



**ELBERT K. FRETWELL  
OUTSTANDING  
EDUCATOR AWARD  
IMPLEMENTATION GUIDEBOOK**



**T**he Elbert K. Fretwell Outstanding Educator Award has been developed by the Educational Relationships Subcommittee (ERSC) of the National Council of the Boy Scouts of America. Dr. Fretwell<sup>1</sup> was a professor of education at Columbia University, an early thinker in the Scouting movement, and the second Chief Scout Executive of the BSA (succeeding James E. West). The Fretwell Award is presented by local Scouters to teachers, educational support staff, and school administrators who stand out from their professional peers in instilling Scouting values in their students. Dr. Fretwell championed Scouting programs as extracurricular learning opportunities that promoted positive values and community service. Scouting benefits from easy access to schools for recruiting and from opportunities to serve schools. This program is designed to be implemented by the Scouting district<sup>2</sup> committee, through the membership chair and district membership committee. It may be adapted for use at the council, area, regional, and national levels as well.

As you review this guide, keep in mind that the Fretwell Award is an initiative to bring more youth into Scouting. Presenting the award is an act of service to schools and creates direct engagement with the school administration. The goodwill that results will open doors for Scouting to interact with students directly and to recruit them into our program.

Each local council and district has the freedom to tailor the Fretwell Award process to their local school situation. In that spirit, this guidebook provides guidelines, implementation options, presentation approaches, and suggestions.

You will need to understand some of the philosophy behind this award so you can make the best decisions on how to implement it. You should also be aware that while this program is intended to reach all levels of education from elementary up to the college level, this document is written from the perspective of working with elementary education organizations.

<sup>1</sup>For more information about the life of Dr. Fretwell, see the biographical sketch provided in the appendix.

<sup>2</sup>In different locations, the administrative unit for a group of schools goes by different names. Even though the term “school district” is fairly common, to avoid confusion in this document, the term “school system” is used to refer to a group of centrally administrated schools and the term “district” refers exclusively to a Scouting district. In the rest of this document, a “school system” could be made up of public, private, charter, or religious schools.

# WHO SHOULD RECEIVE THE FRETWELL OUTSTANDING EDUCATOR AWARD?

There are a number of organizations that recognize excellent classroom teachers. “The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.”<sup>3</sup> For that reason, the Elbert K. Fretwell Outstanding Educator Award is presented to people who make their students better people by modeling and teaching Scouting values. Often that will go hand-in-hand with academic excellence, but the selection process should emphasize those that are proactive in teaching values.

The Fretwell Award is not exclusively for classroom teachers. Any school employee who is equipping students to make moral and ethical choices is eligible for this award. This could be a teacher, administrator, custodian, cafeteria worker, attendance clerk, resource officer, teacher’s aide, or any number of others.

For clarification, this award recognizes what a person does for students in their professional role within education and not for what the person does directly for Scouting. While a Scouting volunteer who works in education is eligible for the Fretwell Award, there are many awards to recognize the service of volunteers to Scouting.

## HOW MANY AWARDS TO PRESENT

Unlike some other Scouting awards, there is no fixed quota of Fretwell Awards for a district to present because the educational organizations you interact with will vary widely in size, type, and organizational structure. Philosophically, these awards should be common enough that most local educators are aware of the award and aspire to receive it. It also needs to be rare enough to be prestigious. As a rule of thumb, plan to present one award per year on each

school campus, even if it is a small one. If a school campus has more than 500 students, you may consider presenting two awards per year when there are worthy candidates.

## IDENTIFICATION OF CANDIDATES

Ideally, Fretwell Awards will become an annual celebration to look forward to in all schools. This includes private, charter, and religious schools as well as public schools. Introducing the Fretwell Award will be easier in schools where Scouting is already established, with a unit that meets at the school or a number of students who are already Scouts. In those campuses, Scouts and their parents can serve as a resource for nominations. However, a purpose of this award program is to get access to schools where the flame of Scouting is not burning. In those schools, you will probably begin with the school administrator to seek out nominees.

