships
- Promote cooperation
- Resolve conflicts
- Advance diversity
- Feel connected to community

brownies



Take Action -

- Identify community needs
- Be a resourceful problem solver
- Advocate for selves and others
- Educate and inspire others to act
- Feel empowered to make a difference

brownies



In learning to "Take Action" Brownies will:

- Identify community needs
- Be resourceful problem-solvers
- Advocate for themselves and others
- Educate and inspire others to act
- Feel empowered to make a difference in the world.

When girls complete a Take Action project, they will identify a problem they care about, brainstorm ideas for solving it and make decisions along the way. This coaches them on a thought process that will stick with them for years to come.

Want to learn more about Journeys?

- Read the Journey Advisor Guide
- Purchase a book in the Girl Scout shop called "It's Your Journey Customize it"
- Go to our website to view "Beginning the Journey."
- Explore girlscouts.org - the national website also has plenty of support materials



National Program Portfolio: Putting It into Action!

So now you've learned about the three keys to leadership and about the books and resources that make up the National Program Portfolio. Let's explore how you might put these materials into action with your troop.



A Sample Year - Amanda's Troop

- September: Earned "Girl Scout Way" badge
- October: Hosted a birthday party for the founder - Juliette Gordon Low
- November: Earned "Philanthropist" badge
- January: Participated in Cookie Sale program
- February: Celebrated "World Thinking Day"
- March-April: Went on 2 hiking trips (Earned "Bugs" badge and Earned "Hiker" badge)
- May: Selected "Brownie Quest" Journey for fall and led a "Court of Awards" Ceremony

Amanda's Brownie troop just finished their first year in Girl Scouting. Let's use them as an example.



A Sample Year - Amanda's Troop

- September: Earned "Girl Scout Way" badge
- October: Hosted a birthday party for the founder - Juliette Gordon Low
- November: Earned "Philanthropist" badge
- January: Participated in Cookie Sale program
- February: Celebrated "World Thinking Day"
- March-April: Went on 2 hiking trips (Earned "Bugs" badge and Earned "Hiker" badge)
- May: Selected "Brownie Quest" Journey for fall and led a "Court of Awards" Ceremony

They started with the school year, working from "The Girl's Guide to Girl Scouting." They earned the "Girl Scout Way" legacy badge to learn about Girl Scout history and traditions. That October, they hosted a birthday party for the founder, Juliette Gordon Low. Also from the Girl's Guide, they earned the Philanthropist Badge and learned all about their local food bank. At the start of the cookie sale they began working on their "Give Back" badge and chose that local food bank for their giving goal. Their cookie sale was wildly successful and earned them enough money to buy the badges they've earned and for a donation to the local food bank. In February, they joined girls in their area to celebrate "World Thinking Day." In spring, they planned a hiking trip and worked on the "Bugs" badge from the Girl's Guide and the "Hiker" badge from the supplemental badge pack. By mid spring they were eager to plan for fall and selected the "Brownie Quest" to begin their Journey toward leadership. They ended their year with a "Court of Awards", honoring the girls for all the new skills they acquired.

National Program Portfolio: Putting It into Action!

A Sample Year - Alicia's Troop

- August: Redicate themselves to Girl Scouting
- September: Work on "WOW! Wonders of Water" Journey
- October: Participate in fall product sale program and celebrate the founders' birthday with a stream clean-up.
- November: Prepare for camping trip and learn about conserving water
- December: Go camping and complete Take Action project




But no two troops are alike, so let's look at another example - a group of Brownies whose leader was Alicia. In August, they began with a rededication ceremony since they were Girl Scouts the previous year. As a troop of girls who love the out of doors, they started the fall with the "Wonders of Water" Journey. (They planned to complete both their 2nd AND 3rd Journey within the year in order to earn the Journey Summit Pin - the highest earned award for this program level.) In October they participated in the fall product sale program and celebrated the founder's birthday with a stream clean-up. During an early December camping trip they learned about water pollution and planned for their Take Action project. Over winter break the troop hung signs in local libraries and restaurants to encourage others to "Take Action" and conserve water.

