

Individual Scout Advancement Plan (ISAP)

Basic plan, non-threatening for all scouts: cub scouts, boy scouts, crew, etc. who have a specific, permanent disability that impairs functioning in one or more of the following areas Physical, Learning, Cognitive, Emotional and Social, which in turn could impede on their advancements/rank advancement. (Keep in mind some disabilities are invisible so you may not be able to identify those youths based on appearance.) This plan is not a means to water down any of the requirements; it is to keep scouts with disabilities in the mainstream as much as possible, to participate in the same program as their peers. Scouting is for everyone and all scouts have the ability to accomplish their dreams in scouting. The ISAP is a way to give suggestions to leaders, adaptive approaches and methods that leaders can use so the scout can get the most out of scouting and be successful. For example, a scout may not be able to remember multi steps/directions so you may want to work in groups to ensure completion for all.

Note most scouts will already have an IEP or 504 plan with the school system, which having a copy of their plan will be beneficial to you, as a leader you can use some of the tools the school uses to keep the scout on track and you would need to attach a copy to the ISAP. You will also need a copy of the BSA Health Medical Form Parts A & C, Health Professional statement, Educational Statement, Parent statement and you should include a statement from the unit leader/cub master. Once you have come up with a plan with the help of the parents, scout and help of the IEP or 504 plan and you received all the documentations with signatures you would then submit to council for approval. Once approved, the unit leader will receive notification by council; the scout's record with National will reflect the plan. The ISAP once in place will then be reviewed and updated by the parent, scout and unit leader on a yearly basis to reflect the scout's needs . If the plan needs to start at Cub Scout level, the Cub Scout will be entitled to extended time to complete the requirements. The plan will transfer over to the Boy Scout level and will entitle the Boy Scout extended time to complete their rank requirements including the rank of Eagle.

When discussing the plan with the parents you do need to ask their permission before telling anyone else, some may want this private and they do not want other leaders or scouts to know their child has an ISAP. Another thing to keep in mind when speaking to the parents you do not want to come straight out and ask what the actual diagnosis is of their child, this may leave a negative impact on some parents. Once the parents feel comfortable with you and realize you only have the best interest in their son's success in scouting then they may tell you. You want to obtain as much information from the parent as you possibly can for your goal and concern is for their son to have fun, learn and have the best experience in scouting just like their peers. Some questions you may want to discuss would be; what are their strengths, are there any anxiety

concerns and what situations could trigger these concerns and ask what adaptations work at home or even at school that you might be able to apply during meetings and campouts.

As a District, we want to raise awareness and be proactive with the scouts, not trying to get extensions at the last minute. Also having the ISAP in place will allow unit leaders to monitor the scout's growth and have a better understanding of his abilities in order to guide the scouts in the right direction so they can get the most out of scouting. Even though a scout may have a disability, they want to be accepted and treated with respect just as their peers.

Below is in addition to the above:

Please note if a scout cannot complete all requirements for Scout, Tenderfoot, Second Class or First Class that is after he has done as much as he possibly could do without any modifications, then you can submit a written request for alternative requirements. Keep in mind you must show what the scout was able to complete without any modifications then you can suggest alternatives for those requirements the scout cannot complete. Remember the alternatives should provide similar challenges and a learning experience for the scout. Be sure to attach all necessary documentation before submitting.

The same goes for Eagle Required Merit Badges; the scout must do his best and try to complete the Eagle required merit badges as it is written. If a scout cannot complete the merit badge after several attempts and it has been documented you must submit the form for Alternative Merit Badges. On the bottom of the form, you will find the Eagle required Merit Badge and under each badge, the list of appropriate alternative merit badges. The scout with the help of his unit leader and parent can pick which merit badge would be appropriate for him to complete due to his disability. Once that is completed, you can then submit the form along with all the necessary documentation to support the change in the Eagle required merit badge for approval.

“There needs to be a lot more emphasis on what a child CAN do, instead of what he cannot do” Dr. Temple Grandin