

# Leader Basics: Brownies

Leader Handouts for  
Grade Level Trainings



# Characteristics of Girl Scout Brownies

Understanding the developmental characteristics of Girl Scout Brownies will help you in your role as their leaders. You will be able to appreciate why girls do what they do. Please note: These are broad, general characteristics. Each girl will grow at her own pace.

<b>EMOTIONAL</b>	Girl Scout Brownies can be inconsistent in behavior and mood. They need a lot of praise and encouragement, and may react negatively to direction. They are very interested in the difference between good and bad, and do not like to try new things alone. Girl Scout Brownies like to work in groups, and like to help others. They are concerned about being accepted by others, and often have a vivid imagination.
<b>SOCIAL</b>	Girl Scout Brownies enjoy playing in groups and may begin to show independence from family. Girls of this age want to have many friends, but may have a best friend. You will begin to see your Girl Scout Brownies begin calling friends on the phone, and notice that they will begin to see both sides of an issue.
<b>PHYSICAL</b>	Girl Scout Brownies are very active, and are eager to learn and become independent. They can work or play in one place without fidgeting, and are able to do activities involving fine motor skills. Girl Scout Brownies have good hand-eye coordination. Girl Scout Brownies may begin to show the signs of puberty (and may be quite self-conscious about it).
<b>INTELLECTUAL</b>	Girl Scout Brownies are beginning to develop verbal skills and writing skills. Many are beginning to read at a proficient level, and are interested in make-believe and fantasy stories. Their attention span is no more than 30 minutes for an activity, and generally, they will need some action within the activity.

## What Brownies Do:

Brownie Girl Scouts work with their Girl Scout sisters to discover more about themselves, connect with other Brownie Girl Scouts, family, and community members and take action to make the world a better place. Brownies sing songs, do crafts, play games and explore new places and ideas throughout their meetings. Friendship, fun, and activities start at the Girl Scout Brownie meeting and move out to the community when they participate in camp, events, and community service.

## As a Brownie, you might...

- Visit a zoo to feed animals and learn how a veterinarian cares for baby animals
- March in a community parade
- Work on Girl Scout Brownie Journey Awards and Badges: decorating a T-shirt, learning a magic trick, exploring life on the prairie
- Plan an overnight to celebrate their birthdays
- Decide how many cookies to sell to earn money for trips
- Camp and make s'mores over a campfire

## **Girl Scout Leadership Experience with Second and Third Graders**

The Girl Scout Leadership Experience is what makes Girl Scouts unique compared to any other youth serving organization. There are three program processes. These program processes are the key to achieving the outcomes, Girl Scout Mission and the Girl Scout Promise and Law.

As a Girl Scout Brownie leader, you need to connect what you do and how you do things with the girls, to these processes. Let's take a closer look:

### **Girl Led—By the Girls, For the Girls:**

It's important that Girl Scout Brownies recognize that they can grow up to be anything they want and that being female does not mean you are not capable. By allowing girls to make decisions and lead their own experience, this revelation will begin to occur. As a Girl Scout Brownie adult volunteer, you will use troop government (The Brownie Ring) and girl/adult planning as a way to have the girls take on leadership roles.

### **Learning by Doing—Experimental Learning:**

This happens when a person engages in an activity, looks back on the activity critically, identifies useful insight from the evaluation and puts the results to work through a change of behavior in the future. As a Girl Scout Brownie adult volunteer, you will take time to ask girls questions about their experiences. Evaluating through open-ended questions helps the girls make meaning from their experience. Take time to ask questions in the beginning, middle, and end of an experience. You will be amazed at what you will learn, what the girls will learn, and how they will apply this learning in their Girl Scout troop and to their life outside of Girl Scouting.

