

JUNIOR GRADE LEVEL 2014-2015



Self-Study

Girl Scout Junior Program Level Training

Welcome to the Girl Scout Junior Grade Level Training for the Girl Scouts Of Black Diamond Council. This short online course is for volunteers working with Girl Scout Juniors.

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

You may also return the completed materials to your local MSM.

Questions during the self-study, contact:

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304-345-7722

Becky.pack@bdgsc.org

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

- Describe developmental characteristics of Girl Scout Juniors
- Explain the 3 keys to leadership and how to put them into action using program resources
- Use the 3 Girl Scout processes and other strategies for working with Girl Scout Juniors
- Indicate the proper placement for badges, patches and & pins
- Identify resources available for leaders



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Characteristics of Girl Scout Juniors

Let's get started by looking at who a Girl Scout Junior is.

Girl Scout Juniors are girls in fourth and fifth grades. A girl can become a Girl Scout Junior at any time during the year.



Physical Characteristics

At the Junior level, girls have strong fine and gross motor skills, as well as coordination. They may be entering puberty and experiencing the physical changes of adolescence. Some may be getting their periods.

Strong motor skills and coordination

Engage girls in moving their minds and their bodies. Allow girls to express themselves through written word, choreography and so on.



May be entering puberty

Be sensitive to girls' changing bodies, possible discomfort over these changes, and their desire for more information. Create an environment that acknowledges and celebrates this transition as healthy and normal for girls.



Characteristics of Girl Scout Juniors

Intellectual Characteristics

Junior aged girls love to act in plays, create music, and dance. They are beginning to think abstractly and critically, and are capable of flexible thought. Juniors can consider more than one perspective, as well as the feelings and attitudes of another. They are concerned about equality and fairness and want to make decisions and express their opinions.


Love to create

Remember that it might be more fun or easier for girls to tell stories and express themselves through playwriting, playing an instrument, or choreographing a dance.



Capable of critical thinking

Ask girls to explain why they made a decision, share their visions of their roles in the future, and challenge their own **and others'** perspectives.



Concerned with fairness

Don't shy away from discussing why rules are in place. Have girls develop their own rules for the group.



Want to make decisions

Allow girls to make decisions and express their opinions through guided discussion and active reflection activities. Have girls set rules for **listening to others'** opinions and offering assistance in decision making.

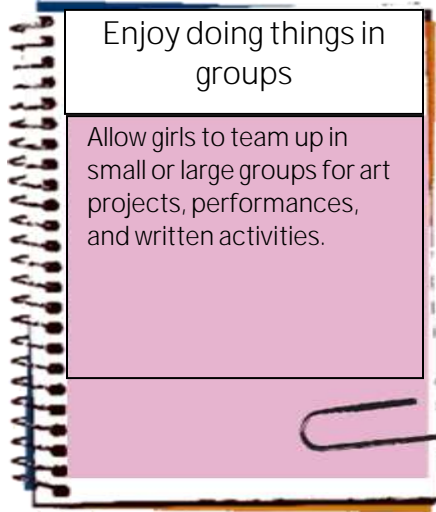
Characteristics of Girl Scout Juniors

Emotional Characteristics

Girls this age are very social and enjoy doing things in groups. They are more aware of themselves as individuals and want to make decisions and express their opinions. In turn, they are more self-conscious and wonder how others see them. This leads them to be sensitive to the expectations and judgments of others.

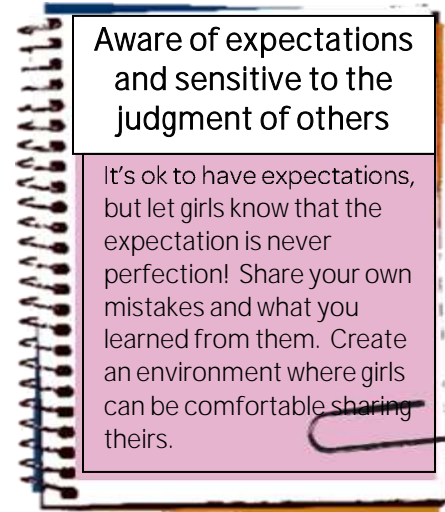
Enjoy doing things in groups

Allow girls to team up in small or large groups for art projects, performances, and written activities.



