



## 4 Challenges (And How to Overcome Them)

**Challenge #1:** The Girl's Guide to Girl Scouting and Journeys, the national program curriculum, differ at every grade level. A co-leader of a multi-level troop needs to become familiar with the materials for each level represented in the troop and would have to plan activities accordingly.



### To meet this challenge:

- Ask one or two volunteers to become your resident “expert” in the materials for a grade level.
- When planning activities, bring the volunteers together so that they can discuss the similarities and differences. For example: Juniors and Cadettes may both may both earn a Digital Arts badge; Juniors earn Digital Photography and Cadettes try out Digital Moviemaking. When do the five steps crisscross? Are there certain steps that can be done as a larger group? Is there one step where the Cadettes can serve as the subjects of the Juniors’ photos, and vice versa? Use your and the girls imagination to think outside the box.
- Encourage all parents to watch GS101 to help them understand the Girl Scout program.

### Things to remember:

- \* With a multi-level troop, always follow the Girl to Volunteer ratio based on the youngest girls in your troop.
- \* When registering for a council program, only register girls for programs that fit their grade level.

**Challenge #2:** Some activities that are appropriate for eight-year-olds aren’t possible for five-year-olds. Activities would need to be adapted for the different ages or facilitated separately.

### To meet this challenge:

- Allow the older girls to teach or assist the younger ones.
- If it is a craft, consider pairing older girls with younger girls and have them work toward the result together.
- If safety is a concern or there is no way to adapt the activity in an appropriate way, leverage the help of other volunteers and ask that they physically separate the group for that portion of the meeting.
- Remember there must always be two approved volunteers with any group of girls.



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**Challenge #3:** Girls identify strongly with their age and grade level. They will have close friends of their own age that they stick by.

### To meet this challenge:

- Incorporate activities that bring all girls together, such as opening and closing ceremonies, songs, games, and outings.
- Remind girls that although they are Daisies, Juniors or Seniors they are all part of the sisterhood of Girl Scouting.

**Challenge #4:** Many co-leaders take on their volunteer role because they know they have the skills to successfully lead a troop. Multi-level co-leaders are no exception. However, a multi-level troop can become a bigger responsibility than anticipated very quickly.

### To meet this challenge:

- Ask for help. If the co-leader is willing to be responsible for the overall organization and planning, other volunteers are often willing to step up and assist with activities.
- Try to secure two or more volunteers for each grade level and let them witness the girl-planning process at the start of the year. This way, all volunteers share an understanding of what the troop would like to achieve and can work with their individual grade levels toward that plan.
- Ensure all volunteers understand the Girl Scout Leadership Experience (Girl Led, Learning by Doing, Cooperative Learning) and adhere to all safety guidelines for the safety and well-being of girls.