Understandably, you may not have the resources to be able to launch in every school in your district during the first few years of implementing the award. You should expect to build up the resources to expand this gradually. Your best outreach opportunities will likely be in underserved parts of your community, so consider pursuing diversity (economic, ethnic, and religious) in prioritizing schools for the Fretwell Award.

Continuity is vital to building good relationships with schools and to open doors for membership growth. Once you start presenting Fretwell Awards on a school campus, don’t skip them in subsequent years. It is vital to maintain momentum. Remember, you can pace yourself on the presentation of awards, because not all candidates need to be recognized during the first year of this program. Present a Fretwell Award to the best candidate and then keep track of the runners-up as potential recipients in future years.

<sup>3</sup> Mission Statement of the Boy Scouts of America

# NOMINATING CANDIDATES

There are many potential sources for nominations for the Fretwell Outstanding Educator Award.

These include:

- Students in the schools
- Student council of the school
- Parents
- Other educators in the school or school system
- Members of local civic groups, like Rotary, Lions, VFW, American Legion, etc.
- Members of local faith groups
- Customers at local businesses
- Current active Scouters

Depending on which strategy you choose, you may want to customize a nomination form for that audience. A sample nomination form is included in the appendix to this guidebook for you to use as a starting point.

It is important to keep the nomination process simple. Only ask for enough information on the form to get the review process started. You can always flesh out the details during your review and selection process.

Be careful to use ordinary language to describe the award. While we are all familiar with the meaning of the Scout Oath and Scout Law, it will need to be explained more directly for the community in general. Your nomination form is also an opportunity to polish the image of Scouting in your community and to make contact with families.

Remember that parents of elementary age children are often in their 30s and have a different relationship with technology than older

generations. Encourage email submittals and consider providing a way to text the information as well. A photo of the nomination form may be good enough.

# REVIEWING AND SELECTING CANDIDATES

Nominees for the Fretwell Award should not be told they are being considered for the award to prevent them from being disappointed or embarrassed if they are not selected. The Fretwell Award is based on one's personal reputation, so discretion and due process are important. A bad selection could embarrass the recipient, the school, and local Scouting.

Form a search and selection committee of at least three people to get multiple viewpoints.

Some of your options are to:

- Use your standing district committee as the search and selection committee
- Create a temporary taskforce of Scouting volunteers for this specific purpose as you would for an Eagle Scout board of review
- Recruit local civic leaders to serve as the search and selection committee
- Create a panel of local educators to serve as the search and selection committee

The selection committee may include people who are not registered Scouters. A retired teacher or administrator, or a member of the school board could add valuable insight as you make selections. In fact, including some "outsiders" is another good way to form relationships to support Scouting membership.

Plan to interview at least three references who know the candidate in the candidate's professional capacity. A sample reference interview form has been provided in the appendix with questions you can use when you

are talking to references. It also serves as a place to collect notes from your research. Please do not ask the reference to prepare a reference letter or to fill out any forms. This often results in no information at all.

The first person to interview is the candidate's immediate supervisor. This is a relationship building opportunity as well as part of the award process. You need to get a copy of the candidate's professional resume from the supervisor. It is useful as source material for the letter of commendation and for the live presentation of the award.

Ideally, the second reference is a close colleague of the candidate. The third reference should be the person that nominated the candidate in the first place (or their parent if the nomination is from a student). Follow up with anyone else that the first set of references suggests you talk to. Once you have completed the interviews, you can score or rank the candidates to make a selection. Your evaluation needs to be based on the values of the Scout Oath and Law. The sample evaluation form provided in the appendix has a simple scoring system for comparing candidates.

There are no losers in this process. There is no minimum acceptable score on the evaluation form. That decision is left to the selection committee. After your selections are made for the year, archive your notes about the runners-up. Candidates you review in one year may be reconsidered in future years.