### **Cooperative Learning:**

Cooperative learning is setting up the troop/group meeting so that girls work in small groups or teams to accomplish an activity. Working together in all-girl environments also encourages girls to feel powerful and emotionally and physically safe, and it allows them to experience a sense of belonging. It is easy to implement cooperative learning with seven and eight year olds, and Girl Scouting has some built in methods:

- **Kapers**—Have girls work in pairs, or small groups, to do the chores of the troop/group: Cleaning up, distributing materials, helping the adult volunteer, etc.
- **The Buddy System**—The buddy system is pairing girls with a “buddy” for field trips and activities. They are to stick with their buddy, and take care of their buddy. It is a safety procedure, and a great cooperative learning method.
- **Sharing**—Teaching girls to problem-solve together and share (whether it deals with sharing a troop kaper, supplies, ideas, decision-making, or space) is cooperative learning. This will help girls get to know one another, work better together, and will minimize cliques. With Brownies you could:
  - *Make the most of teamwork activities, and create other enjoyable activities throughout Girl Scouting that girls have to accomplish in teams*
  - *Encourage girls to take responsibility as a team for deciding how to accomplish a task*
  - *Demonstrate giving others equal opportunity to participate in group decisions*

# Girl-Led Progression Chart

Girls of every grade level take an active role in determining what, where, when, why, and how they'll structure activities. Of course, you'll provide guidance appropriate to the age of the girls. Plus, you'll encourage them to bring their ideas and imaginations into experiences, make choices, and lead the way as much as they can. Because of you your girls will grow to develop the courage, confidence and character that allow Girl Scouts to truly be girl-led.

**Adult Role in Implementing Girl-Led Activities**



# Evaluation Tools

Asking Brownies questions can be a challenge. Remember, they need things to be concrete. Give examples and listen to what the girls are saying. Build your questions based on what the girls are saying about their experience.

The following are some tools you can use with Girl Scout Brownies to help them evaluate or understand what they have learned from troop activities and events.

## **Sentence Starter**

Have the girls sit in a circle either as a large group or, if you have enough adults, break the girls into smaller groups. Create some sentence starters and have the girls “fill in the blank.” For example, “The best part of the field trip was...” or “The funniest thing about our activity was...” or “The part I like best was...”

## **Draw a Picture**

Give each girl a piece of paper and crayons or markers and ask her to draw a picture of what was the best part of the activity for her. Once complete, have the girls share what their pictures show.



## **Rate It!**

Have the girls use facial expressions or different signals to rate how they feel about an activity or idea:

- Smile or frown
- Thumbs up or thumbs down
- Clap once or clap twice
- Stand up or sit down



# Troop Government

## The Girl Scout Brownie Ring/Circle

The Girl Scout Brownie Ring is a form of troop government. When it is time for the Brownie Ring, the adult volunteer takes the hand of one girl and starts saying the following rhyme:

*Round and round, and round about,  
Take the hand of a Brownie Scout,  
Here we are in the Brownie Ring,  
Ready for most anything!*

When the girls see and hear this, they join in saying the rhyme with you and grab the hand of the last person in line. The adult volunteer may choose to simply walk the perimeter of the circle that will become the Brownie Ring, or might make a game of it and have the line wind around all around the meeting room before ending up in a circle.



When the girls are assembled into the circle, or Brownie Ring, they are ready for announcements, troop discussions, decision-making, or any other business the troop has at hand. Generally, the business portion of the meeting should be kept pretty short. Conventional wisdom is that children have about one minute of attention span per one year of age. That means that for Brownies you have about 6-8 minutes to finish this “sitting still” time.

By now, you’re probably getting a pretty good idea that the role of a Girl Scout adult volunteer goes beyond just carrying out activities. However, it is also very rewarding. The relationship you’ll have with your girls is a unique one: you’ll be a mentor, a role model, a coach, a friend, and believe it or not, a partner. The relationship you’ll have with the girls in your troop will be profoundly important to them and will be different for them than their relationship with any other adult in their lives—you aren’t their parent, teacher, or other “authority” figure. In a word, your relationship with the girls in your troop will be SPECIAL for you and the girls!

**Think:** What are some responsibilities of a Brownie Girl Scout adult volunteer?

(Circle all that apply)

- Be fair and consistent
- Be a positive role model
- Include all girls equally
- Build leadership skills
- Protect girls’ privacy (don’t discuss a girl with others—including your daughter and other adults)
- Consider each girl’s needs and abilities
- Keep girls safe
- Communicate with girls and families

# National Program Portfolio—Brownies

## Girl's Guide to Girl Scouting

Girls at every grade level have a Girl's Guide to Girl Scouting, which correlates with the leadership journeys. Through fun activities, girls can earn a variety of badges to build the skills and gain the confidence they will use to change the world.

