College of Commissioner Science – CST 6

Course Catalog

CST 6 - Participating Councils

Three Fires – Pathway to Adventure – Northeast Illinois – Rainbow – Bay-Lakes – Glacier's Edge – Blackhawk Area – Three Harbors – Potawatomi Area – W.D. Boyce – Mississippi Valley – Samoset – Abraham Lincoln – Prairielands

Table of Contents

New Course Choices - 2026

BCS-116 – Unit Connections - A Commissioner Guide to Positive Impact

This course equips commissioners with practical methods to build intentional, strengths-based connections with units. Participants examine the commissioner's role as a catalyst for positive change and practice techniques for timely, supportive interventions that respect unit autonomy while advancing youth outcomes.

Emphasis is placed on using listening frameworks, appreciative inquiry, and data from unit contacts to identify leverage points where small actions lead to meaningful, sustainable improvements.

Upon completion of this course, participants will be able to:

● Diagnose unit needs using contact notes, trends, and charter health indicators.
● Apply appreciative inquiry to frame supportive, solutions-oriented conversations.
● Design a light-touch action plan that maximizes unit ownership and momentum.
● Evaluate impact using qualitative observations and simple progress measures.

MCS 316 – Unit Service Today

Unit service evolves as programs, volunteers, and families change. This course surveys contemporary unit service practices, technology-enabled communication, and collaborative commissioner teamwork that aligns with today's membership and program expectations.

Participants analyze case studies that highlight modern realities—time constraints, hybrid meetings, and community partnerships—and develop adaptive service rhythms that sustain engagement without overburdening leaders.

Upon completion of this course, participants will be able to:

● Differentiate legacy practices from current service patterns that improve responsiveness.
● Construct a monthly service rhythm that blends in-person and virtual touchpoints.
● Leverage commissioner team tools to share insights and prevent duplicated effort.
● Implement feedback loops that keep units informed and supported between contacts.

BCS 155 – Ensuring Success of the Roundtable Team

Roundtable quality predicts the reach and consistency of unit support. This course defines the commissioner's role in building a cohesive roundtable team, aligning topics with unit needs, and using facilitation strategies that convert attendance into practice back home.

Participants will map roundtable roles, develop agendas with purpose, and employ engagement techniques that increase relevance and repeat attendance.

Upon completion of this course, participants will be able to:

● Align roundtable roles, responsibilities, and communication protocols.
● Design outcome-focused agendas linked to seasonal unit needs.
● Facilitate discussions that translate ideas into actionable takeaways.
● Establish post-roundtable follow-up that measures transfer to unit practice.

DCS 516 – Growing and Strengthening our Unit Service Team

Commissioner effectiveness scales through intentional team growth. This course addresses recruitment pipelines, role clarity, mentoring, and performance coaching that strengthen a district or council's capacity to serve every unit well.

Using a workforce planning lens, participants will build a staffing forecast and implement a mentoring matrix that develops capability while reinforcing a culture of service.

Upon completion of this course, participants will be able to:

● Develop a multi-year staffing plan tied to unit demographics and geography.
● Construct role descriptions and onboarding sequences that accelerate readiness.
● Implement mentoring and coaching practices that retain high-performing commissioners.
● Measure service coverage and quality using simple, repeatable indicators.

CED 710 – Connecting Volunteers to New Scouting Roles Workshop
(2 credit | 2 hr)

This workshop provides practical tools to match volunteers with meaningful new Scouting roles. Participants learn to translate talents and motivations into role profiles, conduct invitational conversations, and remove barriers that prevent volunteers from saying "yes."

A lab component applies these concepts to real rosters and community networks to produce actionable placement plans for the coming program cycle.

Upon completion of this course, participants will be able to:

- Create role profiles that connect volunteer strengths to unit or district needs.
- Use invitational conversation scripts that lead to clear next steps.
- Apply a simple screening and onboarding flow that respects volunteer time.
- Produce a 60–90 day placement plan with measurable milestones.

CED 722 – Supporting Mixed-Gender Scouting as a Commissioner
As mixed-gender Scouting expands, commissioners play a vital role in supporting units with culture, program planning, safety, and communication. This course explores inclusive leadership practices and family engagement strategies that sustain high-quality experiences for all youth.

Participants assess unit readiness, align resources, and address common questions with clarity and confidence.

Upon completion of this course, participants will be able to:

- Assess unit readiness and identify supports for mixed-gender programming.
- Coach unit leaders on inclusive culture, planning, and safe operations.
- Provide families with clear, consistent messaging that builds understanding and trust.
- Connect units with training and resources that reinforce inclusion and excellence.

Bachelor's of Commissioner Science

BCS 101 – Core Concepts of Unit Service

An introduction to the mission, structure, and core practices of commissioner service. Participants examine the commissioner's unique role as an advisor, connector, and advocate for unit health and youth outcomes.

Upon completion of this course, participants will be able to:

- Define the purpose and scope of commissioner service.
- Describe how commissioners partner with district and council operations.
- Apply the service contact model to build trust with unit leaders.