Aware of expectations and sensitive to the judgment of others

It's ok to have expectations, but let girls know that the expectation is never perfection! Share your own mistakes and what you learned from them. Create an environment where girls can be comfortable sharing theirs.



Girl Scout Juniors are well-coordinated!

Girl Scout Juniors are Critical thinkers!



Girl Scout Juniors are social!



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

Girl Scout Junior Program

Girl Scout Leadership Experience



Girl Scouting offers incredible opportunities for girls to grow, develop lifelong friendships, and earn awards. When today's Girl Scouts take their place as leaders of households, communities, and governments they'll be ready.



Today the best leaders collaborate with others. They include people from all walks of life. And they are committed to improving the world around them. This is also the kind of leadership that girls told us they prefer! Girls say a good leader is not defined by her skills but by how she leads.



How does Girl Scouts help girls become this kind of leader? Through a framework we call the GSLE. Our Girl Scout Leadership Experience shows girls how to:

- **Discover** who they are and what they stand for
- How to **Connect** with others
- How to **Take Action** to make the world a better place.



Girl Scouts offers a variety of easy and fun ways to deliver the Girl Scout Leadership Experience. Through enjoying Girl Scout Traditions, Hiking and Camping, Taking Trips, Earning Badges, Selling Cookies and earning awards.

There are 2 main resources to help you with these activities: Journeys, which offer girls all the leadership benefits that we've promised them and the Girl's Guide to Girl Scouting, which helps them build specific skills.

Girl Scout Junior Program

The Girl's Guide to Girl Scouting



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The Girl's Guide to Girl Scouting is a binder that includes 3 sections:



The first section is a handbook with information on Girl Scout basics and traditions, ceremonies, uniforms, and awards that Juniors can earn including Junior Aide, the Bronze award and bridging award.

There is a badge section that includes an awards log for girls to keep track of what they have earned, an overview of using badges, and badge requirements to earn 13 badges including financial literacy, cookie business and a make your own badge.



Badges at all levels are now consistent and easy to use. They start with a purpose and 5 steps. Girls can choose 1 of 3 ways to complete each step. Each badge also has a Journey tie-in and optional ways that girls can give service in this area.

Girl Scout Junior Program

The Girl's Guide to Girl Scouting



Finally, there is a “my girl scouts” section that has journal pages, a sheet for girls to keep track of service hours, time capsule activities and stickers. There are also 3 additional packs of badge requirements that can be added in to the Girl's Guide to Girl Scouting based on the interests of the girls in your troop.

Want to learn more about the Girl's Guide? Look through a book! They are very clear and easy to use. You may also check out the GSBDC and GSUSA websites for tips and more information.



With the Girl's Guide to Girl Scouting you build skills!



With the Girl's Guide to Girl Scouting you learn traditions!

With the Girl's Guide to Girl Scouting you have fun!



Girl Scout Junior Program

Journeys



The second key resource are Journeys. Journeys are a series of books that are the core of the national program.

Each series focuses on themes that are important in girls' lives. When a girl goes on a journey, she gets to explore leadership from all

different angles. How does a leader identify a problem that needs to be solved? How does she dig deeper to find the root causes of that issue? How does she research solutions that go beyond the surface level of the problem? And how does she team with others on all of the above, multiplying efforts to make the world a better place? That's what the journeys are all about!



There are 3 Journeys available for Girl Scout Juniors:

- "Agent of Change" where girls learn how their own power combines into team power and then moves out to become community power
- "Get Moving!" - Where they build their skills as leaders who Energize, Investigate, and Innovate
- "aMUSE" where Juniors learn just how many roles are open to them in the world and the possibilities those roles open for them

Girl Scout Junior Program

Journeys



Through each Journey girls have the opportunity to earn a series of badges that can be displayed on their vest or sash. The adult book, purchased as a set with one girl book, is very important in preparing for a journey. In it you'll find meeting plans, discussions, crafts, awards to earn and ideas for fun "side trips."

Want to learn more about Journeys?