A Sample Year - Alicia's Troop

- January: Earn money through the cookie sale program to buy the third and final Journey
- Feb-May: Work on completing Journey and the requirements for bridging up to Juniors.
- May: Conduct a bridging ceremony

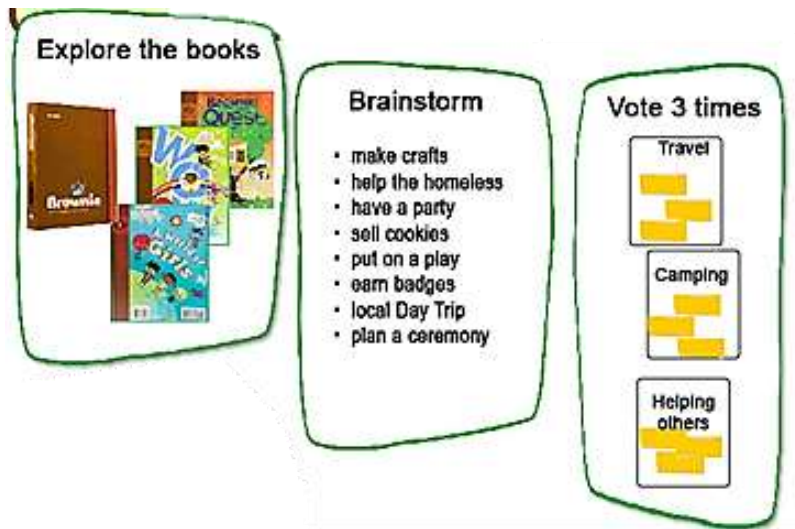



They participated in the cookie sale program to earn money for their third Journey as well as for the awards they earned. Late winter and early spring they worked to complete the Journey and to fulfill the requirements for bridging up to Juniors. In May they conducted a bridging ceremony to celebrate all they had accomplished!

National Program Portfolio: Putting It into Action!



All troops will ideally work with at least one Journey to explore and develop the leadership skills promised in Girl Scouting. Troops like Alicia's who complete all three Journeys will be very good at seeing opportunities and leading others to change. Some troops may also benefit from the skill building badges like Amanda's troop. Your girl's interests, meeting schedule and budget will help guide their choices.



Trying to decide where to start?

Assessing your girls' interests will help you guide them in the right direction. There are many different ways to gather girl input. You might have the girls look through the Journeys and Girl's Guide or read about them. They could brainstorm a list of fun things to do and vote on their favorites. Or maybe you can pre-select a wide variety of topics and let the girls vote.

National Program Portfolio: Activity Ideas

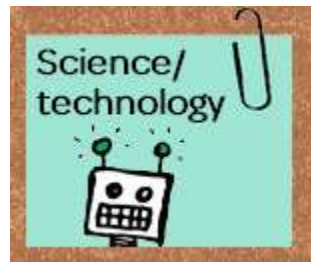
Once you know what subjects and activities are appealing to your girls, we can help you select the right materials. Below are 12 possible topic areas and resources to get your troop started on that topic.



Travel - The World of Girls Journey offers a passport to take you where you want to go and gives girls the leadership skills along the way. This internationally themed Journey explores culture and foods, countries and customs. This one is sure to fascinate your young adventurers.



Beauty Inside and Out - Several badges in The Girl's Guide to Girl Scouting relate to healthy living such as the Cook badge, teaching them to make healthy snacks, or the First Aid badge. The supplemental badge pack for The Brownie Quest contains a badge called My Best Self where girls learn about their bodies and healthy lifestyles and a badge called Dancer which examines posture, exercise and movement.



Science & Technology - The Wonders of Water Journey is a great resource for girls interested in science; leading them to make an impact on the environment and the community. The supplemental badge pack for Wonders of Water has a Hiking badge where girls can explore stream beds, OR the supplemental badge pack for Brownie Quest has a Home Scientist badge where girls study mass and static electricity on water.