## **PREPARING LETTERS OF COMMENDATION AND CERTIFICATES**

In the education community, a high award like the Elbert K. Fretwell Outstanding Educator Award forms part of a body of work that is reviewed for promotions, grants of tenure, and salary increases. A letter of commendation is the appropriate way to add the Fretwell Award to the personnel file. There is a sample letter of commendation in the appendix for you to use

as an example, but a bit more explanation is appropriate here.

The letter should have a maximum length of two pages, though one page is preferred. Print the letter on council letterhead.

The letter of commendation needs to be addressed to a person of authority above the recipient. In most situations, this will be the principal of the school, but in other settings, it could be a superintendent, headmaster, department chair, dean, president, or other institution official. The recipient needs to be copied on the letter.

Each letter needs to begin with a description of what the award is and what kind of people it recognizes. The next paragraph or two needs to describe the noteworthy contributions and actions taken by the recipient. This description needs to be as personal and specific as possible. Describe actual events when you can. The closing paragraph needs to "present" the award to the recipient and thank the recipient for her/his service. The opening and closing paragraphs in the sample letter may be used as is or may be edited for your local needs.

Letters of commendation should be signed by one or two high Scouting officials. These could be the council Scout executive, council president, council commissioner, or council membership chair. Others may be acceptable as well. What is important is that the Scouting title of the person signing the document conveys the importance of the award to the BSA.

A certificate is also provided online for your use. It is a fillable PDF document that will allow you to create a custom document with little effort for formatting. The titles of the BSA officials that will sign the certificate are left for you to enter. In choosing the signers, use the same principle as given above for letters of commendation.

# PRESENTING AWARDS

Educators who receive the Elbert K. Fretwell Outstanding Educator Award need to be recognized publicly. There are four items that could be presented for the award.

These are the

- Fretwell Award medal
- Fretwell Award certificate (suitable for framing)
- Letter of commendation
- Personal item with the Fretwell Award logo

The medal is available from BSA Supply. You will produce the certificate and letter of commendation locally using council letterhead paper or other suitable paper. The personal item that carries the award logo can be obtained from BSA Supply, which offers a limited selection, or it can be a customized item purchased from a BSA licensed vendor. The personal item is an indirect way to publicize the award, and should be something the recipient would use or display at work. Depending on the taste of the recipient, a mug, water bottle, lapel pin, polo shirt, or plaque could be appropriate.

The Fretwell Award needs to be presented as publicly as possible to maximize the relationship benefits. A sample script for such a presentation is included in the appendix. Most opportunities will fall at the end of the school year.

Here are some ideas to consider:

- PTA/PTO meeting
- Professional development day assembly
- School board meeting
- End-of-year student awards ceremonies

Deliver a copy of the letter of commendation to the principal/chief administrator of the recipient's school for inclusion in the personnel file.

In addition to a public recognition in the education community, you may consider inviting the recipients as free guests to your annual District Awards Dinner for further recognition.

# REPORTING

Each year, every council is asked to report the names of Fretwell Award recipients from their council. The councils will use the existing reporting system that is used for reporting Silver Beaver and lifesaving awards. As always, feedback is a gift, and your suggestions for improving this award program may be submitted to the Educational Relationships Subcommittee at [education.relationships@scouting.org](mailto:education.relationships@scouting.org).

# COUNCIL LEVEL AWARDS

While the preceding sections of this guide explain how to implement the Elbert K. Fretwell Outstanding Educator Award at the local district level, the local council may also present the Fretwell Award at the council level. The same principles can be applied. Council level awards serve various needs. In one approach, the council can recognize educators whose accomplishments have had an impact on a wider level, such as a school superintendent, head of a professional association, or a regional/state education official. Another approach is to use council awards to recognize the “best of the best” of the district recipients of the award. In this second version, district level recipients would form the pool of candidates for the council level awards. The council membership committee would determine the appropriate number of council level awards to present by considering the size of the council and number of districts participating.

Council level awards should be promoted through local news outlets and should be recognized with additional ceremonies, certificates, and citations. The recipients can be invited as guests to the Council Awards Dinner.