- READ the Journey Advisor Guide.
- Check out the book "It's Your Journey - Customize It!" which has some resources for using the first 2 series of Journeys.
- View the video "Beginning the Journey" on our website under training and development
- In addition, the GSUSA web site has interactive Journey maps that offer ideas for incorporating badges, trips, the outdoors, product sales and other Girl Scout traditions into a Journey experience. You can find these by going to girlscouts.org and clicking on Program, then Journeys.



With Journeys, you can save the earth!



With Journeys, you can help others!

With Journeys, you can be anything you want!



Girl Scout Junior Program

National Program Portfolio



Altogether, the Girl's Guide to Girl Scouting and the Journeys offer:

- Requirements for 28 badges that can help Juniors build skills and explore the outdoors, cookie program and other exciting topics
- 9 Journey awards that help girls become leaders
- Requirements for 13 other awards including the highest award for Girl Scout Juniors, the Bronze award and the second highest award, the Journey Summit pin and lots of information about Girl Scouting including traditions, ceremonies, history, and troop meetings.

These resources can be used in any combination to make up your Girl Scout year! Let's take a look at some examples.



- Caren's Troop**
- Earn Junior Girl Scout Way badge
 - Juliette Gordon Low Birthday party
 - Savvy Shopper badge
 - Cookie sale
 - Thinking Day booth
 - Camping trip (Camper badge)
 - Earn *Get Moving!* Journey
 - Court of Awards Ceremony

Caren is the troop leader for a brand new troop. Some of these girls had been Brownies in the past and some are new to Girl Scouting. The girls decide to explore history and traditions by earning the Junior Girl Scout Way badge in the Girl's Guide to Girl Scouting and decide to hold a birthday party for Juliette Gordon Low in October. They also earn the savvy shopper badge which gets them excited about participating in the cookie sale. They have an exciting plan for their cookie money: they want to go camping, buy the badges they have earned, and buy the stand alone

badge packet that includes several of their interests: Camper, Gardener and Jeweler. In the spring, they participate in their service unit's World Thinking Day event by hosting a booth on Chile.

During their camping trip they had so much fun earning the Camper badge that they voted to spend additional troop funds on the "Get Moving!" Journey. They spend the rest of the spring working on the Journey and completing their Take Action project. Just before summer they show off all they've learned by inviting parents to their Court of Awards ceremony.

Girl Scout Junior Program

National Program Portfolio



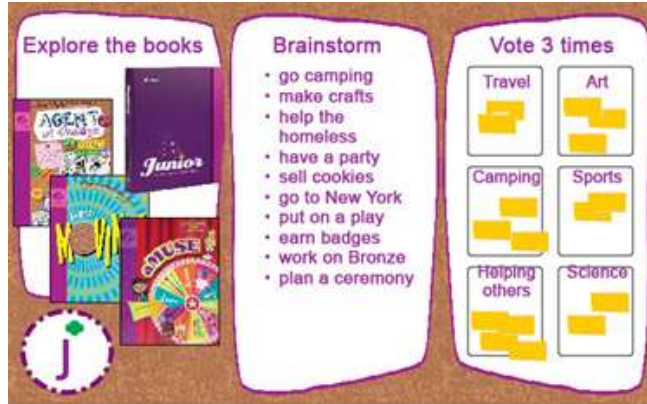
Maggie has been with her troop of girls since they were Daisies. After bridging up to Juniors last spring, they planned to start their fall with a re-dedication ceremony and family potluck. At their first official meeting, they choose a Journey to work on based on the various themes. They have been excited about earning the bronze award and completing a Journey is a prerequisite so they start on it right away.

Their Journey takes almost 8 months to complete as they take lots of side trips – they plan a camping trip for Juliette Low's birthday in October, they participate in the fall product sale and cookie sale to finance their activities for the year, and they mentor younger girls to earn their Junior Aide award. In the spring, they decide to use some of their money earned to purchase Girls Guides to Girl Scouting. The skills they develop through the Inside Government badge will help them better achieve their Take Action project -working with the city council to enact simple changes that will improve energy efficiency in public buildings. With some time left over in spring, and the experience gained from the Journey adventure, they are ready to get started on their Bronze award.



These two troops chose to work with both the Girl's Guide to Girl Scouting and a Journey book in order to gain specific skills while developing leadership within the same year. But every troop's path is unique. Your troop's interests, meeting schedule and budget will help guide these choices.