Performing Arts - The Brownie Quest! Journey is a great resource for Brownies who love to create and perform. In addition, the Brownie Quest! supplemental badge pack exposes girls to performance skills in the Dancer badge and encourages dramatic storytelling through My Family Story badge.



Camping & Outdoors - The Girls Guide to Girl Scouting can help your girls prepare to camp by earning the First Aid badge, then while camping, they can work on their Naturalist badge and learn about bugs. One of the skill building badge packs would be a perfect addition - it includes a Hiker badge, and a badge on Senses, where girls can listen to nature sounds or go on a scavenger hunt.



National Program Portfolio: Activity Ideas



Earning Money - The Girl's Guide to Girl Scouting

contains four badges focused on financial literacy: Money Manager, Philanthropist, Give Back and Meet My Customers. Council sponsored product sales give girls a great opportunity to earn money for activities and practice their financial literacy skills.



Sports & Games - The Girl's Guide to Girl Scouting is a great resource for girls interested in sports. They can earn their Athlete badge and learn about fair play, study First Aid, or create their own games in the Brownie Girl Scout Way badge. Later on they can play games from around the world while using the World of Girls Journey.



Helping Others - Every Journey wraps up with a "Take Action" project, where girls make a plan and take action to improve their community or the world. Depending on whether your girls like Adventure, Nature or Storytelling will help them pick from Journeys 1, 2, or 3.



Taking Care of the Earth - The Wonders of Water Journey is a great resource for girls interested in nature. The supplemental badge pack for this Journey leads girls to use environmentally friendly supplies in the Household Elf badge and to leave no trace in the woods while earning the Hiker badge.



Girls Rule - All three Journeys develop leadership skills by guiding girls to discover what they value, to connect with others and to take action to make a difference. Depending on whether your Brownies like Adventure, Nature or Storytelling will help them pick from Journeys 1, 2, or 3. Additionally, The Girl's Guide to Girl Scouting contains the Celebrating Community badge which helps them explore civic activities and symbols around them.



Fun with Friends - In the World of Girls Journey, your Brownies will create stories and role-play with their pals. This Journey's supplemental badge set includes the Making Friends badge where girls show friends they care and learn to disagree. Brownie friends can leave clues for one another in the Letterboxing badge which is also included.



National Program Portfolio: Activity Ideas

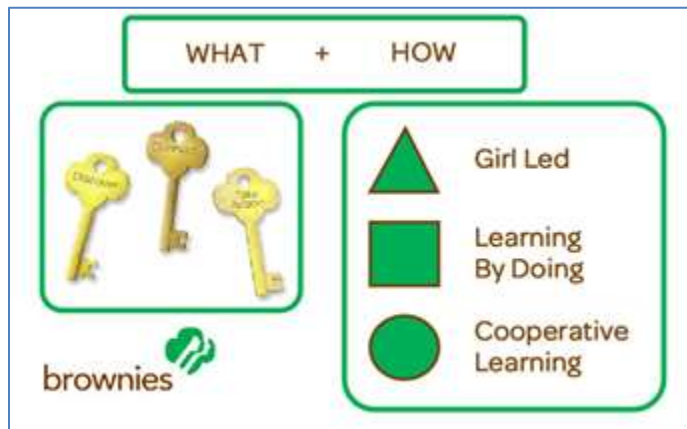


Discover, Connect, Take Action is easy when you use the Journey's and Girl's Guide to Girl Scouting. But what do you do when your girls plan activities outside of these books?

Take a moment now to answer Questions 3 and 4 in your Learning Log.

The Three Processes

Next, we'll cover the three processes for working with GS Brownies.



In Girl Scouts, it's not just what girls do, but HOW you engage them that creates a high quality experience. The Girl Scout Leadership experience is based on the three keys to leadership we've just discussed and on the 3 Girl Scout processes, which are:

- Girl Led
- Learning by Doing
- Cooperative Learning

Every activity done with Brownies should have at least one of these elements. Let's take a closer look at these three processes and what they mean for you.