## AREA, REGIONAL, AND NATIONAL AWARDS

The Elbert K. Fretwell Outstanding Educator Award can also be presented at an area, region, or national level. At these levels, the Fretwell Award may be presented to worthy organizations as well as to worthy individuals. Awards at these levels must be approved by the National Council. Nomination forms and supporting documents can be submitted to *education.relationships@scouting.org*.



# **APPENDIX**

## **SUPPORTING DOCUMENTS**

**NOMINATION FORM**

**REFERENCE INTERVIEW FORM**

**EVALUATION FORM**

**SAMPLE LETTER OF COMMENDATION**

**SAMPLE PRESENTATION SCRIPT**

**CERTIFICATE**

**BIOGRAPHY OF ELBERT K. FRETWELL, PH.D.**





**ELBERT K. FRETWELL**  
**OUTSTANDING**  
**EDUCATOR AWARD**  
HONORING TEACHERS WHO MAKE BETTER PEOPLE

## REFERENCE INTERVIEW FORM

### INSTRUCTIONS FOR THE SELECTION COMMITTEE:

This form should be completed by a member of the selection committee while interviewing the reference in person or by phone. This information will be used to prepare the letter of commendation as well as to support the selection process.

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CANDIDATE NAME

SCHOOL

---

REFERENCE NAME

CONTACT PHONE NUMBER

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RELATIONSHIP TO THE CANDIDATE

Share this statement with the reference:

“The Scout Oath and Law are a summary of values that I would like you to keep in mind during this interview about \_\_\_\_\_ (candidate name). A Scout commits to serving his country, his community, and the people around him. A Scout commits to taking good care of his body, his mind, his morals, and his religious faith. He commits to being trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent. These ideals sometimes go by other names, but they clearly encompass empathy, compassion, and a number of other virtues.”

How do you and the candidate know one another? \_\_\_\_\_  
*(Ask follow-up questions to verify experience from candidate's resume.)*

What positive characteristics of the candidate stand out to you?

How has the candidate impacted the lives of students?  
*(Encourage stories that can be used in the commendation letter.)*

## REFERENCE INTERVIEW FORM | PAGE 2

How has the candidate improved the culture of the school?

How is the candidate a model of ethical and moral values?  
*(What is the story?)*

How has the candidate impacted the lives of the staff of the school?

How has the candidate served others in school activities outside the primary duties of her/his job?

**ELBERT K. FRETWELL**  
**OUTSTANDING**  
**EDUCATOR AWARD**  
 HONORING TEACHERS WHO MAKE BETTER PEOPLE

## EVALUATION FORM

CANDIDATE NAME \_\_\_\_\_

SCHOOL \_\_\_\_\_

**INSTRUCTIONS FOR THE SELECTION COMMITTEE:**

Please indicate whether you agree with each of the following statements as they pertain to the nominee for the Fretwell Award. Please be candid. These evaluations will be anonymous. Thanks in advance for your assistance with this important award.

All of the evaluations you will be asked to make require you to understand the values of Scouting. To help with those evaluations, what follows are the Scout Oath and Scout Law, widely understood to be the best 56 words to describe Scouting's values.

**THE SCOUT OATH**

On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight.

**THE SCOUT LAW**

A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

The candidate...

**Lives by Scouting's values in his or her personal life and excels at doing so.**

**SCORE**

Disagree 1	Neutral 2	Agree 3	Strongly Agree 4	Peerless 5	
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\_\_\_\_\_

**Demonstrates success in instilling Scouting's values in students.**

Disagree 1	Neutral 2	Agree 3	Strongly Agree 4	Peerless 5	
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\_\_\_\_\_

**Maintains an educational environment that clearly reflects Scouting's values.**

Disagree 1	Neutral 2	Agree 3	Strongly Agree 4	Peerless 5	
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\_\_\_\_\_

**Promotes Scouting's values across school-related activities.**

Disagree 1	Neutral 2	Agree 3	Strongly Agree 4	Peerless 5	
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\_\_\_\_\_