Girl Scout Junior Program



A great way to start your troop's Girl Scout year is by assessing their interests. If you haven't done this already, there are a few simple ways. You might have the girls look through the Journeys and Girl's Guide or read about them. You might have them brainstorm a list of fun things to do and vote on their favorites. Or maybe they can choose from a list of topics and activities based on their interests.

Take a moment now to reflect and answer Question 2 in your Learning Log.

Once you have a good idea of what the girls want to do, what do you do with that information? Below are 12 possible topic areas and resources to get your troop started on that topic.



Use badges in the Girl's Guide to Girl Scouting to help your troop prepare their travel plans. The savvy shopper badge can help girls learn to budget.

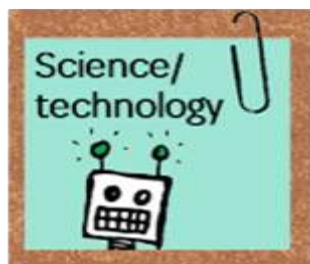


Several badges in the Girl's Guide to Girl Scouting relate to healthy living, like:

Practice with Purpose
Simple Meals
First Aid



Girls might also want to earn the My Promise, My Faith Pin



The Get Moving! Journey is a great resource for girls interested in science - especially the environment. In addition, the supplemental badge packet

that corresponds to this Journey has some great badge options like Gardener and Detective.



Girl Scout Junior Program



The aMUSE Journey is a great resource for Juniors who want to create and perform. In addition, the supplemental badge



packets have some great options like Playing the Past and Musician.



Use the badges in the Girl's Guide to Girl

Scouting to help your troop prepare for their camping plans. The Simple Meals, First Aid and Girl Scout Way badges might be good options.



Council sponsored product sales give girls a great opportunity to earn money and learn financial literacy skills.

The Girl's Guide to Girl Scouting contains four badges to help support financial literacy:

- Business Owner
- Savvy Shopper
- Cookie CEO
- Customer Insights



The Girl's Guide to Girl Scouting offers several badges that incorporate games such as:

- Practice with Purpose
- First Aid
- Girl Scout Way



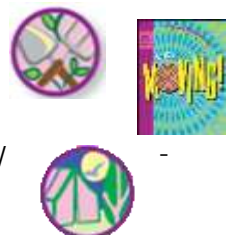
While every Journey has a Take Action project, the Agent of Change Journey is a great place to get started.

The Junior Aide and Bronze Awards (requirements in the Girl's Guide to Girl Scouting) are also great for girls interested in helping others.



The Get Moving! Journey focuses on energy and the environment.

Girls interested in the environment may also like the supplemental badges that correspond to this Journey especially Gardener and Camper.



Girl Scout Junior Program



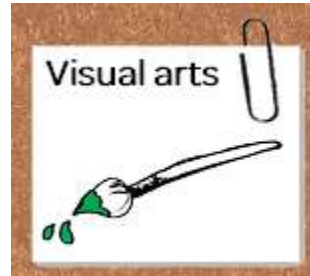
If you have girls that are interested in leadership or politics, the Girl's Guide to Girl Scouting is a great place to start.

They can work on their Bronze Award or several badges including:

Inside Government
Girl Scout Way
Business Owner.



The aMUSE Journey is a great resource for girls who love to laugh and be social. The supplemental badge set that corresponds to this Journey also has some great options such as Social Butterfly and Playing the Past.



The Agent of Change Journey gives girls lots of opportunities to practice visual arts.

In addition, the supplemental badge packet that corresponds to this Journey has some great badge options like Digital Photographer and Entertainment Technology.



The Three Keys to Leadership

These resources are easy to use. The activities in them were specifically created to help girls **Discover**, **Connect** and **Take Action**. **Discover**, **Connect**, **Take Action** is not a motto or catchphrase. It's a simple and elegant definition of leadership developed by the Girl Scout community.

Let's take a look at how these three keys to leadership play out



Girl Scout Junior Program

The Three Keys to Leadership



The first key to becoming a leader is to discover who you are and what you stand for.

In Girl Scouting, girls discover their values and what's important to them. This is part of being a leader – using your talents to make a difference in an area that means something to you.

