

ROTC, JROTC, JROTC PASS

A close-up of a dark blue fabric patch with orange and white embroidery. The word "LEADERSHIP" is at the top, "EXCELLENCE" is at the bottom, and in the center is a shield with a sword and a torch.

COL Mike Johnson
United States Army Cadet Command

08 June 2010



Cadet Command Vision Statement



Cadet Command **“Trains to lead!”**-- Providing the Army with the right number of Lieutenants possessing the right qualities and skills, at the right time, that reflect the diversity of America and are committed to service to Nation; implementing and supporting JROTC, a premier citizenship program, that inspires America’s youth to be better citizens who value and practice life-long service to community.



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Train to Lead – We Commission, We Motivate!



Army Reserve Officer Training Corps

- **Best Leadership Course in America:** The Army Reserve Officer Training Corps is in search of the **Scholar-Athlete-Leader [SAL]**
- **ROTC = Long Term Success:** ROTC is the college elective that teaches the decision-making, management skills, leadership and discipline that will enhance future success in either a military or a civilian leader
- **The Edge:** ROTC is the course that gives college students the edge for success. Army ROTC courses teach college students how to succeed in a competitive world both in college and beyond
- **Financial Assistance:** Army ROTC can provide full tuition scholarships in addition to a tax-free stipend of up to \$500 per month



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U.S. ARMY OFFICER CAREER PATHWAYS



- Air Defense Artillery
- Armor
- Aviation
- Engineering
- Field Artillery
- Infantry
- Special Forces
- Chemical, Biological, Radiological, and Nuclear (CBRN)
- Military Intelligence
- Military Police
- Signal
- Chaplain
- Civil Affairs
- Dental Corps
- JAG Corps
- Medical Corps
- Medical Service Corps
- Medical Specialist Corps
- Nurse Corps
- Ordnance
- Personnel Systems
- Quartermaster
- Transportation
- Veterinary Corps

<http://www.goarmy.com/RotcViewCareers.do>



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FORTUNE MAGAZINE, March 2010



PHOTO: MARTIN SCHOELLER



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Tracey Lloyd, 30: Former Army Captain. Now, a manager of a supercenter for WalMart.

Full article: **“Battle-Tested: From Soldier to Business Leader”**

http://money.cnn.com/2010/03/04/news/companies/military_business_leaders.fortune/index.htm

Excerpt on Tracey Lloyd: **“The New Warrior Elite”**

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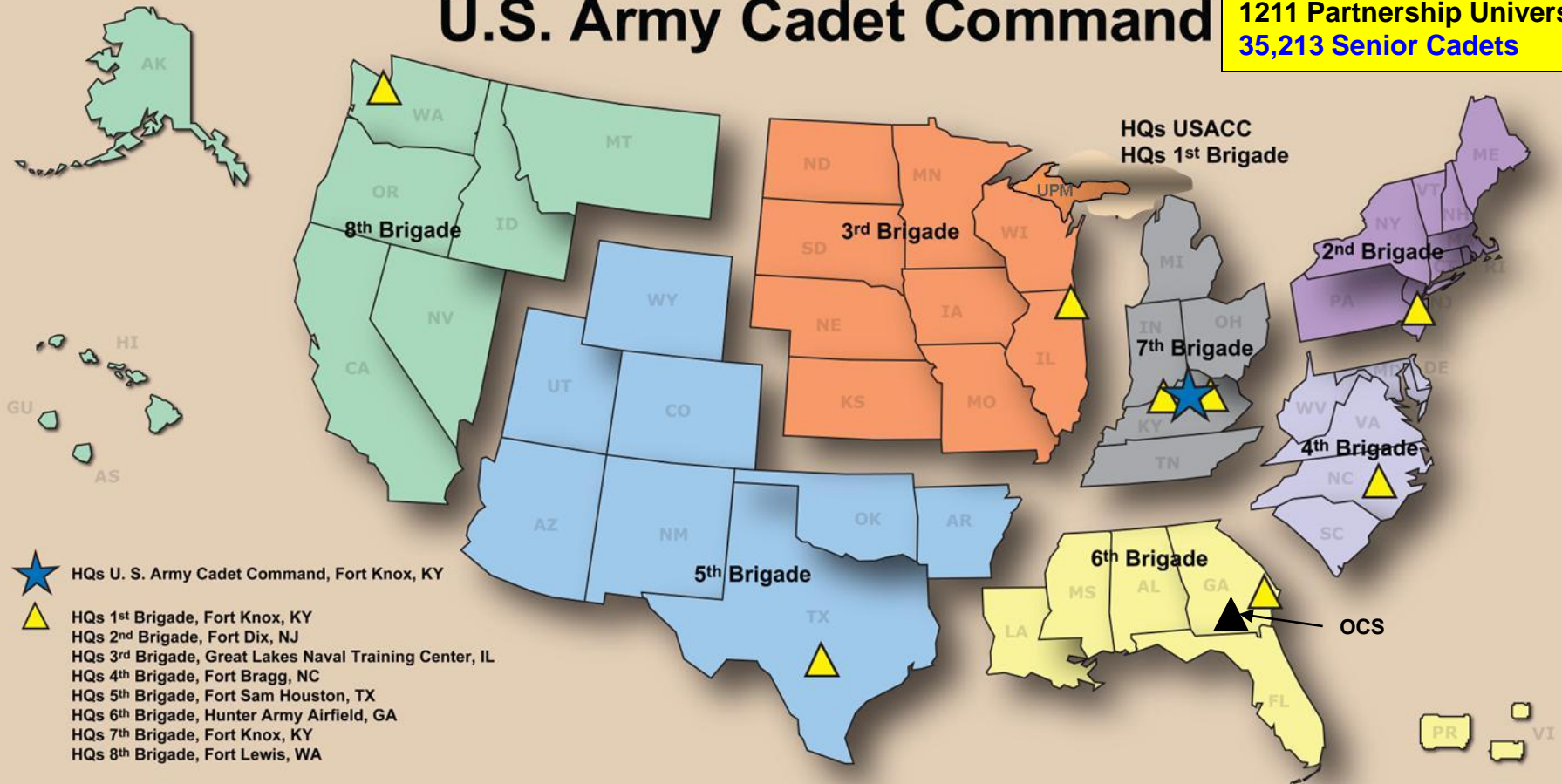
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U.S. Army Cadet Command Area of Operations *8 Brigades*

Senior ROTC
273 Host Universities
1211 Partnership Universities
35,213 Senior Cadets

U.S. Army Cadet Command



Junior ROTC
1645 High Schools
250 High Schools Waiting
1500 Instructors Waiting
290,000 Cadets



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Senior Reserve Officer Training Corps - ARMY



Army ROTC Program: <http://www.armyrotc.com>

U.S. Army Cadet Command: <http://www.rotc.usaac.army.mil/>

The Cadet Magazine:
<http://www.rotc.usaac.army.mil/cadet/may2010/index.html>



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ROTC Annual Leadership Seminar



MG Arthur M. Bartell
Commanding General
U.S. Army Cadet Command



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Army ROTC Scholarship Benefits

- Army ROTC Scholarship recipients receive:
- Full Financial assistance for College tuition and mandatory education fees (or room and board)

- Tax free subsistence allowance for up to 10 months a year

A/O 1 Oct 02

MS 1 – 300/month

MS 2 – 350/month

MS 3 – 450/month

MS 4 – 500/month

- \$1200 annually for textbooks, classroom supplies and equipment.

- The Army ROTC Scholarship does not pay Flight fees.



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Army ROTC Scholarship Eligibility

| Minimum | 2-Year | MJC | 3-Year (2 ½ Yr) | 4-Year (3 ½ Yr) |
|--|-------------------|-------------------|-----------------------------|----------------------------|
| GPA | 2.5 | 2.5 (HS) | 2.5 | 2.5 (HS) |
| Age | 17-30 | 17-30 | 17-30 | 17-30 |
| SAT | N/A | 920 | N/A | 920 |
| ACT | N/A | 19 | N/A | 19 |
| Selection Board Score | 60 | 60 | 60 | * |
| DODMERB | Yes | Yes | Yes | Yes |
| Medical (qualified within 6 months) | | | | |
| Civil Conviction | Explain Waiver | Explain Waiver | Explain Waiver | Explain Waiver |
| APFT | Pass | NLT | 15 | Dec |
| ROTC GPA | 3.0 | N/A | 3.0 | N/A |

Note: These are the bare minimum requirements.
Scholar-Athlete-Leader criteria should be used as a norm
* Hybrid High School Selection Boards do not have a minimum score





Partnership for Youth Success

WHY VETERANS?

ARMY VALUES

GOAL-ORIENTED

TEAM MEMBER

PROVEN SKILLS

SECURITY CLEARANCE

STRONG WORK ETHIC

LEADERSHIP TRAITS



- A quality transformation: Citizen to Soldier to Veteran to Valued Employee
- The Army agrees to qualify, train and provide honorably discharged veterans
- Partner companies agree to interview or hire Army veterans for forecasted positions
- The applicant / Cadet agrees to join the Army with a guaranteed interview or hire with the partner company
- America benefits with a trained workforce that understands patriotic service

<https://armypays.com/>



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Building a Framework for Learning



JROTC Leadership Education and Training **(Leadership, Character, and Student Success)**



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JROTC is a large, popular Program that:

- Hails a world class curriculum that employs student-centered learning and enhances program popularity
- Teaches citizenship and leadership roles
- Integrates current instructional strategies
- Maximizes award winning multi-media materials
- Aligns to National and State Standards
- Offers college credit to cadets and instructors
- Hosts quality competitions to motivate cadets

Article on JROTC Leadership, Education, Training:

<http://www.torii.army.mil/archives/archives/2006/apr/13/page1/story01.htm>



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Current Army JROTC Unit Distribution

DODDS

Fair and Equitable Distribution Formula: $1645 / 29715 = .055$

Under Subscribed States

Over Subscribed

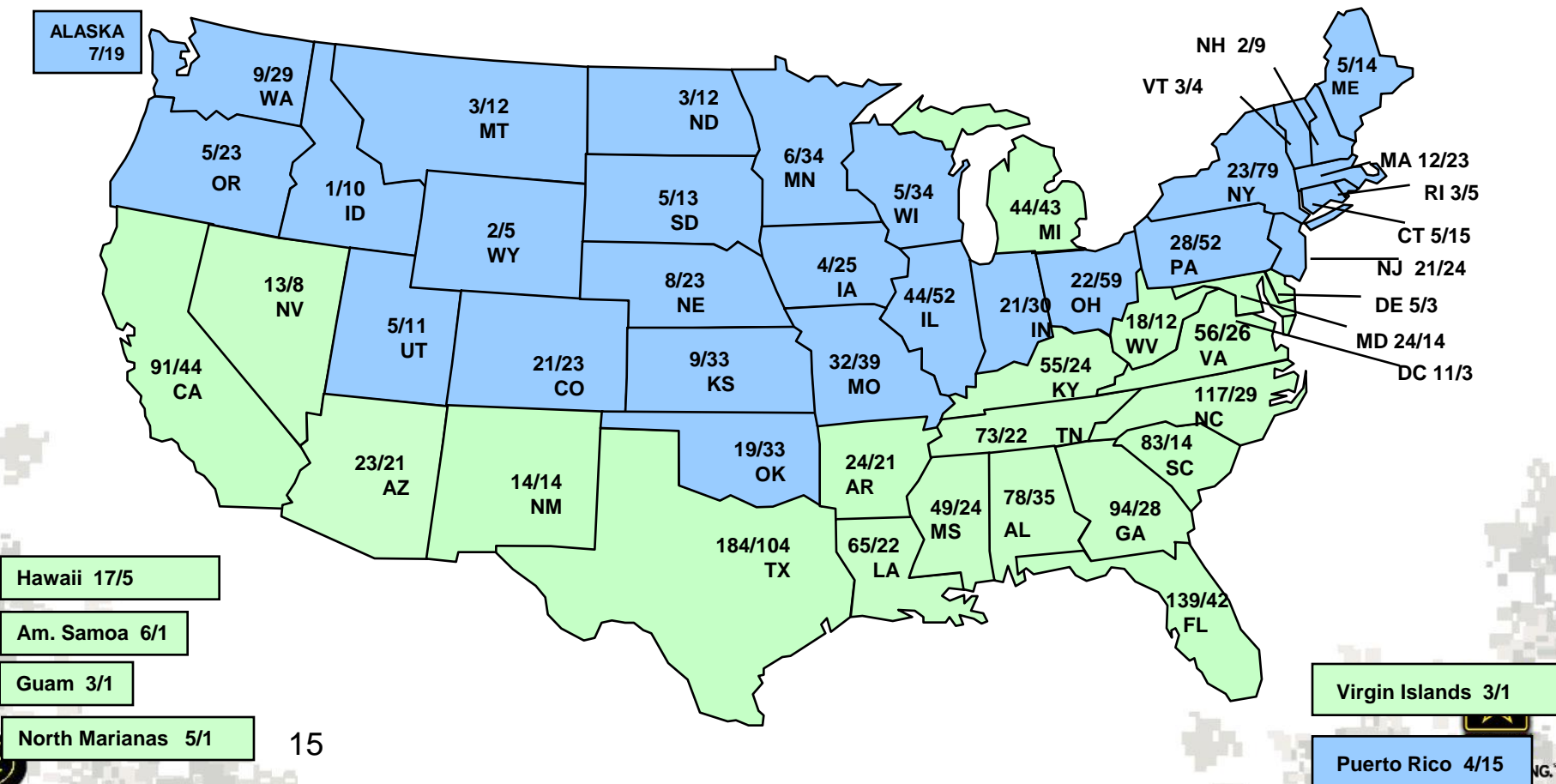
NDCC units
31

Korea 2/1

Germany 10/1

Japan 2/1

Italy 1/1





JROTC Overview

www.usarmyjrotc.com



Measures of Effectiveness SY 08-09

| | School | JROTC |
|----------------------|--------|-------|
| Attendance | 90% | 93% |
| Graduation (Seniors) | 86% | 98% |
| Indiscipline | 15% | 5% |
| Drop Out | 3% | <1% |
| GPA | 2.7 | 2.9 |

JROTC Curriculum

- Citizenship in Action, Leadership Theory and Application
- Foundations for Success in Wellness, Fitness, and First Aid
- Geography, Map Skills and Environmental Awareness
- Citizenship in American History and Government
- Cadet Safety and Civilian Marksmanship Program (Optional)
- Integrated Curricular Activities

National Competitions

- JROTC Leadership Symposium & Academic Bowl (JLAB)
- Air Rifle (Army Championship and All-Service)
- Precision Drill (Regional Army JROTC, All-Service National)
- Physical Fitness

JROTC Goals

- Promote citizenship
- Develop leadership & critical/creative thinking
- Teach to Communicate effectively
- Improve physical fitness
- Provide incentive to live drug-free
- Strengthen positive self-motivation
- Provide global awareness to include a historical perspective of military service
- Train to work as a team member
- Inspire to graduate from High School, attend institutions of higher learning, and pursue meaningful careers particularly in the areas of science, technology, engineering, & mathematics

286,000 High School Cadets
1645 JROTC Units
31 NDCC Units



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When I Arrived I Had a Weak Leader Profile On the Skills Map Assessment used in JROTC

| | Skills To Develop | Skills To Strengthen | Skills To Enhance |
|------------------------------|-------------------|----------------------|-------------------|
| Self-Esteem | | | |
| Interpersonal Assertion | | | |
| Interpersonal Awareness | | | |
| Empathy | | | |
| Drive Strength/Motivation | | | |
| Decision Making | | | |
| Time Management | | | |
| Sales Orientation/Leadership | | | |
| Commitment Ethic | | | |
| Stress Management | | | |
| Physical Wellness | | | |
| | Low | Normal | High |
| Interpersonal Aggression | | | |
| Interpersonal Deference | | | |
| Change Orientation | | | |



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In JROTC I Learned to:

- Be Confident
- Communicate orally and in writing
- Develop a capacity for life-long learning
- Take responsibility for my actions and choices
- Do my share as a good citizen in my school, community, country, and the world
- Treat myself and others with respect
- Apply critical thinking techniques
- Graduate from High School
- Pursue a meaningful and productive career



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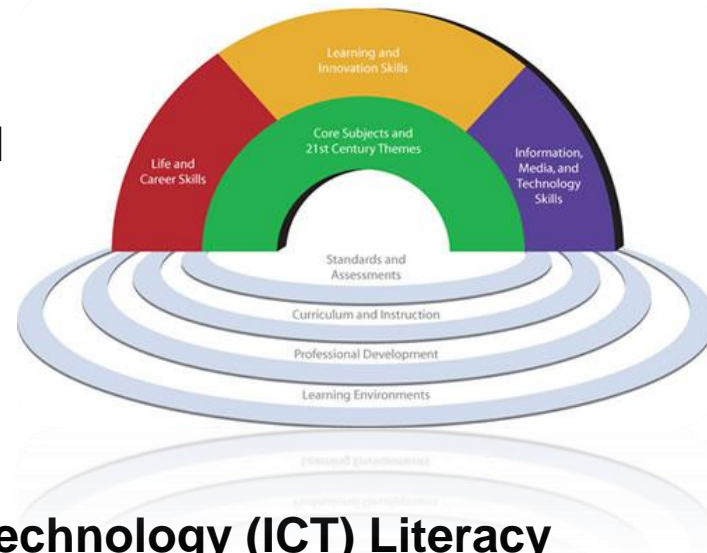




I Learned Through A:

❖ **21st Century JROTC Multi-media Curriculum which includes:**

- **Global Awareness**
- **Financial, Economic, Business, and Entrepreneurial Literacy**
- **Civic Literacy**
- **Health and Wellness Awareness**
- **Learning and Thinking Skills**
- **Information and Communications Technology (ICT) Literacy**
- **Life Skills (to include leadership)**
- **21st Century Assessments (high quality standardized testing along with effective classroom assessments)**



Source: Partnership for 21st Century Skills www.21centuryskills.org





I Traveled Because of Competence in:

- SAT and ACT Test Questions
- Leadership Tenets
- Citizenship Skills
- Army Values
- Cultural Awareness
- Technology
- Curriculum Knowledge
- Current Event Awareness
- Nutrition, Fitness, and Drill
- First Aid
- Financial Literacy



JROTC Academic Bowl and Leadership Symposium (JLAB) Washington DC



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JROTC Cadet Leadership Challenge (JCLC)

OBJECTIVES

Build citizenship
Develop Leadership skills
Build self-esteem
Have fun



No War Fighting



FOCUS ON:

- **Adventure training**
- **Leadership development**
- **Confidence Building**



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[illegible]



Middle School Success Program

***Project
Partnership for all
Student Success
(PASS)***

**(Leadership, Character,
Fitness, and Student
Success)**

NASBE
NATIONAL ASSOCIATION OF
STATE BOARDS OF EDUCATION



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What is Project PASS?

- In partnership with the US Army and Department of Education, the National Association of State Boards of Education (NASBE) is spearheading an innovative drop out prevention and intervention strategy targeted specifically at communities where drop out rates are exceptionally and unacceptably high.
- Project PASS is built upon four pillars that continuously support at-risk students from middle school through high school to graduation and provide the grounding for success after graduation



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Four Pillars of Project PASS

Middle Schools

- **Intent is to:**
- - **Foster skills to succeed socially and academically**
 - **Build confidence to move forward motivation and desire to graduate and achieve post-secondary success**
- **Provide support using:**
 - **Military-based education proven precepts**
 - **Other at-risk models**

High Schools

- **Successful Transition to JROTC support structure**
 - **leadership and citizenship**
 - **high graduation rates**
 - **better grades**
- **JROTC Cadets provide support back to middle school**

Parents

Elect to place their children in Project PASS, making a multi-year family commitment to the program, and support for their children's participation over time

Communities

- **Community liaison full time position**
- **Advisory council**
- **Community resources and supplemental services:**
 - **tutoring**
 - **mentoring**
 - **enrichment**
 - **internships/jobs**
 - **STEM**
 - **fitness and sports**
 - **basic services**

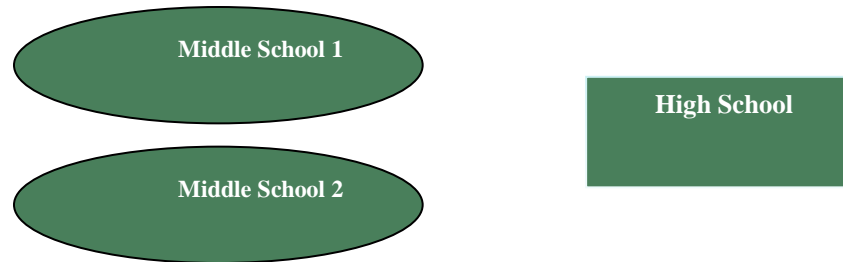




Project PASS Criteria

States/Schools

- The six states (Florida, Georgia, Kentucky, Kansas, Mississippi, Nebraska) that attended the Project PASS Conference in December 2009 were invited to participate in the pilot.
- Eligible Local Education Agencies (LEA) select one high school and the high school's feeder middle schools to participate in Project PASS.



- High schools must have an attrition rate of at least 30% and currently be in School Improvement, Corrective Action, or Restructuring.

Students

- Students at these schools will self-select into the program through a school-based application process.
- Students may begin participating in middle school and remain in Project PASS through their high school careers.





Project PASS Shared Ownership

| NASBE | U.S. Army | LEA/School | State |
|---|--|--------------------------------------|---|
| Program design development and project management | ½ of JROTC Instructor Fees | ½ of JROTC Instructor Fees | Coordination with NASBE and LEAs |
| Identification, training, and oversight of Community Coordinators | Assistance with Middle School Curriculum and Training | Middle School Instructor Fees | Assessment and removal of policy barriers |
| Whole School Professional Development training | Informational Session/Parent Engagement Costs | Materials | |
| Local advisory council training | Whole School PD Costs | Commitment to implement Project PASS | |
| Assisting states in policy assessments | Community Coordinator Training and Professional Development | | |
| Technical assistance to states and LEAs | Local Advisory Council Costs | | |
| Relationships with national partners | In-community relationships with national partners and locally based military personnel | | |



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Questions



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JROTC Instructor Status

Instructors

3992 employed
1932 certified (waiting list)
144 vacant positions

Hired and
employed by the
school

Certified
by the
Army

GENERAL REQUIREMENTS:

- Retired E-6 through O-6
- No record of military or civilian adverse actions
- Meet the retention medical fitness standards and weight standards of CCR 145-2:
 - Meet height and weight standard; 30% male body fat and 36% female body fat
 - No speech impediment
 - No medical disqualifiers (i.e., heart disease, asthma, pace makers)
 - VA disabilities > 30% require medical review
- Have an excellent record of military performance
- Have the mentality, personality, appearance and bearing to represent The Army well in the civilian community
- Have good moral character, instructional ability, and be able to challenge, motivate and influence young people in a positive manner
- Completion of initial qualification training, satisfactory interview, and be determined by Cadet Command to meet the criteria

Instructor Pay - 05 retired w/ 20 yrs AFS

BP + BAS + BAH (5000 + 170 + 1300) = 6470

Minus Retired Pay (50% of BP at 20 yrs) = 2500

Equals MIP (6470 – 2500 = 3970)

MIP x 50% (3970 x 50% = 1985 (Army Reimburses the school])



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Program Responsibilities

What the school must provide:

- Credit for coursework
- Classrooms (including desks/tables), office space (including desks, cabinets, etc), storage, telecommunications, and drill area
- Partial instructor salaries
- Like benefits for instructors and students (teacher / student parody)

**Title 10, US Code
Section 2031;
DODI 1203.15;
AR 145-2;
CCR 145-2;
Contract**

What we don't do:

- Require a service obligation
- Recruit for the Armed Forces
- Conduct combat skills training

What the Army provides:

- Educational/audiovisual materials
- Classroom equipment
- Student books, curriculum guides, instructor materials
- Unit support and maintenance funding
- Uniforms and organizational equipment
- Special team equipment (Color Guard, Drill Teams, Marksmanship Teams)
- Partial instructor salary reimbursement

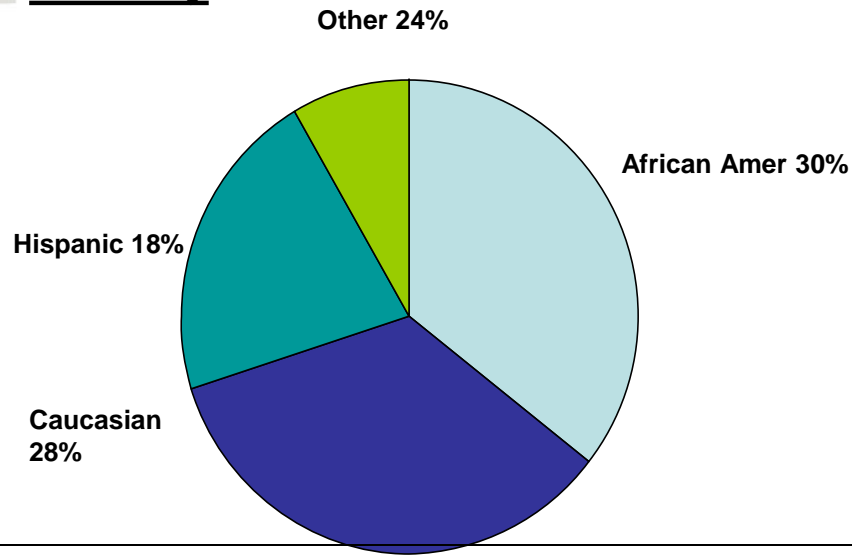


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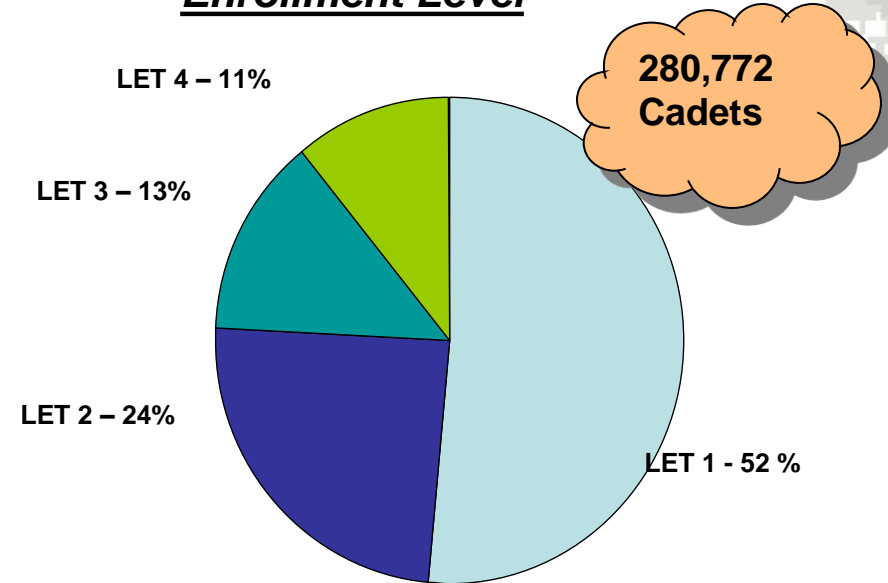


SY 07-08 Program Demographics

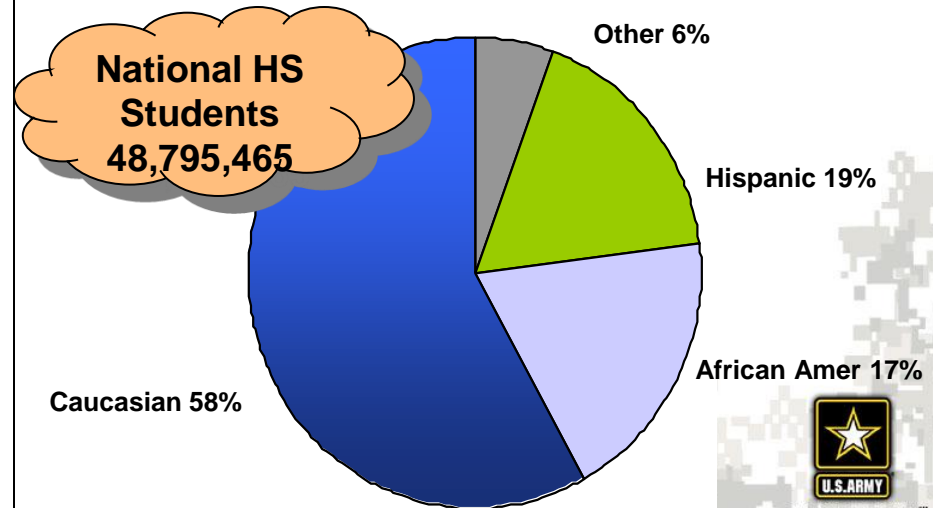
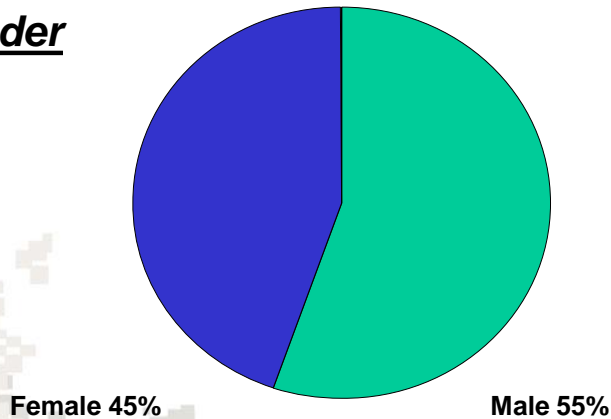
Ethnicity



Enrollment Level



Gender



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