**TOTAL SCORE**

\_\_\_\_\_



## SAMPLE LETTER OF COMMENDATION

January 1, 2016  
Dr. Senior Administrator  
Any School or District USA  
Address Anycity, ST, Zip

CC: Ms. Good Teacher  
Re: Ms. Good Teacher Awarded Elbert K. Fretwell Outstanding Educator Award

Dear Dr. Administrator:

The Elbert K. Fretwell Outstanding Educator Award was established by the Boy Scouts of America in 2016 to recognize the valuable contributions that educators make in the lives of young people. The Boy Scouts of America's mission is to prepare young people to make ethical and moral choices over their lifetimes, and we recognize that teachers, staff, administrators, and others involved in educating young people are valuable partners in that mission. This award exists to recognize individuals who go above and beyond the call of duty to instill what we refer to as "Scouting Values," but we recognize that they are great "Teaching Values" as well.

Ms. Good Teacher has been selected as a winner of this award due not only to her diligence in her classroom duties, but also her commitment to the school and community. For the last five years, she has served as a volunteer youth basketball coach with the YMCA. Ms. Teacher led her fifth grade class from Anyschool Elementary in volunteering at the Special Olympics last May where her class learned about people with special needs in their community. She has actively volunteered as a Girl Scout leader for GSUSA Troop 9999. She has actively served her church community for the last three years as a Sunday school teacher at AnyChurch USA. Additionally, she is known to be actively involved in the PTA where she serves many extra hours helping the parents of first generation American children navigate and understand the American educational system.

Ms. Teacher was nominated for this award by parents of the young people in her class, and affirmed by her colleagues and supervisors as worthy of this recognition. The Boy Scouts of America is pleased to honor Ms. Teacher as a Fretwell Outstanding Educator, and to thank her for the service that she has given and will continue to give to influence young people to make moral and ethical choices.

Sincerely,

John Q. Scoutexec  
CEO/Scout Executive

Any BSA Council  
Street Address  
City State Zip  
[www.anybsacouncil.org](http://www.anybsacouncil.org)

**ELBERT K. FRETWELL**  
**OUTSTANDING**  
**EDUCATOR AWARD**  
HONORING TEACHERS WHO MAKE BETTER PEOPLE

## **SAMPLE PRESENTATION SCRIPT**

### **INSTRUCTIONS FOR PRESENTERS:**

Wear your formal Scout uniform, including appropriate neckerchief and medals for honors you have earned. Consider taking a second Scouter (in uniform) with you to assist you in handling the presentation items. Modify this script if you must limit your amount of time, but make it as meaningful and personal as possible.

Thank you ladies and gentlemen, for allowing the Boy Scouts of America to present an award at this event. My name is \_\_\_\_\_ and I am here to represent the \_\_\_\_\_ Council of the Boy Scouts of America. “The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.” The BSA created the Elbert K. Fretwell Outstanding Educator Award to honor professionals in education who exemplify good character and inspire students to do likewise. Dr. Fretwell, the namesake of this award, was an early leader of the Scouting movement in the United States and a leading scholar in education, focusing on the value of extra-curricular opportunity to improve education outcomes.

Today, we are here to honor \_\_\_\_\_ (recipient name), and I would like to ask him/her to join me at the front.

*At this point give a brief synopsis of the candidate’s resume: What their position is, how many years in the profession, how long at that school, other notable accomplishments.*

*Next, tell an endearing story about the candidate that you heard during the interviews of references.*

*Next, read the personal part of the letter of commendation.*

It is my honor to present \_\_\_\_\_ (recipient name) with the 20XX Elbert K. Fretwell Outstanding Educator Award.

*Drape medal on recipient. Pause for applause.*

*Face audience.* Thank you and \_\_\_\_\_ (head school official present) for allowing us to be here today.