At the Junior level, this means girls:

- Are better able to recognize how situations, attitudes and the behaviors of others affect their sense of self.
- Gain greater understanding of ethical decision making in their lives
- Are better able to consider multiple perspectives on issues.

So Discover doesn't mean "Discover how to tie dye a T-shirt", but rather "Discover a value you care about enough that you want to put it on a T-shirt."



The second key to becoming a leader is to connect with others. This could mean other troop members, family, older and younger Girl Scout sisters, peers, caring adults, and people in the community. Team members help and trust each other. You can often get more done working as a team than on your own – and you can have more fun, too.

At the Junior level, this means girls:

- Strengthen communication skills for maintaining healthy relationships
- Are better able to select conflict resolution strategies to fit a situation
- Begin to feel part of a larger community of girls and women.

So Connect doesn't mean "Connect at 8 p.m. for a pizza party", but rather "Have a pizza party where girls have fun, do some team building, and set group guidelines for their troop."



The third key to becoming a leader is to take action to make the world a better place. When girls take action, they create lasting and sustainable change in the world. You may hear the term "take action project". This is different from a service project. In a service project, girls may collect canned goods or volunteer at a food bank. But a take action project takes it a step further – by noticing something that could be better and taking steps to fix it -like maybe girls create a system for coordinating food bank volunteers.

When Juniors take action, they:

- Are better able to determine whether projects can be realistically accomplished
- Are better able to create an "action plan" for the projects
- And feel they have greater opportunities for involvement in the decision making of their communities.

So, take action doesn't mean "Take action by doing the latest dance moves" but rather "Take action by starting a dance club to inspire younger girls to 'live healthy'."



Girl Scout Junior Program

The Three Keys to Leadership



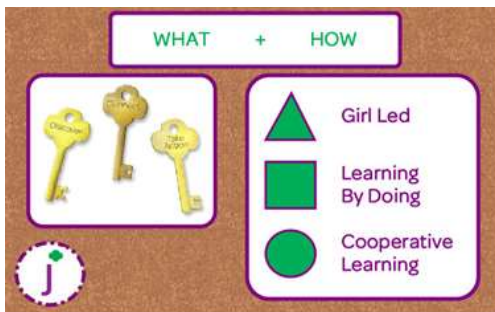
Discover, Connect, Take action is easy when you use the Journey's and Girl's Guide to Girl Scouting. But what do you do when your girls plan activities outside of these books?

Take a moment now to answer Question 3 in your Learning Log.

Great job unlocking leadership!



Working with Girl Scout Juniors



Now that we know what more about the Girl Scout Junior program, let's look at how girls have fun in Girl Scouts.

In Girl Scouting, it's not just what girls do, but HOW you engage them that creates a high quality experience. Girl Scout activities are based on the 3 keys that we just discussed

AND on the three Girl Scout processes: Girl Led, Learning by Doing and Cooperative Learning. When used together, the three processes ensure quality and promote fun and friendship. Let's take a closer look at these processes

Girl Led means girls play an active part in figuring out the what, where, when, how and why of their activities. Encourage them to lead the planning, decision making, learning and fun as much as possible. This ensures that girls experience leadership opportunities as they prepare to become active participants in their communities.

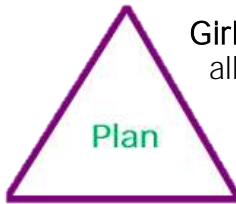
Take a moment now to reflect and answer Question 4 in your Learning Log.



Girl Scout Junior Program

Working with Girl Scout Juniors

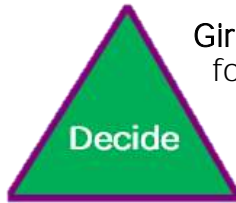
How can you make activities Girl Led?



Girls can: Strategize and document plans for activities, determine how to get & allocate resources.

For example: Girls might create an agenda for each session or set up the procedures for taking care of materials and keeping spaces clean.

You can: Assist girls in planning, but let them do as much decision making as possible. Encourage girls to plan and lead a session, activity project or event.



Girls can: Articulate the reasons behind their decisions and take responsibility for their actions.

For example: Girls might begin to reflect on decision making and describe why something happened (e.g. I decided to do this because...; the project was a success because...)