Inside the Girl's Guide to Girl Scouting binder, you will discover three tabs: Handbook, Awards, and My Girl Scouts. The Handbook section consists of the Girl Scout Promise and Law, the Brownie Story, Journey Map, Girl Scout history and traditions, Girl Scout Brownie uniform and special awards, and the requirements to Bridge to Girl Scout Juniors. Under the Awards section you will discover the Award Log, which lists all of the awards that can be earned by a Girl Scout Brownie. Also included are all of the requirement booklets for the Legacy Badges and Financial Literacy Badges. My Girl Scouts section has activity pages, paper dolls and stickers that can be used to track their awards, an area for a journal and a place where the girls can write a letter to themselves to be read in the future.



## Leadership Journeys

What is a Journey? A key part of the Girl Scout Leadership Experience is the Leadership Journey, a coordinated series of activities grouped around a theme. Along the Journey, girls will use the three leadership keys, Discover, Connect, and Take Action to make the world a better place. The adult guide includes sample meetings sessions, activity ideas, and tips for successfully providing a strong leadership experience for girls.

## It's Your World—Change It! Brownie Quest

What are the most important keys for a Girl Scout to own? This quest, which has second- and third-graders traveling along two colorful trails one they can enjoy on their own and one they explore with their Girl Scout group answers that question in a very special way. Along the Quest, Girl Scout Brownies will meet three new friends and a bright and shining elf in a brand-new Brownie story meant to inspire their own Take Action Projects.



# National Program Portfolio—Brownies

## Leadership Journeys

### It's Your Planet Love It! WOW! Wonders of Water

The Brownie friends and Brownie ELF enjoy some wonder-filled adventures as they invite the real-life Brownies to explore the Wonders of Water. As they dive in, the Brownies realize they can create another big WOW as they try out new ways of working as a team. Brownies learn about the water cycle through a “Green Tea for the Blue Planet,” and enjoy making their own rainbows as they explore the precious resource of water. Brownies pledge to LOVE water by protecting it, then team up to advocate for other people to SAVE water too. As they SHARE what they have learned, they find they can inspire even more people to protect Earth’s water supply.



### It's Your Story—Tell It A World of Girls

Stories are all around us in movies, in books, in television shows, advertisements, on the news and even on cereal boxes. Stories inspire. Stories motivate. Stories spark imagination and help girls learn about themselves and the world. A World of Girls helps engage Brownies in this wider world of stories in a way that gets them looking for clues to help make the world a better place.





# Girl Scout Brownie Uniform

## Girl Scout Brownie Vest



- |  |  |
|--|--|
| 1. Brownie Insignia Tab                | 8. Safety Award Pin                    |
| 2. World Trefoil Pin                   | 9. Membership Star                     |
| 3. Brownie Membership Pin              | 10. Disc for Membership Star-blue      |
| 4. Cookie Sale Activity Pin            | 11. Disc for Membership Star-green     |
| 5. Brownie Journey Award Patch Set     | 12. Iron-On Troop Numerals             |
| 6. Brownie Try-Its                     | 13. Brownie Council Identification Set |
| 7. Bridge to Brownie Girl Scouts Award | 14. Wavy American Flag Patch           |

## Girl Scout Brownie Sash



- |  |  |
|--|--|
| 1. Brownie Insignia Tab                | 8. Safety Award Pin                    |
| 2. World Trefoil Pin                   | 9. Membership Star                     |
| 3. Brownie Membership Pin              | 10. Disc for Membership Star-blue      |
| 4. Brownie Try-Its                     | 11. Disc for Membership Star-green     |
| 5. Brownie Journey Award Patch Set     | 12. Iron-On Troop Numerals             |
| 6. Cookie Sale Activity Pin            | 13. Brownie Council Identification Set |
| 7. Bridge to Brownie Girl Scouts Award | 14. Wavy American Flag Patch           |

Girl Scout badges, awards, and other insignia should be presented, worn, or displayed only after Girl Scouts have completed the requirements outlined in the appropriate program materials. Participation patches are to be worn on the back of the tunic, sash, or vest.