*Move off stage. Once off stage, present the recipient with the certificate, letter of commendation, and personal item.*

*After the ceremony, deliver a second copy of the letter of commendation to the supervisor of the recipient.*



**ELBERT K. FRETWELL**  
**OUTSTANDING**  
**EDUCATOR AWARD**

**THE BOY SCOUTS OF AMERICA**

**PRESENTS THIS AWARD TO**

**FOR SERVICE TO YOUNG PEOPLE BY PREPARING THEM TO MAKE**  
**ETHICAL AND MORAL CHOICES OVER THEIR LIFETIMES**

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**DATE**

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## ELBERT KIRTLEY FRETWELL

Professor Elbert Kirtley Fretwell, Ph.D. (1878–1962), was an American academic and early leader in the field of youth development through recreation and extracurricular activity. Upon the retirement of Dr. James E. West in 1943, Dr. Fretwell was appointed Chief Scout Executive and served until his retirement in 1948. He was the only Chief Scout Executive appointed to the position who was not previously a professional staff member of the BSA. Upon his retirement from the BSA, Dr. Fretwell was bestowed the title of Chief Scout.

### CHILDHOOD AND YOUNG ADULTHOOD

Born in rural Lewis County, Missouri in 1878, E.K. Fretwell grew into a man of varied talents and varied interests. As a boy, he used his time plowing to focus on his reading and recall. With two books in the family home—the Bible and *Pilgrim’s Progress*—he would place one of the books at the end of a row. He would plow several more rows, and while the horses were resting, he would review what he had read to work on improving his memory. Eventually he received his undergraduate degree from LaGrange College in LaGrange, Missouri, where he was noted as both a brilliant scholar and the best singer in the college glee club. Upon college graduation, he joined the faculty, teaching English literature and serving also as the Lewis County, Missouri, commissioner of schools.

He continued his education at Brown University, acquiring an MA degree, and continued his affiliation with singing through Brown’s glee club. He engaged in further study at the University of Chicago and two additional years spent in Europe, studying both music and English during his travels and during his enrollment at Heidelberg University and the University of Dijon.

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*The problem of enabling our pupils to live in a democracy and to make democracy a fit place in which to live is an insistent necessity, a delight, and a test of our ideas, of our technique, and of our faith.*

- E.K. FRETWELL, 1931

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### AN APPRECIATIVE AUDIENCE

The first appreciation of his singing talents came from the cows he looked after on his father’s farm. Calling the cows in from the pasture one evening with his standard call of S-W-E-E-E-E-K!!! (moving across two octaves from a low C to a high C) impressed a local musician, who encouraged him to further develop his talents.



## FAMILY LIFE

In 1919, he married Jean Hossford, a faculty member at the Teachers College at Columbia University. Mrs. Fretwell published three children's books and served as the director of camping for the Girl Scouts of the Greater New York area. They had two sons, E.K. Fretwell Jr. and James H. "Stretch" Fretwell. E.K. was an accomplished college administrator serving as chancellor at two major state institutions. James was an engineer at Los Alamos National Laboratory and an active Exploring Advisor.

## CAREER IN MUSIC

Upon his return to the United States, the elder Fretwell served as a faculty member at Brooklyn Polytechnic Institute, teaching English. Still unwilling to commit to a single career, he combined two into one and was a featured professional tenor singer in New York. A profile of Dr. Fretwell in the *New York World* described a typical day in his life during this era as lasting more than 20 hours, starting with teaching multiple sections of English before noon, crossing the Brooklyn Bridge to report to work at the Hippodrome for practice, rehearsals, and performances through the late evening hours. Upon arriving home after midnight, he resumed grading and lesson preparations, retiring at 2:30 a.m. Each Sunday, supposedly his day of rest, was not complete without singing in the choir of the Classon Avenue Presbyterian Church for both morning and evening services.

## ACADEMIC CAREER

While singing was a passion, he recognized that he ultimately did not care for it as a career. He enrolled as a graduate student at Columbia University and earned a Ph.D. in secondary education in 1917. Upon graduation, he joined the faculty serving as a faculty member from 1918 until 1943. He received appointments as an associate professor of Scouting and recreational leadership and later, professor of education at the Teachers College, Columbia University.

In 1918 Dr. Fretwell was appointed by the surgeon general of the United States together with the American Red Cross to supervise recreation work in United States Army "reconstruction hospitals."