You can: Model and provide strategies for solving problems, making decisions and reflecting. You might use role-playing activities or ask prompting questions.



Girls can: Try new experiences or experiment with doing old activities in new ways.

For example: Girls might make suggestions for new activities or challenge a favorite recipe by experimenting to make it healthier.

You can: Expose girls to diverse ideas and cultures, perhaps by enabling pen pal relationships. Encourage them to identify ways in which their lives are similar or different.

Learning by Doing is hands-on learning that engages girls in both action and reflection. As they participate in meaningful activities and then reflect on them, girls get to explore their questions, discover answers, gain new skills, and share ideas and observations. It's important for girls to connect their experiences to their lives and apply what they have learned to their future experiences. Learning by Doing results in deeper understanding of concepts and mastery of practical skills.



Stop now and think about what Learning by Doing means to you. Answer Question 5 in your Learning Log.

Girl Scout Junior Program

Working with Girl Scout Juniors

Learn more about how to help girls Learn by Doing below



Girls can: Engage in learning experiences that are hands on, self-directed, and apply to real life.

For example: Girls might choose a hands-on Take Action project that addresses a real life problem or set up a tent from the manufacturer's directions.

You can: Help girls plan an activity where they make or do something from design to finished product, like designing and building their own tent.



Girls can: Reflect on what they have learned and what they might try differently next time.

For example: Girls might write in a journal to reflect or work together to plan ahead and avoid future mistakes on a project

You can: Guide girls in the reflection process. Assist them in writing reflections in journals - as a group or individually - including acknowledgements of mistakes made.



Girls can: Explain concepts and practices to others.

For example: Girls might demonstrate to others or create a "how-to" guide for something they do well.

You can: Plan learning activities that support hands-on testing of ideas, new skills, and teaching abilities or ask girls to identify places in their community where they can apply new skills and encourage discussion of how the skills can be used.



Cooperative Learning is when girls work together toward shared goals in an atmosphere of respect and collaboration. Cooperative learning encourages the sharing of skills, knowledge, and learning. Working together in all-girl environments also encourages girls to feel powerful and emotionally and physically safe. And it allows them to experience a sense of belonging even in the most diverse groups.

How can girl led and cooperative learning be applied to the same activities? Share your thoughts in Question 6 of your Learning Log.

Girl Scout Junior Program

Working with Girl Scout Juniors



Girls can: Show respect for others' opinions and abilities.

For example: Girls might practice patience, think of others before making a decision or acknowledge each members unique skills (e.g. "Mary is good at... so she can do...")

You can: Model and assist girls in consensus building strategies. You might use role-playing to guide girls in communicating and working effectively in groups.



Girls can: Recognize when a project requires multiple people then develop a plan for completion.

For example: Girls might organize themselves to develop shared goals in an activity or brainstorm with the group to develop ideas for a Take Action Project.

You can: Structure activities so girls need each other to complete the task or suggest activities that work well in small groups.



Girls can: Take more responsibility for individual roles within their group, without adult direction.

For example: Girls might complete their responsibilities in a timely manner without a reminder or volunteer for a challenging role or task within the group.

You can: Give examples of teamwork and individuals managing roles within cooperative groups. (e.g. Olympic teams or scientists working together toward a cure)

Troop Meetings

There are a few Girl Scout traditions that can help you implement these processes. The first is understanding how troop meetings are structured. If your troop has just bridged from Brownies, your girls may already know the parts of a meeting.

A meeting typically includes:

- A gathering activity and opening which could be a poem, song, ceremony, game, social time, etc.
- Business such as collecting dues, making announcements or planning
- An activity with any necessary
- Clean up
- A closing, which can be similar to an opening



Remember that your role in the meeting is to support girls while they lead and decide as much as possible.

Girl Scout Junior Program

Troop Meetings

	Opening	Business	Activity	Closing	Clean up
September	Liz	Maria	Destiny	Maya	Parker
October	Maya	Rachel	Kezee	Emma	April
November	Maria	Destiny	Maya	Parker	Liz
December	Rachel	Kezee	Emma	April	Maya

One item that can help you with this is a Kaper Chart. A Kaper Chart is simply a table that lists necessary duties. It can be a spreadsheet, a wheel, or any elaborate craft. Girls fill in a kaper chart in a rotating fashion so each gets a chance to prepare different parts of a meeting.