The GSUSA National Board updated the Girl Scout uniform policy recently to reflect the changing needs of our members and transformation of the Girl Scout Leadership Experience.

Girl Scouts at each level have one required element (Tunic, Sash or Vest) for the display of official pins and awards which will be required when girls participate in ceremonies or officially represent the Girl Scout Movement.

For girls ages 5 to 14, the unifying look includes wearing a choice of a tunic, vest, sash for displaying official pins and awards, combined with their own solid white shirts and khaki pants or skirts. Girl Scouts in high school can also wear a scarf that unites their look with the sisterhood of Girl Scouts around the world. For adult members the unifying look of the uniform is a Girl Scout official scarf or tie for men, worn with the official membership pins, combined with their own navy blue business attire. Girl Scouts at the Daisy and Brownie levels will continue to have a full uniform ensemble available.

# Brownie Insignia & Earned Recognitions

## Girl Scout Brownie Membership Pin

This pin is only worn by Girl Scout Brownies and is presented during the Girl Scout Investiture Ceremony. It is worn on the Girl Scout Brownie Insignia tab (on the bottom of the tab) on the left side of the uniform.



## World Trefoil Pin

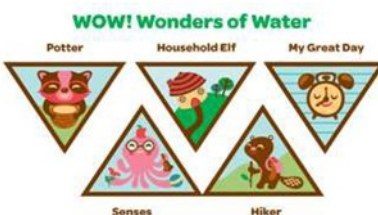
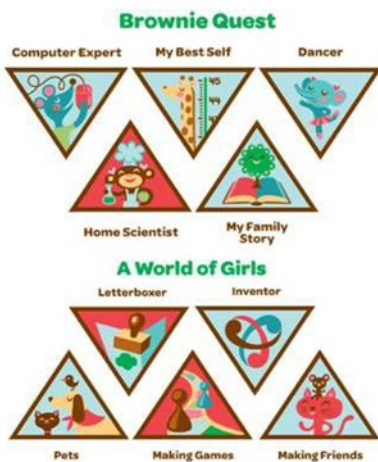
This pin signifies that all Girl Scouts are members of the World Association of Girl Guides and Girl Scouts (WAGGGS). It is presented after the girls have learned about the international aspects of Girl Scouting and Girl Guiding. Thinking Day is an ideal time for this ceremony. The pin is worn on the Insignia Tab above the Brownie Membership Pin.



## Girl Scout Proficiency Badges

In addition to the awards they are earning through the Journeys, the Girl's Guide gives girls the opportunity to earn National Proficiency Badges. There are four kinds of Girl Scout National Proficiency badges: Legacy badges, Financial Literacy badges, Cookie Business badges, and Skill-Building badges.

As Juliette Gordon Low said, "A badge is a symbol that girls have done the thing it stands for often enough, thoroughly enough, and well enough to be prepared to give service in it." When girls add badges to their sashes or vests, they're showing people which skills they've built.



## Safety Award

The Safety Award is earned when Girl Scout Brownies learn how to stay safe during their Brownie adventures.



## My Promise, My Faith

Girl Scout Brownies earn this pin (one for each year) by examining the Girl Scout Law and how it applies to their faith.



# Brownie Insignia & Earned Recognitions

## The Brownie Journey Summit Award

Upon completion of all three Girl Scout Brownie Leadership Journeys, the girls will earn this very special award.



## Membership Stars

Every Girl Scout receives a gold membership star for each year she is a registered Girl Scout. Additionally, the girls receive a colored disc that fits behind the star. Each grade level has a specific color disc. The Girl Scout Brownie disc is green. These pins can be given at the beginning of the year as part of a Rededication/Investiture Ceremony or at the completion of the year.



## Troop Crest

The Troop Crest is chosen by a Girl Scout troop. The crests are worn by Girl Scout Brownies, Juniors, Cadettes, Seniors, and Ambassadors. Center the troop crest directly under the council identification strip.