The Three Processes



Girl Led means letting Brownies experiment with different ways of doing things. They may change the lyrics to a song, complete a problem-solving game, or gather all the necessary materials to complete a task. Girl led means letting them decide on certain aspects of a task, like what snack to bring, what skill to learn or what materials to use.

Go now to your Learning Log to answer Question 5 about encouraging Girl-Led activities in your troop.

Learning by Doing means that girls explore ideas with hands-on activities, using their fine and gross motor skills and five senses, rather than just watching an adult. Brownies might take something apart to see how it works, make observations in nature through a scavenger hunt or create a chart to measure the growth of a plant.



Cooperative Learning is when girls show respect for the group and share a sense of belonging. They may assign tasks to individual members and accomplish things as a unit. Brownies might rotate responsibilities during troop meetings, listen attentively to one another and name something about themselves that helps make the group better.

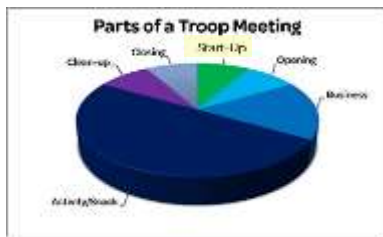
How can girl led and cooperative learning be applied to the same activities?
Take a moment now to answer Question 6 in your Learning Log.

Troop Meetings



A Girl Scout troop meeting is the perfect place to implement the three processes. Troop meetings typically include: a start-up activity, an opening circle, any troop business, an activity, snack, clean-up and closing.

Let's look at the parts of a meeting and see where the 3 processes can be applied.



Start-up activities are planned to keep girls occupied as

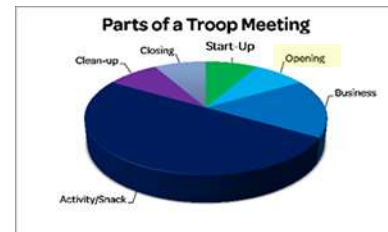
others arrive. You can make this girl-led, with the use of a kaper chart or a job chart. One girl can be assigned with choosing the start-up game. You might offer choices such as coloring pages, or teach a game that is easy to join.

When you are ready for the meeting to start, you can use the quiet sign to signal for attention. When anyone raises their hand, others should join in - raising their hand and giving that person their full attention.



The opening helps girls to focus and allows the meeting to start. In your kaper chart, or assignments, this could be a cooperative experience as a number of girls might be in the color guard, presenting the flag or one single girl might be assigned to select a poem or a song for the opening. Either way, this part of the meeting is sure to be

experiential where girls Learn by Doing.



Next up is troop business or announcements. One girl may take the lead on attendance for that meeting. You may have some announcements to share with the group and hopefully some decisions for them to make. The leader may choose to offer up a problem that the group needs to work together to solve. They might offer up ideas for how a decision can be made, or maybe they are making choices on the next few activities they will try. The Brownie Circle is a great place to practice, respectful, collaborative conversations.

Troop Meetings



The majority of the meeting is filled with activity (and possibly a small amount of time for snacks). This lends great opportunity to hands on experiences for the girls. This is when it is most important for them to try things on their own. You might use what are called "scaffolding" techniques, by asking girls to do MORE than they are capable on their own, while giving them limited by strategic help. Maybe they are trying to estimate a grocery bill for a camping trip, or listing all the materials needed to earn their next badge. The more you sit back, the more they learn.

Clean-up is self-explanatory, but important. Whether at a troop meeting, or on a camping trip, learning to leave the place better than you found it is a valuable tradition in Girl Scouting. Planning clean-up to happen in advance of the closing will ensure that the space is ready for girls to leave. Assigning a girl or two to "check people off" once they've done their task is an effective way to create a leadership opportunity.



A closing activity is easy to pass over with the hustle and bustle of getting out the door, but it's a valuable way for girls and adult volunteers to stop, and reflect on the importance of the time you have spent together. A song, a poem or the "friendship squeeze" are perfectly suited for a closing activity. A friendship squeeze brings everyone together, with the right hand over the left hand, and a chosen girl initiates a silent squeeze that is passed around the circle. Ending the troop meeting with a consistent ritual increases the feeling of belonging and sends everyone off on a happy note.