BCS 102 – The Unit and Membership Renewal Process

A practical walkthrough of the membership renewal cycle, emphasizing timelines, relationships, and proactive support that keeps units chartered and thriving.

Upon completion of this course, participants will be able to:

- Map the renewal timeline and identify critical checkpoints.
- Coordinate support between unit, district, and council roles.
- Resolve common renewal blockers before deadlines.

BCS 104 – Connecting with Units

Techniques for initiating and sustaining constructive connections with units, including first-contact strategies, communication cadences, and documentation best practices.

Upon completion of this course, participants will be able to:

- Plan purposeful initial visits that set expectations and rapport.
- Select communication channels that fit unit preferences.
- Document contacts to support continuity across the commissioner team.

BCS 105 – Resolving Common Unit Issues

Frameworks for diagnosing and resolving frequent unit challenges—advancement slowdowns, committee gaps, communication issues—through coaching and resource connection.

Upon completion of this course, participants will be able to:

- Analyze root causes of common unit challenges.
- Recommend resources and actions that fit unit context.
- Follow up to confirm resolution and share learning with the team.

BCS 112 – Recruiting Unit Commissioners

Strategies to identify, invite, and retain qualified Unit Commissioners who reflect community diversity and bring complementary strengths to the service team.

Upon completion of this course, participants will be able to:

- Build a candidate pipeline from rosters, alumni, and community partners.
- Conduct invitational asks that result in clear commitments.
- Design onboarding plans that accelerate new commissioner success.

BCS-115 – Commissioners – The Single Best Resource!

An overview of commissioner resources, networks, and tools that amplify impact—from roundtable to training and digital systems—positioning commissioners as the single best resource for unit leaders.

Upon completion of this course, participants will be able to:

- Navigate key tools and resources available to commissioners.
- Curate and share timely information with unit leaders.
- Model a service mindset that builds confidence and follow-through.

Master's of Commissioner Science

MCS-302 – Supporting Unit and Membership Renewal

Advanced practices for supporting units through the membership renewal process, including data review, relationship management, and escalations when needed.

Upon completion of this course, participants will be able to:

● Interpret renewal data to target support effectively.
● Coordinate multi-party problem solving to remove barriers.
● Implement a communication plan that prevents last-minute crises.

MCS-305 – Resolving Critical Unit Issues

An intensive look at critical unit issues—leader turnover, membership declines, safety concerns—and how commissioners intervene with care, accuracy, and authority.

Upon completion of this course, participants will be able to:

● Prioritize issues by risk and impact and select the appropriate response.
● Apply coaching techniques that reduce defensiveness and build solutions.
● Document and escalate when required to protect youth and program quality.

MCS 307 – Serving Newly Formed Units

Commissioner service strategies for newly formed units, focusing on early wins, resource alignment, and leader development during the fragile start-up period.

Upon completion of this course, participants will be able to:

● Structure a 90-day launch plan with staged milestones.
● Connect new leaders with mentors and just-in-time resources.
● Monitor health indicators to sustain momentum beyond chartering.

MCS 310 – Succession Planning

A leadership approach to succession planning that protects continuity in units and commissioner teams. Participants identify key roles, risks, and development steps.

Upon completion of this course, participants will be able to:

- Create role maps and readiness plans for critical positions.
- Design growth assignments that prepare emerging leaders.
- Implement transition checklists that maintain service quality.

MCS 312 – Recruiting the 21st Century Volunteer

Modern volunteer recruitment emphasizes purpose, flexibility, and clarity. This course develops value propositions and micro-volunteer roles that fit today's realities.

Upon completion of this course, participants will be able to:

- Craft compelling role invitations aligned to motivations.
- Offer flexible role structures that widen the candidate pool.
- Measure recruitment funnel progress and refine outreach.

MCS 313 – Onboarding Commissioners

Onboarding transforms a "yes" into a confident start. Participants design orientation, early wins, and coaching touchpoints that speed competence and belonging.

Upon completion of this course, participants will be able to:

- Develop a 30–60–90 day onboarding plan for new commissioners.
- Pair onboarding with mentoring and targeted training.
- Assess early performance and provide supportive feedback.

Doctorate's of Commissioner Science

DCS 501 – Selecting & Limiting Scope of Your Doctoral Project Thesis

Guidance on selecting a doctoral project or thesis topic with an appropriate scope, clear problem statement, and feasible methodology aligned to commissioner service impact.

Upon completion of this course, participants will be able to:

- Formulate a problem statement and measurable outcomes.
- Define scope and methodology suitable for available data and time.
- Prepare a proposal that aligns with council or district priorities.

DCS 503 – Developing Your Project or Thesis

Methods to plan and execute a doctoral project or thesis, including literature framing, data collection, stakeholder collaboration, and dissemination of findings.

Upon completion of this course, participants will be able to:

- Develop a detailed project plan with milestones and risks.
- Select data collection tools and ethical safeguards.
- Produce a final report and presentation that drive adoption.

DCS 506 – Coaching Commissioners

Coaching strengthens performance and culture. This course equips experienced commissioners to coach peers using structured conversations, observation, and feedback.

