



**PATHFINDER SPECIALIST AWARD**



**Orientation Document**



**April 2010**



# The Pathfinder Specialist Award

We welcome you to the highest level of Pathfinder leadership training, the Pathfinder Specialist Award (PSA).

The PSA is being introduced as a specialist-level training package for all Pathfinder leaders and staff members throughout the South Pacific Division as from 1<sup>st</sup> April, 2010.

The PSA is a combination of four units from the old Pathfinder Basic training program which were not included in the current Pathfinder Leadership Award (PLA) as well as material from the old PLA training program. The PSA also includes various advanced specialty streams that were originally offered in the old Advanced Pathfinder Leadership Award (APLA). As such, the PSA is a training package that will specifically equip leaders to become specialists in one or more of seven specific areas of Pathfinder ministry including: Outdoor Leadership, Administration and Human Relations, Camping, Church and Community, Creativity, Drill and Marching and Recreation.

The PSA will enable all training participants to develop a specialist understanding of the philosophy and practice of Pathfinding by focusing on one or more of the different leadership areas. It will provide comprehensive and quality training in various aspects of club structure and function, spiritual formation, programming, indoor and outdoor activity coordination, Occupational Health and Safety as well as involvement in Conference/Mission events.

The PSA training package has replaced the APLA, which has ceased to operate as from January, 2010.

To ensure the continued strength of the Pathfinder movement across the South Pacific Division, Youth Directors encourage Pathfinder leaders at local club level to strive for excellence in specialised leadership. The South Pacific leads the world field in outdoor Pathfinding due to the commitment, and creativity of our strong leadership team. To this end, the Pathfinder Specialist Award will resource the next generation of leaders in their quest to turn our youth toward Christ as their Saviour.

Due to the geographical and cultural diversity within the South Pacific Division, each Union has some Union-specific training units, particularly in the Outdoor Specialty. These units are either Government- or terrain-specific to that region. It is in the best interests of pathfinder leaders to work with the approved teaching units for their territories.

## **Rationale for the Pathfinder Specialist Award**

The old Advanced Pathfinder Leadership Award (APLA) program was originally designed to be the highest level training package for District Directors (in Australia and New Zealand) and Area Coordinators (Papua New Guinea and the Pacific Island territories) as well as experienced Pathfinder club leaders who wish to continue to develop specialized skills in Pathfinder leadership. Upon completion of the APLA training, participants were considered to have become senior level Pathfinder Leaders who would function as staff at Conference/Mission level or in a local club.

However, due to changes in the outdoor industry in Australia and New Zealand, new government accredited training units needed to be introduced particularly in regard to the outdoor specialty of the APLA. This need was the catalyst that sparked the upgraded training package, now known as the PSA. The other specialty areas of PSA - Administration and Human relations, Camping, Church and Community, Creativity, Drill and Marching and Recreation - are essentially similar to the original requirements in APLA; however, some resources have been upgraded.

## Competency Based Approach to Training

The Competency based approach (CBT) has been adopted for the delivery of the units in the Pathfinder Core Requirements and Outdoor Leadership Speciality of the PSA training package. As such, this training is more thorough and methodical in its implementation and assessment.

Each training unit comprises three main elements:

### I. The Resource Material

The Resource Material contains all the essential information to meet the competencies outlined for each unit. It will help the training participant to:

- Gain a comprehensive understanding of the teaching unit.
- Prepare for the PSA training/review/assessment program.
- Acquire knowledge that will enhance their specialist Pathfinder leadership.

### II. The Review Booklet

The Review Booklet contains a number of worksheets that give the training participant an opportunity to engage with the Resource Material. Once completed, the Review Booklet will provide evidence that the trainee is conversant with and has understood the essential information in the Resource Material. The Review Booklet needs to be completed before the assessment and forms part of the requirements to gain competence in each unit.

### III. The Assessment Tools

Assessment is an integral part of the Competency Based Training approach. Two main assessment instruments have been designed for each unit to assist the assessor. The Review Booklet and Assessment answers have also been provided to assist.

1. The Assessment Document - The Assessment Document outlines the activities and exercises that will comprise the assessment. Each participant will be given a copy of the document at the assessment event.
2. The Assessment Matrix - The Assessment Matrix will be in the possession of the assessor only. It is a detailed document that outlines all the elements and the performance criteria of the unit, the method of assessment and outcome of the assessment.