Troops may also use Patrols, Executive Boards or Town Meetings as a way to make decisions and plan. Talk with your girls to find out what system makes sense for them. You can roll over the question marks to learn more about each form of troop governance.

Troop Governance

	Patrol	Executive Board	Town Meeting
How it is organized	The troop divides into small groups called patrols. (Good for medium to large troops)	One leadership team is elected to represent the entire troop. (Good for smaller troops)	The troop has no formal government. The entire troop participates directly in the decision-making process.
How it works	Each patrol chooses a patrol name, symbol, leaders and assistant leaders.	The troop elects a leadership team. The team then elects its officers.	Troop business is discussed and determined by all girls in the troop. This system requires a moderator to guide troop discussion.
How long it lasts	Members of the patrol should rotate the leadership jobs so that everyone has an opportunity.	The length of time in leadership positions should be limited to give each girl an opportunity to lead.	Rotate the moderator position so everyone gets a chance to lead.

Girl Scout Junior Program

Behavior Management

There are two parts to behavior management with girls - prevention and intervention. Using the three processes, kaper charts and some form of troop governance are all prevention techniques. They head off the possibility of problem behavior by including the girls in the prevention process. While it is ideal to prevent any conflicts before they arise, sometimes intervention is necessary. You should intervene only after girls have attempted to resolve a conflict. Talk to them about conflict resolution early in the year - before any problems arise. Look under each technique below to learn more about setting group guidelines, using behavior contracts, resolving conflict and interrupting stereotypes.

Prevention	vs.	Intervention
<p>Group Guidelines—</p> <p>If girls help set the rules for a troop. They will be more likely to follow rules. Work with your troop to develop a set of guidelines that meet the needs of the group. These should apply to behavior, but can also cover money management, decision making or other topics important to your girls. Be sure to phrase guidelines in a positive way: “Always be honest” instead of “No lying”. Also brainstorm consequences with the girls - what happens if someone doesn’t follow the rules set by the group? Let the whole group decide using “Girl Ownership” rather than just telling the girls how things will be. Emphasize to the girls that you are not the law enforcement for the group - you will hold them accountable but they should also hold each other accountable.</p>	<p>Conflict Resolution—</p> <p>Conflicts and disagreements are an inevitable part of life, and when handled constructively can enhance communication and relationships. When a conflict arises, get those involved to sit down together and talk in a nonjudgmental manner. (Each party may need some time to calm down first.) Although talking in this way can be uncomfortable and difficult, it lays the groundwork for working well together in the future.</p> <p>Model and help girls practice the following steps for resolving conflicts:</p> <ul style="list-style-type: none"> • Identify the problem. • Listen to each side of the conflict. • Identify possible solutions. • Respond to suggestions. • Reach a compromise. 	<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>
<p>Behavior Contracts—</p> <p>Behavior Contracts are also an important tool for meetings, and necessary for outings & trips. Create contracts with the girls that include expectations & consequences. Have each girl sign a contract and be sure to follow through with any consequences when necessary. This is an especially useful tool for managing repeat behaviors.</p>		

Girl Scout Junior Program

Troop Finance

At the Junior level, girls can really begin to manage their troop finances. You can help them develop a calendar for the year, keeping in mind that new opportunities arise all the time! Using the calendar, the girls can budget how much money they will need for the year. You can then help them decide how much will be covered by dues and how much by money earning events. Help girls keep activities low cost - you can encourage wise use of supplies, like bringing craft supplies from home, trips to low cost or free places in the community, and saving costly activities for after product sales. This can make the troop more inclusive to families that cannot afford to contribute much money. You can learn more about troop money management by taking the online course *Cover Your Assets— Troop Financial Management* found on the training and development page of our website.