Upon completion of this course, participants will be able to:

- Differentiate coaching, mentoring, and advising modes.
- Conduct observation-based coaching using agreed indicators.
- Deliver feedback that is specific, actionable, and encouraging.

DCS 509 – Legacy of Servant Leadership

An exploration of servant leadership as the foundation of commissioner identity. Participants analyze how service-first leadership builds trust and long-term impact.

Upon completion of this course, participants will be able to:

- Articulate servant leadership principles in commissioner contexts.
- Model behaviors that prioritize people and mission over process.
- Design practices that cultivate a culture of service on the team.

DCS 512 – Recruiting for Diversity

Diverse teams make better decisions and reach more families. This course develops inclusive recruiting strategies and partnership networks that broaden service reach.

Upon completion of this course, participants will be able to:

- Assess current diversity gaps across geography, language, and background.
- Build partnerships that expand candidate pools.
- Implement selection practices that reduce bias and increase belonging.

DCS 519 – Turning Relationships into Partnerships

Relationship capital converts into resources, access, and sustained support. Participants learn to transform informal connections into formal partnerships with shared goals.

Upon completion of this course, participants will be able to:

- Map stakeholders and mutual value propositions.
- Structure partnership agreements with clear commitments.
- Maintain relationships with cadence, metrics, and stories of impact.

Roundtable Choices (All Levels)

BCS 151 – Supporting Units Through Roundtable: A Commissioner's Role

Defines how roundtable complements commissioner unit service. Participants position roundtable as a practical learning community that equips unit leaders each month.

Upon completion of this course, participants will be able to:

- Align roundtable objectives with commissioner service plans.
- Promote roundtable value to increase unit participation.
- Capture and share unit needs surfaced during roundtable.

BCS 152 – Planning, Implementing and Promoting Roundtables

Planning and promotion practices that produce well-attended, high-value roundtables, with attention to seasonal themes and cross-program relevance.

Upon completion of this course, participants will be able to:

- Develop an annual roundtable plan and promotional calendar.
- Coordinate presenters, materials, and logistics for impact.
- Evaluate sessions and iterate using participant feedback.

MCS 351 – Conducting the Roundtable Planning Session

A facilitation toolkit for leading the annual roundtable planning session, ensuring shared ownership, clarity of outcomes, and alignment with council priorities.

Upon completion of this course, participants will be able to:

- Facilitate inclusive planning that captures diverse unit needs.
- Translate ideas into a realistic schedule and task assignments.
- Establish follow-up checkpoints to maintain execution.

MCS 353 – The Cub Scout Roundtable Breakout

Focuses on designing and conducting an engaging Cub Scout breakout that empowers den and pack leaders with practical, age-appropriate program ideas.

Upon completion of this course, participants will be able to:

- Select breakout topics matched to the Cub Scout program cycle.
- Use interactive techniques that boost leader confidence.
- Share take-home resources that translate to immediate action.

MCS 358 – Roundtable: Addressing Unit Challenges

Roundtable can surface and solve unit challenges in real time. This course equips facilitators to guide problem-solving conversations that are supportive and productive.

Upon completion of this course, participants will be able to:

- Frame challenges constructively and maintain psychological safety.
- Guide groups toward actionable options and owner assignment.
- Capture learning to inform commissioner follow-up with units.

CED 752 – Advanced Roundtable Promotion

Advanced strategies to promote roundtable through targeted messaging, leader testimonials, and multi-channel communication that sustains attendance across the year.

Upon completion of this course, participants will be able to:

- Develop messages that articulate outcomes, not just topics.
- Use multiple channels and advocates to broaden reach.
- Measure promotional effectiveness and refine approaches.

Continuing Education

CED 701 – Combatting Commissioner Stress/Burnout

Commissioner service is rewarding and demanding. This course addresses stressors, boundaries, and renewal practices that protect well-being and sustain service.

Upon completion of this course, participants will be able to:

- Identify personal and team stress indicators early.
- Apply boundary-setting and time management practices.
- Build a renewal plan that includes support and accountability.

CED 712 – Commissioner Recruiting through Roster Mining

Roster mining transforms lists into leaders. Participants learn ethical, effective methods to analyze rosters, alumni records, and community directories to find candidates.

Upon completion of this course, participants will be able to:

- Construct candidate pools using data sources you already have.
- Segment prospects and tailor outreach to motivations.
- Track recruiting activity and conversions in a simple system.

CED 716 – Navigating Difficult Conversations

Difficult conversations are inevitable. This course offers a structured approach to prepare, conduct, and follow up on challenging discussions with unit leaders or parents.

Upon completion of this course, participants will be able to:

- Plan conversations using purpose, outcomes, and empathy mapping.
- Use language that lowers defensiveness and increases clarity.
- Document agreements and establish next-step accountability.

CED 720 – A Commissioner's Introduction to Valuing Diversity

Introduces the concepts and practices of valuing diversity within Scouting contexts. Commissioners explore how inclusion strengthens program quality and reach.

Upon completion of this course, participants will be able to:

- Explain how diversity and inclusion improve unit outcomes.
- Identify barriers to participation and propose practical remedies.
- Model inclusive behaviors in commissioner interactions.