**NOTE:** The Assessment Matrix is only to serve as a guide to the assessor. There is no expectation that the participants will be experts on each item of the unit outline. A good grasp of the material, not expertise, is required.

**NOTE:** The leader's edition of the PSA contains additional materials (Review Booklet and Assessment answers) which assist in the review and assessment of each training unit.

## Approaches to Training

Conferences/Missions are encouraged to be creative in the delivery of the training to suit their local circumstances and needs.

Two training approaches that have been tried in a number of Conferences are outlined as follows.

## Option One

- The Resource Material and the Review Booklet for each unit chosen for training are sent to training participants prior to the training event.
- Participants are expected to have read the Resource Material and worked through the Review Booklet prior to attending the training event.
- The training event itself is more focused on review and assessment.

**NOTE:** Those who have engaged with this method have noted that it is still necessary for trainers to be fairly comprehensive in their review presentation to make allowance for participants who will not have completed their reading and the Review Booklet.

## Option Two

- No preparation is required of the training participants prior to the training event.
- The Review Booklet for each unit of training is handed to the participants before the presentations are made.
- The presentations are based on the outlines in the Review Booklet.
- The Participants engage with the trainers by completing their booklets during the presentations.
- The Assessment follows the presentation.

The training objectives and standards must be maintained whichever method is used.

## Recommendation

It is highly recommended that wherever possible, Conferences/Missions consider Option One where training participants are encouraged and expected to read and prepare before the training event.

- A number of units are rather lengthy with comprehensive review booklets. Completing those review booklets during the presentations could place too much pressure on participants.
- Comprehensive teaching and adequate assessment might create a rather stressful and pressured training event.
- If the material is not adequately internalised, assessment could be frustrating on both the assessor and the trainee.
- Without pre-reading, Conferences/Missions might have to plan for more training events to complete the PLA training.

**NOTE:** An online training facility for Pathfinder leadership is currently under experimentation in the Western Australian Conference. A combination of online training and training/review/assessment week-ends could become a viable option that would greatly relieve pressure from the intensity of training events. We will keep the team abreast of the developments.

## Specialty Skills

The Administration and Human Relations, Camping, Church and Community, Creativity, Drill and Marching and Recreation Specialty Skills do not comprise of units as described above and hence do not rely on competency based training. Participants are therefore encouraged to work independently, in consultation with their District/Youth Director, to complete the necessary requirements.

## Transitioning to the PSA

### A. Graduates of the previous PLA or APLA.

All graduates from the previous PLA and APLA programs, whose credentials are current, are encouraged to transition to this PSA under the supervision of their District Director/Area Coordinator or Youth Director.

**NOTE:** Graduates who have remained inactive from Pathfinding for more than three years do not hold current credentials.

#### Transition Process

The following process is recommended:

1. Graduates of the previous PLA and APLA training programs will present their blue record book to their District Director/Area Coordinator or Conference/Mission Youth Director with the view of a mapping out exercise with the APLA requirements. Credits towards this PSA will be given for all In-service Training, Personal and Spiritual Growth and New Skills Development requirements completed.
2. (a) The District Director/Area Coordinator or Conference/Mission youth director will plan, with the PSA candidate, for the completion of the outstanding requirements.  
OR  
(b) The District Director/Area Coordinator or Conference/Mission Youth Director will engage the candidate in a recognition exercise to assess eligibility to claim credit for the outstanding requirements.  
OR  
(c) The District Director/Area Coordinator or Conference/Mission Youth Director will use a combination of the recommendations outlined in 2 (a) & 2 (b).

**NOTE 1:** Recommendations 2 (b) & 2 (c) will apply mostly to experienced Pathfinder leaders and staff.

**NOTE 2:** Recognition for the National Training Units will require the supervision of a qualified assessor.

#### Appeal Process

Candidates who are not satisfied with their District Director/Area Coordinator's assessment may:

- Discuss the issue further with the District Director/Area Coordinator.
- Request the mediation of another District Director/Area Coordinator.
- Report their concern to the Conference/Mission Youth Director.