October	November	December
Rededication ceremony	Start a badge	2 nd Journey session
1 st Journey session	Work on the badge	3 rd Journey session
Plan a Juliette Low birthday party	Finish the badge	Learn about different holiday celebrations and plan a party
Have a Juliette Low birthday party	Thanksgiving service project	Multi-cultural holiday party

Item/Event:	Cost:	Covered by:
Uniforms	\$20 each	Purchased by family or financial aid
Books	\$20 each	Purchased by family or financial aid
Birthday Party	\$10 total for supplies	Dues
Earned Badge	\$2 each	Fall product sale earnings
Holiday party	\$30 total for supplies	Fall product sale earnings

Inclusion and 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. If new girls want to join, invite them with open arms, even if you feel they are different from others in your troop. "Inclusion" is an approach and attitude, rather than a set of guidelines."



If a girl with a disability joins your troop, probably the most important thing you can do is ask the girl or her parent what she needs to have a successful Girl Scout experience. You may need to change a few rules or approach an activity in a more creative way. For example, you might invite a girl to perform an activity after watching others do it first. Or, ask the girls to come up with their own ideas to modify some activities. Often what counts the most is staying flexible and having a diverse troop is a great learning experience for everyone.

Girl Scout Junior Program

Child Safety



One goal of the Girl Scouts is to provide girls with a safe space in which they feel comfortable being themselves. 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.

Sensitive Issues



In such a safe and supportive environment, girls may feel comfortable discussing sensitive issues such as human sexuality, dating, eating disorders or drug and alcohol abuse.

Let parents know that you will ask parental permission for any planned activities around sensitive issues by using the Parental Permission form, but they should be aware

that these conversations may occur

spontaneously among the girls. When this happens, remember that listening is important. If girls want more information, your role is to provide information in a responsible manner, not give opinions. Check out the Sensitive Issues Guidelines in *Volunteer Essentials* for more information.



Badges, Patches and Pins

Now that you are more familiar with the Junior program, let's take a look at their uniform and insignia.



The official uniform for Girl Scout Juniors is khaki pants or skirt with a white shirt. For ceremonies and events officially representing the Girl Scout movement, Juniors should wear a vest or sash with their insignia. Otherwise, girls can just wear their World Trefoil and Girl Scout membership pins over the heart on the left side. Girls may also purchase T-shirts and other fun Girl Scout pieces to be worn when a formal uniform is not needed.



Juniors have lots of badges, patches and pins that they can earn. We will quickly review the different types of insignia and awards, but always remember to consult your Girl's Guide to Girl Scouting or www.girlscouts.org for correct uniform placement.

Girl Scout insignia are broken into three main categories. The first is insignia showing that you belong. This category includes the membership pins and troop numbers.



Badges, Patches and Pins



The Junior tab with World Trefoil and Girl Scout Membership pins is worn on the left side on either a vest or shirt.

The optional American flag patch and council ID set are worn on the top right side



The troop crest and troop numbers are worn on the top right side under the Council ID set.

The membership discs and stars are worn underneath the troop numbers.



Next are the awards that show what you've learned. Awards are earned by completing certain criteria and are worn on the front of the sash or vest. Possible awards girls can earn are the Journey awards, badges and the Bronze Award.

Badges, Patches and Pins



The award earned for bridging to Juniors is worn under the membership stars.

Below this is the Junior Aide award



and the Brownie wings.

The My Promise, My Faith, Cookie Activity, Safety Award and other pins are worn below the Brownie wings



Girl Scout Junior Badges are worn at the bottom of sash and on the bottom right of a vest.

Badges, Patches and Pins



Journey awards are worn above other badges on a sash and on the bottom left of a vest.

The Journey Summit awards should be placed under the Junior tab on a vest and below the membership discs and stars on a sash.



The Bronze Award is worn to the left of the membership tab on a vest and to the right of the troop numbers on a sash.

Keep in mind that Girl Scouts earn AWARDS by completing a certain set of criteria. BADGES are one type of award. Awards should be worn on the front of a sash or vest.



The last category of insignia is participation patches. Patches are given to girls for participation in an event or activity. They should be worn on the back of a sash or vest.

Essential Leader Resources



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

Your other fundamental resources are Volunteer Essentials and the Safety Activity Checkpoints. Volunteer Essentials has lots of information on programming, money management, product sales, safety, travel and running troop meetings. It serves as an encyclopedia of Girl Scout knowledge where you can find lots of answers when you need them.



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*.



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

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

Essential Resources

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.

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 successfully completed the Junior Grade Level self-study and are well on your way to a successful Girl Scout year.