## Bridging to Girl Scout Junior Award

Awarded to third grade Brownies who have completed the bridging steps listed in the Girl's Guide to Girl Scouting. The award is presented to the girls during the Bridging to Girl Scout Juniors ceremony held at the end of the year. NOTE: This is an optional award. Third grade Brownies do not have to earn the "Bridge to Girl Scout Juniors Award" to be considered a Girl Scout Junior once they move to 4th grade.



## Participation Patches

Girl Scouts often receive patches for participating in an activity, event, or special program (also called fun patches). These events are usually one day programs that the council or service area sponsors, or for special field trips. Participation patches are placed on the back of vest or tunic.



# Girl Scout Glossary for Brownie Leaders

Girl Scouting has its own jargon, and there may be times you feel like someone is speaking to you in a different language! Here are some common terms to help you along the way.

## Ceremonies

- **Bridging**—The move from one program level of Girl Scouting to the next (e.g. from Daisies to Brownies). Bridging requirements are found in the handbook section.
- **Court of Awards**—A ceremony that can be held any time during the year at which petals, patches, pins, recognitions, and other awards are presented.
- **Girl Scouts' Own**—A quiet inspirational ceremony that has a theme and is planned by Girl Scouts and their leaders.
- **Investiture**—A special ceremony in which a new member makes her Girl Scout Promise and receives her membership pin.
- **Rededication**— A formal ceremony for girls or adults, previously invested, to renew the Girl Scout Promise (a good way to start a second year of a Girl Scout grade level).

**Friendship Circle**— A symbolic gesture in which Girl Scouts form a circle by clasping hands, crossing their right arm over the left. The circle represents the unbroken chain of friendship among Girl Scouts and Girl Guides all over the world. It is often used at a closing ceremony.

**Fun patches**—Optional patches worn on the back of a uniform. These patches are available for activities or outings (everything from a radio station visit to a pizza party) that are not part of earning an official badge award through the Journeys or the Girl's Guide to Girl Scouting.

**"Girl Scouts Always Leave a Place Better than They Found It"**— Unwritten Girl Scout rule.

**Girl Scout handshake**— A formal greeting between Girl Scouts. The handshake is done by shaking left hands while giving the Girl Scout sign with the right.

## Girl Scout holidays:

- **Founder's Day**—Juliette Gordon Low's birthday, October 31st
- **GS Birthday**—March 12, 1912 marks the 1st Girl Scout meeting in Savannah, GA
- **GS Week**—An annual celebration during the week of March 12th, the GS birthday
- **Girl Scout Leaders' Day**—April 22nd, a special day to honor Girl Scout leaders
- **World Thinking Day**—Celebrated by Girl Guides and Girl Scouts throughout the world, February 22nd is the mutual birthday of Boy Scout founder Lord Baden-Powell and his wife Lady Olave Baden-Powell who was active in Girl Guides in England and served as World Chief Guide. This is the day for Girl Scouts and Girl Guides to think about their sisters around the world through special projects, international programs, activities, or pen pal correspondences.

**Girl Scout Leadership Experience (GSLE)** - The Girl Scout program model that engages girls by developing the skills, knowledge, and values needed to be leaders.

**Girl Scout mission statement**—Girl Scouting builds girls of courage, confidence, and character, who make the world a better place.

# Girl Scout Glossary for Brownie Leaders

**Girl Scout sign**—The official Girl Scout sign to be used as the Girl Scout Promise is being recited and may be used as the Girl Scout Law is recited (optional). It is also used during the Girl Scout handshake. The right hand is raised shoulder high with the three middle fingers extended and the thumb crossing over the palm to hold down the little finger.

**Girl Scout slogan**—"Do a good turn daily."

**GSUSA**—Girl Scouts of the United States of America, our national organization.

**Juliette Gordon Low**—Nicknamed Daisy, Juliette was the founder of Girl Scouting in the United States who formed the first troop meeting in Savannah, Georgia on March 12, 1912.

**Kaper chart**—A chart that shows the delegation of tasks and rotation of responsibility day-by-day and/or meal-by-meal.

**Motto**—"Be Prepared."

**National Program Portfolio**—This is the combined activity materials for the Girl Scout Leadership Experience including Journeys and the Girl's Guide to Girl Scouting.