#### Access to Resources

##### Union/Conference/Mission Youth Directors

Union and Conference/Mission Youth Directors will receive a complimentary copy of the completely resourced PSA folder. The folder will contain the following:

- PSA Record Book
- Bible Reader's Checklist
- Encounter Plan Series 1
- Encounter Plan Series 2

- Encounter Plan Series 3
- Encounter Plan Series 4
- PSA Orientation and upgrade tracking document from PLA and APLA
- Drill and Marching 1 & 2 honour notes (Drill and Marching Specialty)
- List of camping requirements for Pathfinder Classes (Camping Specialty)
- Lecture materials (Administration and Human Relations Specialty)
- The various units that make up the Pathfinder Core Requirements and Outdoor Leadership Specialty. Each unit will contain:
  - ◆ The Resource Material
  - ◆ The Review Booklet and answers
  - ◆ The Assessment and answers
  - ◆ The Assessment Matrix
  - ◆ The PowerPoint lecture presentation
- CD with soft copy of all documents listed above as well as the Pathfinder Staff Manual.

### **Training Participant**

All the training resources will be made available as separate units to participants at minimal costs:

- The PSA Record Book
- Bible Reader's Checklist
- Encounter Plan Series 1
- Encounter Plan Series 2
- Encounter Plan Series 3
- Encounter Plan Series 4
- Drill and Marching 1 & 2 honour notes (Drill and Marching Specialty)
- List of camping requirements for Pathfinder Classes (Camping Specialty)
- The various units that make up the Pathfinder Core Requirements and Outdoor Leadership Specialty. Each unit will contain:
  - ◆ The Resource Material
  - ◆ The Review Booklet
- CD with soft copy of all the documents above as well as the Pathfinder Staff Manual.

### **Pathfinder Specialist Award Credentials**

Investiture is the initial recognition of the Pathfinder Specialist Award. Credentials will be issued by the Conference/Mission and will be valid for a period of three years.

Pathfinder Specialist Award Credentials entitle the holder to:

3. Conduct Investitures as requested by the Conference/Mission Youth Department.
4. Verify the completion of requirements for Master Guide or Pathfinder Leadership Award candidates.
5. Be involved in Conference or Mission Pathfinder training events. Specialists are recognised by the Conference/Mission Youth departments as high level specialist leaders.

### **Pathfinder Specialist Award and Credential Revalidation**

6. Credentials remain valid while a person is actively involved as a staff member in a club, as a District Director, or as a member of the Conference/Mission Youth Ministries team.

7. When the holder is not actively involved for a period of three years, their credentials lapse. They may revalidate their Pathfinder Specialist Award credentials by completing any three of the following requirements within one year:
  - a. Ten-hour Pathfinder training program conducted by the Conference/Mission.
  - b. At least five days of community service.
  - c. At least seven days of Pathfinder camping.
  - d. Attendance and active participation in a Pathfinder Club for at least six months.
  - e. Participation in an Investiture program or Induction Ceremony.
  - f. Organising or participating in a Pathfinder outreach program, or a service activity.
  - g. Active participation in a Conference/Mission sponsored Pathfinder event, e.g. Camporee, Fair, Expedition or parade.Record of validating events will be checked by the Conference/Mission.
8. A former holder of the APLA may reactivate their credentials when the following procedures are followed:
  - a. Apply to the Conference/Mission through the Pathfinder Club Director and the Club Executive Council, or the Church Pastor (if Council is not operative) for revalidation
  - b. Present the Advanced Pathfinder Leadership Award Record Book which indicates the signed-off requirements, examinations, and Investor's signature and date.
  - c. This information is conveyed to the Conference/Mission Youth Director who will decide on an individual basis what the applicant should do to be re-issued with credentials. The Youth Director will take into consideration:
    - i. Length of previous service.
    - ii. Available revalidation opportunities.
    - iii. Personal life and testimony during inactivity.
9. Lost or stolen credentials are replaced upon applicant's identification by the issuing entity, for the duration of the lost or stolen credentials.
10. The Conference/Mission must provide and designate credentials revalidating activities in a wide enough area as to provide ample opportunity for those holding the Advanced Pathfinder Leadership Award to participate.

The purpose of these credentials is to give recognition to those who, through their training, are responsible for retaining a high standard of moral and physical excellence in the Pathfinder Club. This is not an attempt to exclude any qualified person who, over many years, has faithfully served the church and its youth in their various organisations.

## Acknowledgements

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Adventist Outdoor Committees.

Ladies of Kuban Village

SPD Northern Region Youth Ministries Resource Committee 2006 - 2008

SPD Southern Region Youth Ministries Resource Committee 2006 - 2008

SPD Youth Ministries Planning Committee 2006 - 2008

God bless you as you continue in your ministry journey. The most precious legacy you will ever leave is young hearts on fire for Christ and His church.

*Youth Ministries Team*

*South Pacific Division of the Seventh-day Adventist Church*