

Expectations: Ends Policies

Ends policies define:

- Benefits (outcomes) to be produced
- The beneficiaries (girls)
- The cost of producing them

Global END:

- Girls demonstrate courage, confidence, and character, and make a difference, at a justifiable cost that balances time, resources, and results.



Board's Assessment

1. Has the CEO made a **reasonable interpretation** of the board's policy?
2. Has the CEO actually demonstrated **compliance** with the reasonable interpretation of the policy?



Expectations: The ENDS

Girls demonstrate courage, confidence, and character, and make a difference, at a justifiable cost that balances time, resources and results

-GIRLS DISCOVER-

- A. Girls understand themselves and their values.
- B. Girls use their knowledge and skills to explore the world.

-GIRLS CONNECT-

- C. Girls care about, inspire, and team with others locally and globally.

-GIRLS TAKE ACTION-

- D. Girls act to make the world a better place.



Interpretation Metrics of Outcomes Benefits

Total compliance

- At least 55% of respondents answer affirmatively to **all survey items** asked of members in each Girl Scout pathway:
 - 1) Troop Pathway
 - 2) Camp Pathway
 - 3) Series Pathway
 - 4) Event Pathway

Compliance “progress”

- $\geq 70\%$ of **survey items** meeting the benchmark

Compliance “by age progression”

- Age-level progression towards 55%



Interpretation Metrics of Justifiable Costs

Per girl annual costs can be compared to annual per-youth costs of preventive and youth development programs ranging from \$135 to \$1,000.

Source: *Making Out-of-School Time Matter, 2005*



Compliance Evidence – Outcomes Benefits

Global End	Troops Pathway Drawn from 27,460 girls (2013 items = 220)	Camp Pathway Reflect 1,470 respondents (2013 items = 91)	Series Pathway Reflect 7,955 respondents (2013 items = 94) Educational Outreach and Community Engagement	Events Pathway Reflect 3,399 respondents (2013 items = 39)
Girls demonstrate courage, confidence, and character, and make a difference.	89% of survey items met benchmark	91% of survey items met benchmark	66% of survey items met benchmark 65% community engagement and 67% educational outreach met benchmark	97% of survey items met benchmark



Compliance Evidence – Outcomes Benefits

End A	Troops Pathway Drawn from 27,460 girls (2013 items = 30)	Camp Pathway Reflect 1,470 respondents (2013 items = 17)	Series Pathway Reflect 7,955 respondents (2013 items = 15) Educational Outreach and Community Engagement	Events Pathway Reflect 3,399 respondents (2013 items = 10)
Girls understand themselves and their values.	87% of survey items met benchmark (26/30 met benchmark)	100% of survey items met benchmark (17/17 met benchmark)	80% of survey items met benchmark (12/15 met benchmark)	100% of survey items met benchmark (10/10 met benchmark)



Compliance Evidence – Outcomes Benefits

End B	Troops Pathway Drawn from 27,460 girls (2013 items = 45)	Camp Pathway Reflect 1,470 respondents (2013 items = 22)	Series Pathway Reflect 7,955 respondents (2013 items = 25) Educational Outreach and Community Engagement	Events Pathway Reflect 3,399 respondents (2013 items = 6)
Girls use their knowledge and skills to explore the world.	82% of survey items met benchmark (37/45 met benchmark)	95% of survey items met benchmark (21/22 met benchmark)	72% of survey items met benchmark (16/25 met benchmark)	100% of survey items met benchmark (6/6 met benchmark)



Compliance Evidence – Outcomes Benefits

End C	Troops Pathway Drawn from 27,460 girls (2013 items = 69)	Camp Pathway Reflect 1,470 respondents (2013 items = 24)	Series Pathway Reflect 7,955 respondents (2013 items = 26) Educational Outreach and Community Engagement	Events Pathway Reflect 3,399 respondents (2013 items = 13)
Girls care about, inspire, and team with others locally and globally.	96% of survey items met benchmark (66/69 met benchmark)	79% of survey items met benchmark (19/24 met benchmark)	69% of survey items met benchmark (18/26 met benchmark and 1 showed age progress 19/26= <u>73%</u>)	92% of survey items met benchmark (12/13 met benchmark)



Compliance Evidence – Outcomes Benefits

End D	Troops Pathway Drawn from 27,460 girls (2013 items = 76)	Camp Pathway Reflect 1,470 respondents (2013 items = 28)	Series Pathway Reflect 7,955 respondents (2013 items = 28) Educational Outreach and Community Engagement	Events Pathway Reflect 3,399 respondents (2013 items = 10)
Girls act to make the world a better place.	82% of survey items met benchmark (62/76 met benchmark)	93% of survey items met benchmark (26/28 met benchmark)	50% of survey items (14/28) met benchmark and 5* show age progression (19 of 28 = <u>68%</u>) *5 = 3 Education Outreach + 2 Community Engagement	100% of survey items met benchmark (10/10 met benchmark)



Compliance Evidence - Costs

The basic annual cost of providing the Girl Scout program is \$299 per girl and is made up of support from the council and troop money-earning.



Conclusions

Evidence (with one exception) indicates compliance with the whole ENDS policy

- This exception is limited to a specific pathway
- This exception reflects improvement over last year, contributed by community series efforts
- Troop and all other pathways are in compliance.

The integrity of evidence is well documented.





Motion

That the board accepts the monitoring report for Policy 1.0, Global End, as reasonable interpretation and in compliance.