We've discussed the three processes - the way in which girls learn and develop leadership skills. Finally, we'll review 5 practices and resources that are ESSENTIAL for new leaders.

Five Essential Practices

Progression

Progression is an important concept in Girl Scouting. Girls at every program level need to take an active role in making decisions and planning for their troop. As they age, their leadership responsibilities increase, as the adult role decreases.



Your role is to provide grade level appropriate guidance while ensuring that girls lead as much as possible in the planning, organization, set up and evaluation of their activities. The older the girl, the more you step back and serve as a resource and support. Brownies are somewhat adult-led. You must make opportunities for them to lead and take full responsibility for their activities.

Five Essential Practices

Behavior Management

When managing behaviors with girls - you want to think about prevention as well as intervention. Prevention is about heading off the possibility of problem behavior. Clear guidelines, lots of activities and problem-solving discussions during circle time will help a group run smoothly. Discuss conflict strategies with the group before they occur - "what happens if someone isn't a good listener on the camping trip? What should we do if someone feels left out?" Letting girls determine the solutions will prevent future conflicts. When conflicts arise, there are many different "interventions" that can be applied. Look at each of the techniques below to learn more about group guidelines, behavior contracts, conflict resolution, and interrupting stereotypes and exclusionary behaviors.

Prevention	vs.	Intervention
<p>Group Guidelines— If girls help set the rules for a troop, they will be more likely to follow rules. So have your Daisies help set group guidelines. Be sure to phrase them in a positive way: "Keep hands to yourself" instead of "No hitting" or "No kicking". Also brainstorm consequences - what happens if someone doesn't follow the rules</p>	<p>Conflict Resolution—</p> <ul style="list-style-type: none"> • Ignore lesser behaviors. More importantly, give attention and praise to behaviors you like to see. • Intervene with an individual girl privately (not in front of the group), • lower yourself to her eye level, and communicate clearly. • Share what behavior you expect ("It is important that we share materials") • Encourage girls to work together to solve problems and resolve conflicts ("There are five of us and only two balls to throw. Can you think of a solution?") • Or give the girl a choice between 2 possible solutions ("Can you share the beads with other girls or would you rather sit this activity out?") • Help her integrate back into the group _____ ("Let me help you pick out the beads you will need and then we'll pass the tray" OR "I'll get you a coloring sheet you can work on until we are finished with this project") 	
<p>Behavior Contracts— Behavior Contracts are also an important tool for meetings, and necessary for outings & trips. This is an especially useful tool for managing repeat behaviors.</p> <p>Create contracts with the girls that include expectations & consequences.</p> <p>Have each girl sign a contract and be sure to follow through with any consequences when necessary.</p>	<p>Interrupting Stereotypes and Exclusionary Behaviors—</p> <p>Before they happen: Make firm rules that no aspect of a child's identity is ever an acceptable reason for exclusion or teasing. Explore and celebrate differences in skin color, cultures, languages, abilities, etc.</p> <p>When they happen: Intervene immediately and remind children of the limits. Comfort and support the target of the discriminatory behavior and help the targeted child verbalize her feelings to the other child.</p> <p>After they happen: Determine the real reason for the conflict. Help the children understand that the argument isn't about the child's identity and help the children find a solution to the actual problem. If you believe prejudice does underlie the exclusion, offer the excluded child further support. Don't ignore or excuse the behavior.</p>	



Five Essential Practices

Finances



Troop budgeting will be heavily guided by the adult leaders at the Brownie level. In cooperation with parents, you can determine how much of the expenses will be covered by personal funds, dues or council money earning events such as the cookie sale program. Try to keep activities for Brownies as low cost as possible. Have families bring craft supplies from home and take trips to free or

low cost places in the community. This can make the troop more inclusive to all families and still provides ample opportunities for leadership growth. Financial assistance is also available for girls to purchase uniforms and books. You will learn more about troop money management when taking the online video training, Cover Your Assets—Troop financial management in the training and development section of our website. We also offer troop financial management webinars, so check the training schedule to see if one is coming soon.



Child Safety



The safety and security of our girls is important in every Girl Scout setting. Be sure to recognize and support each girl, promote fairness, build their trust in you and each other, and inspire open communication. There may be situations where you must take action to protect the safety of a child. These issues could include child abuse, neglect or bullying. You will learn the guideline for reporting abuse and neglect in Staying Safe-Preventing Child Abuse, one of the trainings required of all volunteers directly supervising girls. And if you find yourself concerned about a member of your troop, talk to your Membership Services Manager.



Inclusion/Diversity



Girl Scouts embraces girls of all abilities, backgrounds, and heritage, with a specific and positive philosophy of inclusion that benefits everyone. Each girl-without regard to socioeconomic status, race, physical or cognitive ability, ethnicity, primary language, or religion-is an equal and valued member of the group.

Make a commitment to inclusion and diversity in your troop. As you think about where, when, and how often to meet with your group, consider the needs, resources, and beliefs of all members and potential members. If your service unit or troop organizer brings new girls to join your troop - welcome them with open arms.



Having a diverse group of girls and including girls with disabilities can be a great learning experience for everyone in your troop. Make yourself accessible to the girl and her family to work together for the best strategies for their daughter. Sometimes that may mean approaching an activity with creativity. For example, you might invite a girl to perform an activity after observing others doing it first. Or ask the girls to come up with their own ideas for how to adapt some activities. Often what counts the most is staying flexible and varying your approach.

Essential Resources



Now that you know some of the basics of running a Girl Scout Brownie troop, let's review some resources that can make your role as a Brownie leader easier.

We have already talked about a few of the essentials. The Girl's Guide to Girl Scouting and the Journeys are the best and easiest places to find ideas for programming.



There is also a lot of information online.

The GSUSA website has lots of material for both girls and leaders under the Program tab

The GSBDC website also has a lot of material and should serve as a primary resource. In particular, check out the For Adults section. It has a section of Resources with information on ceremonies, Safety and Program. The For Girls section has links to information on other fun Girl Scout stuff. Under the publications link, found at the bottom of the website, you can find copies of: *On My Honor*, *O.N.E* and the *Annual Report*.

Brownie Program: 5 Practices



You can also stay connected to what is happening in the council through Black Diamond's Twitter feed, YouTube channel, and Facebook page.

Click the icons at the top of the website to check these out!

And don't forget the many people around you that can serve as resources. Be sure to attend your local area meetings where you can connect not only with your Troop Pathway Advisor, but other leaders as well. These meetings can be great places to make connections, have discussions and learn. If you have particular questions, your Troop Pathway Advisor is the person to ask. If they cannot answer you directly, they will help you find out who can.



Utilize families to form a troop committee. These adults can provide supplies, expertise for activities, snacks, transportation, childcare for siblings, support with registration or cookie sales and troop supervision. Another great human resource is staff. Our entire staff is here to help you! Find a complete listing of all departments and staff in the about us section of our website.

Essential Resources

Black Diamond offers several other trainings to help enrich your experience as a Girl Scout troop leader. On our website, Under “Volunteering-→Training and development,” you will find a link to a listing of online enrichment videos on Journeys, the Girls Guide and the Three Processes. This selection of video trainings is constantly being updated, so check back often to see what is new!

In addition to online video trainings that you can view at your convenience, we also offer webinars on many different subjects. From the training and development page, go to the training schedule to register for a webinar that interests you!



Finally, you might want to check out the “additional trainings” page to see what certifications are required for certain activities your girls might be interested in. Some certifications are available by self-study; others require more intensive, face-to-face training. There is a link on the additional trainings page to the training schedule, where you can find a listing of all upcoming in person certification trainings



Congratulations! You’ve just complete the Brownie Grade Level self-study! Thank you for your time, and the best of luck with your Brownie Troop!