His interest in Scouting drew from his professional interest in extracurricular education. To this end, Dr. Fretwell had extensive and long-lasting volunteer service with the BSA's National Council, beginning as early as 1915. He served as a member of BSA's Department of Education—the forerunner of our current Education Relationships Subcommittee. He had an early appreciation both for the educative power of Scouting—but also the importance of preparing volunteers and professionals to understand and to deliver the program. His professional career and his volunteer service to Scouting in many ways were not distinct from each other—he appreciated the union of formal and informal education in helping young people to grow into effective citizens. Dr. Fretwell lectured widely on Scouting throughout the nation and additionally provided academic preparation for both volunteer and professional Scouters. By the early 1920s, he was teaching courses for academic credit at Columbia University, covering topics such as Scouting and Scoutcraft, recreation education, and a course designed for Scout executives. Dr. Fretwell also served to explore and support Scouting from an academic perspective. His contributions to this area were noted in the highly regarded *Teacher's College Record* as early as 1922.

His book *Extracurricular Activities in Secondary Schools* (1931) allowed him to explore his interest in considerable detail, documenting how experiences in the extracurricular realm were important for preparing young adults for participation in a democratic nation. While his book was not exclusively about Scouting, Scouting's values and its impact on education were integral parts of the book.

Among many distinguished contributors and child development experts, Dr. Fretwell contributed to the development of the Cub Scout program, penning the foreword to the first edition of the *Boy's Cubbook* (later retitled the *Wolf Cub Book*).

In 1933, Dr. Fretwell was appointed to the National Executive Board of the Boy Scouts of America. He remained as a board member until 1943, when he accepted a new role as James West's successor as Chief Scout Executive. For his distinguished work as a volunteer, he was recognized for his service to the Boy Scouts of America with the Silver Buffalo Award in 1939. He also received the Silver Tamaraw of the Boy Scouts of the Philippines.

## SCOUTING CAREER

During his time as Chief Scout Executive, the membership of the Boy Scouts of America set records for growth each year. The program was also modernized and updated during his tenure, launching a new Exploring program for young men, and adjusting the entry age for Boy Scouting and Cub Scouting.

Of his many contributions during his five years of service in that role, two are evident today, nearly 80 years later.

The Philmont black felt bull was created in 1944 by Dr. Fretwell. It was patterned after the bull found in the tile mosaic located at the downstairs entrance to the Villa Philmonte. In the beginning, a first year camper or leader received only the head of the bull to sew over the left pocket of the shirt. After another year's participation, they qualified for the body portion of the bull, and

with three years, the tail. Presently, the recognition is awarded in a single piece, but his legacy lives on in all those who wear this distinctive emblem.

Wood Badge training was of particular interest to Dr. Fretwell. An education enthusiast, he launched the formal delivery of the Wood Badge training program, 10 years after two experimental courses were not considered suitable for use by the members of the BSA. Wood Badge continues to this day as a training course, serving the needs of thousands of leaders every year.

## RETIREMENT

Dr. Fretwell remained active throughout his retirement, serving with distinction in the role of Chief Scout. He continued his support of Scouting by honoring speaking engagements across the country. An avid hiker, Dr. Fretwell noted that he had once walked around the entirety of Manhattan Island. He also maintained his family farm in Missouri, and continued his work there, growing vegetables each summer during his retirement. He

continued his early interest in English literature and remained a voracious reader, much as he had been as a boy during plowing season. Dr. Fretwell passed away, at home, in Weston, Connecticut, in 1962. He and his wife, Jean, are buried in the Providence Baptist Church Cemetery, near Williamstown, Lewis County, Missouri.

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*He never grew old in spirit.  
To the end, he had his fund  
of good stories and, better yet,  
always delighted in yours.  
Like some of the other great  
pioneers in Scouting, he leaves  
us with the lesson that the way to  
have abiding youth is to live with  
youth and give yourself to them.*

**- E. URNER GOODMAN, REMEMBERING  
E.K. FRETWELL, 1962**

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