

POSITION PAPER
ON
STEPS TO INCREASE CADET PROGRAM PROGRESSION

1. Ensuring that cadets are continually progressing through the Cadet Program (CP) and, more importantly, developing leadership and other skills is a primary mission of squadrons and the CP as a whole. Inevitably however, there are numerous hindrances that retard regular CP progression of cadets.
2. Such hindrances include (but is not limited to): failure to pass Leadership and/or Aerospace Test due to academic setbacks, failure to pass the Cadet Physical Fitness Test (CPFT), minimal communication of promotion and leadership standards, lack of mentorship, no usual assessment of Progression standards and situation by Squadrons and Group VI, etc.
3. It is important to note that in reference to Cadet Program Progression, the Council defines successful and adequate 'progression' as not purely promotion in grade, but also development of leadership skills and overall maturity of responsibility.
4. The Council recommends that following actions be taken by both Group VI and Squadrons with respect to increasing CP Progression by cadets:
5. Firstly, CAC suggests that the Cadet Promotions Application in eServices be expanded to include a real time report of cadet progression and promotion status as reported by the Squadron's SIMS Database via eServices. This would serve to better clearly communicate a cadet's current promotion and leadership status and better articulate the CP Progression standard.

6. With respect to CPFT hindrances, as reported by CAP Best Practices, the Council suggests the use of a technique that has been successful for swim and track teams and it is simple. This includes the following: “make out index cards for each cadet with the goals for their phase and age listed on it. Put them in teams of two with each cadet scoring the other one. Before they test, have them look at their goals and then exchange cards. After the test is completed, then the cadet gives the card back to the teammate so he/she can see if more work is needed. This process ensures instant feedback and it works.” (From CAP Best Practices Website)
7. Further one-on-one counseling and mentorship for cadets that fail the CPFT approximately twice in a row is advised Cadet Officers and/or Testing or Leadership Officer. Corrective measures and remedial practice routines should be shared at this point.
8. Similar counseling and mentorship for cadets that fail a Leadership and/or Aerospace test twice in a row with Cadet Officers and/or Testing or Leadership Officer is recommended. Test taking advice, academic study tips, and curriculum review should be shared at this point.
9. Furthermore, the Council strongly urges each Squadron to regularly, and at the least quarterly, complete, review, analyze and act on the Cadet Unit Self Assessment to assess the state of progression in the squadron. This can be found on the National CP Website Library.
10. Also, there must be more effective use of the CAPF 50 (Leadership Evaluation Form) by Squadrons. The Council recommends that a CAPF 50 be completed and used for every promotion of every cadet *or* when a cadet is not eligible for promotion but has the completion of the Time in Grade (TIG) requirement. This would serve as a mid-promotion assessment of where the cadet stands requirements-wise and leadership development-wise.

11. There must also be a thorough briefing of the Leadership Expectations Chart (LEC) to every cadet so that the standards for leadership development and maturity for promotion is standard. All Promotion Review Boards (PRBs) should also implement the LEC for each board.

12. This Council will make policy and strategy that the Group VI CAC perform a robust, annual assessment of cadet progression at that echelon level and make recommendations for improvement for that particular time. This strategy should be adapted by CACs at all levels for their corresponding echelon.

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