**Older Girl Awards**—Bronze, Silver, & Gold Awards are the highest awards a girl can earn while in Girl Scouts.

**Quiet sign**—The Girl Scout signal for silence in a group situation. The person in charge raises her/his right hand and the Girl Scouts present fall silent and raise their right hands. This is an extremely helpful tool when working with groups of girls!

**Safety activity checkpoints**—GSUSA's safety program standards found on [www.gsscm.org](http://www.gsscm.org) under the Volunteer tab

**Sit-upon**—A cushion made by Girl Scouts to use when the ground is hard or damp or to keep their clothes clean.

**Service Unit**—A geographic subdivision of troops (could be by county or school district)

**SWAPS**—Special Whatchamacallit Affectionately Pinned Somewhere, a keepsake exchanged as a way for Girl Scouts to meet each other and promote friendship.

**World Association of Girl Guides and Girl Scouts (WAGGGS)** - An international educational association of more than eight million Girl Guides and Girl Scouts.



# Troop Meeting Template

<b>As Girls Arrive</b>	
<b>Opening</b>	
<b>Troop Business</b>	
<b>Activities</b>	
<b>Clean-Up</b>	
<b>Closing</b>	

# Brownie Earned Recognitions

Girl's Name: \_\_\_\_\_

AWARD	STEPS	DATE COMPLETED	DATE RECEIVED
<b>Legacy Badges</b>			
Bugs	1 2 3 4 5		
Brownie First Aid	1 2 3 4 5		
Snacks	1 2 3 4 5		
Painting	1 2 3 4 5		
Brownie Girl Scout Way	1 2 3 4 5		
Fair Play	1 2 3 4 5		
Celebrating Community	1 2 3 4 5		
<b>Badge Set: Brownie Quest</b>			
Computer Expert	1 2 3 4 5		
My Best Self	1 2 3 4 5		
Dancer	1 2 3 4 5		
Home Scientist	1 2 3 4 5		
My Family Story	1 2 3 4 5		
<b>Badge Set: WOW! Wonders of Water</b>			
Potter	1 2 3 4 5		
Household Elf	1 2 3 4 5		
My Great Day	1 2 3 4 5		
Senses	1 2 3 4 5		
Hiker	1 2 3 4 5		
<b>Badge Set: A World of Girls</b>			
Letterboxer	1 2 3 4 5		
Inventor	1 2 3 4 5		
Pets	1 2 3 4 5		
Making Games	1 2 3 4 5		
Making Friends	1 2 3 4 5		
<b>Financial Literacy Badges</b>			
Money Manager	1 2 3 4 5		
Philanthropist	1 2 3 4 5		
<b>Cookie Business Badges</b>			
Meet My Customers	1 2 3 4 5		
Give Back	1 2 3 4 5		

# Brownie Earned Recognitions

<b>Welcome to the Brownie Quest Journey Awards</b>	<b>DATE COMPLETED</b>	<b>DATE RECEIVED</b>
Discover Key		
Connect Key		
Take Action Key		
Quest Master Lock		
<b>WOW! Wonders of Water Journey Award</b>		
LOVE Water		
SAVE Water		
SHARE Water		
WOW!		
<b>A World of Girls Journey Awards</b>		
Hear a Story		
Change a Story		
Tell a Story		
Better World for Girls		
<b>My Promise, My Faith Pin Year 1</b>		
<b>My Promise, My Faith Pin Year 2</b>		
<b>Safety Award Year 1</b>		
<b>Safety Award Year 2</b>		
<b>Journey Summit Award</b>		

<b>BRIDGETO JUNIOR GIRL SCOUTS EARNED AWARD</b>	<b>DATE RECEIVED</b>
<b>STEPS</b>	<b>EXPLANATION</b>
Step 1: Pass It On!	
Step 2: Look Ahead!	
Step 3: Plan your Bridging (Fly Up) Ceremony	

## Brownie Girl Scout—Beyond the Learning

<b>RECOGNITION</b>	<b>DATE RECEIVED</b>
Girl Scout Pin	
World Association Pin	
Bridge to Junior Girl Scouts	
Brownie Girl Scout Wings	
Membership Star (one for each year Brownie, green disc)	Enter each year received:
Girl Scout Cookie Activity Pin	Enter each year received: