



DPSCD Department of Military Science New Instructor Information & Planning Guidance

“Motivating Young People to be Better Citizens”

Students Rise. We All Rise.





Mission: "Motivating Young People to be Better Citizens"

Students Rise. We All Rise.





DPSCD JROTC Program Desired Outcomes

➤ Objective of the JROTC Program:

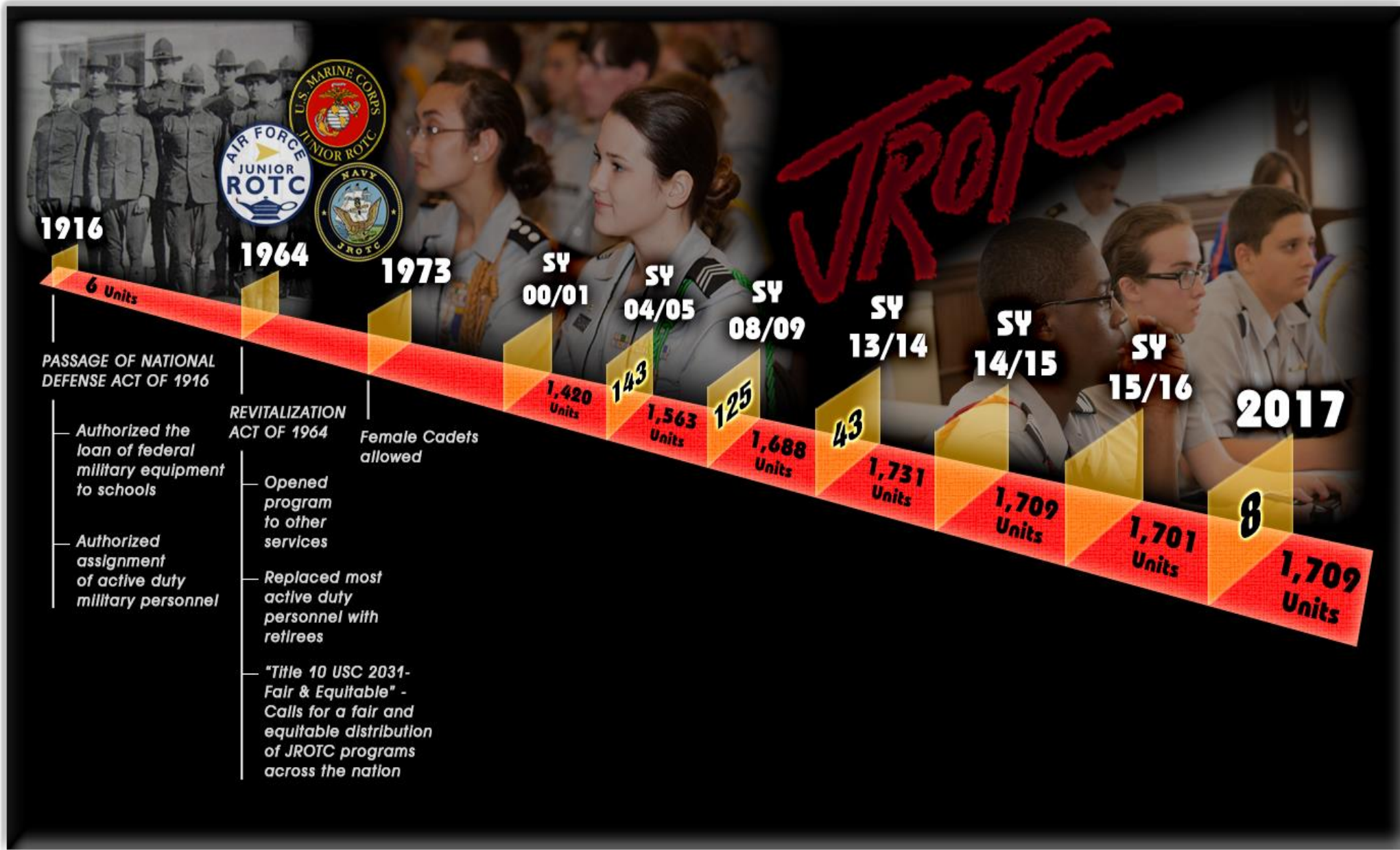
- To Instill in our students the Values of Citizenship, Service to the Nation, Personal Responsibility and a Sense of Accomplishment

➤ Goals of the DPSCD JROTC Program:

- That all of our High school students graduate prepared to succeed in post-secondary options and career pathways
- To make decisions that promote positive social, emotional, and physical health among our students
- That our students learn to value the role of the military and other local and national service organizations
- That our students act with integrity and personal accountability as they learn to lead others to succeed in a diverse and global workforce
- That Instructors and students alike, engage in civic concerns that impact the community and our society at large

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Laws, Regulations and Directives



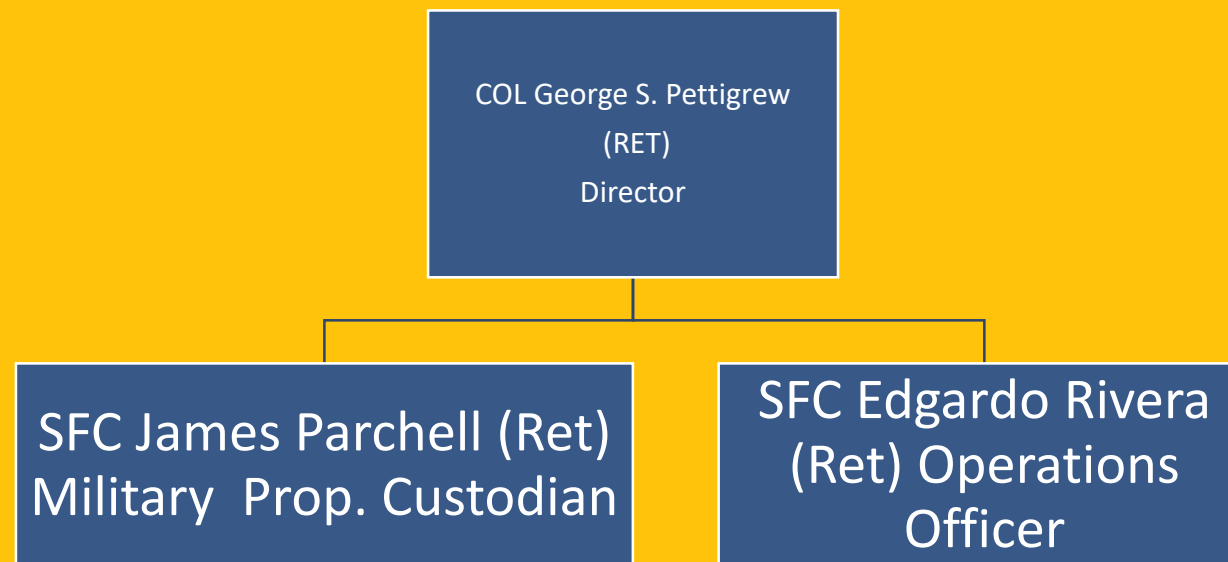
- **National Defense Act 1916** – Established concept of citizens' Army, merged NG, AR and RA into the Army of United States and presented military instruction to Officers at colleges and universities (ROTC). Organized JROTC at all other public or private educational institutions.
- **The ROTC Revitalization Act of 1964** – Directs military departments to establish JROTC at qualified secondary schools. Established 2 and 4 year programs for Officers at college and universities.
- **U.S. Code, Title 10, Section 2031** – Outlines Junior Reserves Officers' Training Corps for all services. It is a purpose of the Junior Reserve Officers' Training Corps to instill in students in United States secondary educational institutions the values of citizenship, service to the United States, and personal responsibility and a sense of accomplishment.
 - **Title 10 USC 2031– Fair & Equitable**
 - Calls for a fair and equitable distribution of JROTC programs across the nation.
- **Army Directive 2014-23** – Child Care National Agency Check and Inquiries (CNACI) background investigations are required for all individuals who have regular contact with children under 18 years of age.
- **Army Regulation 145-2 / Cadet Command Regulation 145-2**

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Department of Military Science Office Functions



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DPSCD JROTC Programs

Renaissance

Mumford

CMA

Cody

Detroit Collegiate

Detroit Intn'l. Acad.

Frederick Douglas

Western



Pershing

Denby

East English Village

Osborn

Cass Tech

Martin L. King

Ben Carson

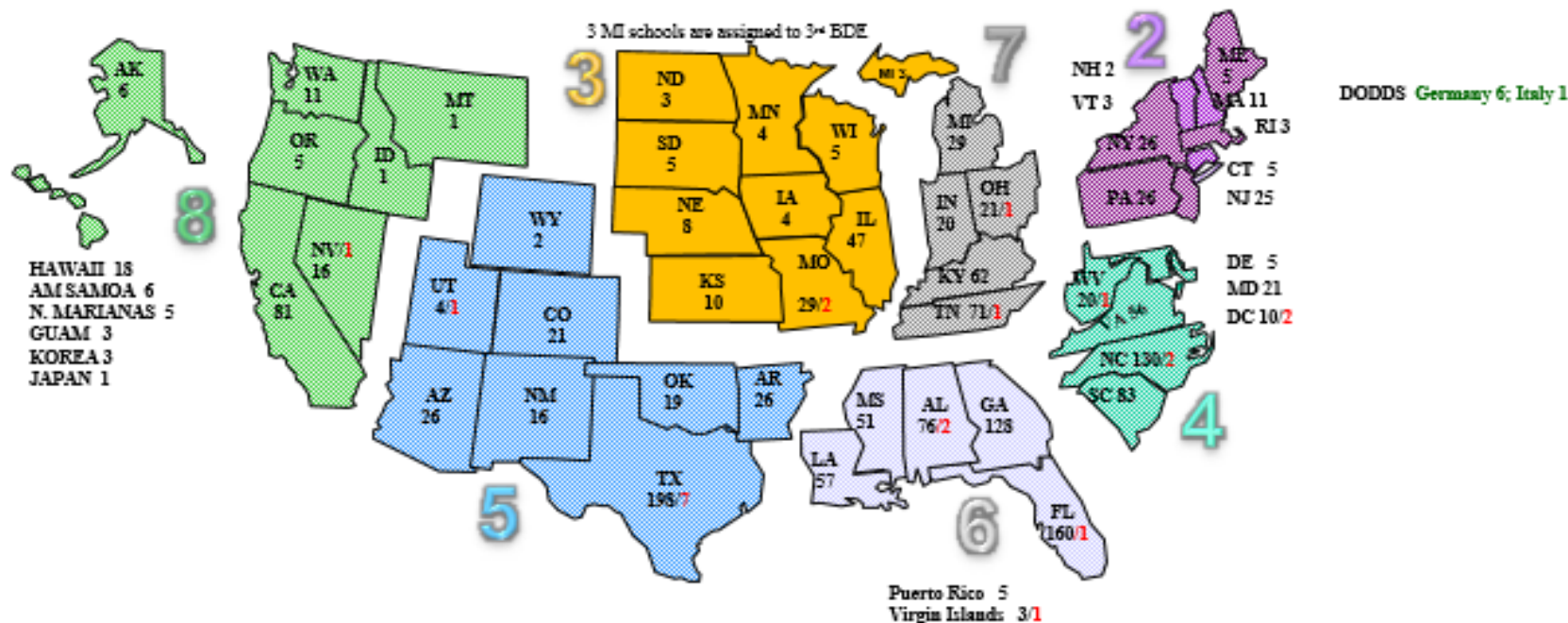
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JROTC-A World-Wide Youth Development Program

These are the Eight (8) JROTC Cadet Command Regions



The Headquarters for these Eight (8) Regions is located at Ft. Knox, KY

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The Impact of JROTC Throughout the World-Wide Community

| Program Quality Indicators SY 17-18 | | |
|-------------------------------------|--------|--------|
| CATEGORY | SCHOOL | JROTC |
| Attendance | 90.47% | 93.65% |
| Graduation | 83% | 93.9% |
| Indiscipline | 5.2% | 1.7% |
| Drop Out | 8% | <1% |
| GPA | 2.52 | 2.91 |

~310K Cadets and ~4000 Instructors performed over 7.4M hours of Community Service and Service Learning in 2017!

~20% of graduating Cadets express interest in the military as a career option!

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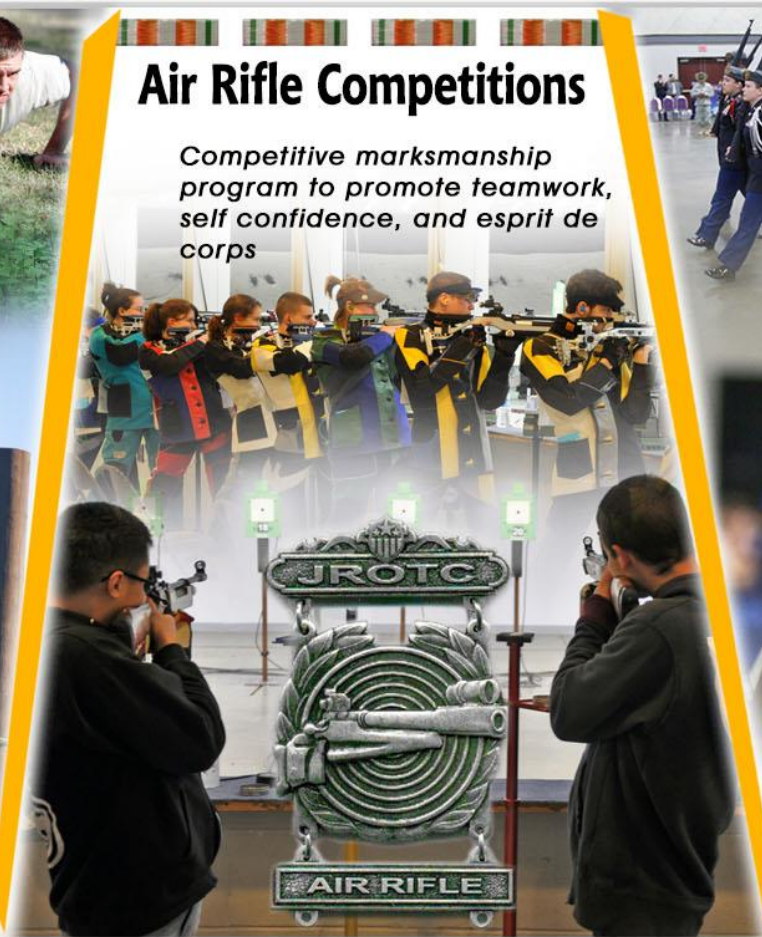
Raider Challenge

Competitive program for Cadets in 5 military skill events



Air Rifle Competitions

Competitive marksmanship program to promote teamwork, self confidence, and esprit de corps




Drill Competitions

Competitive drill program in both regulation and exhibition categories




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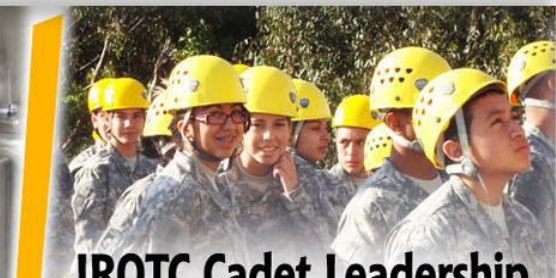
JROTC Leadership & Academic Bowl

Program for challenging Cadets to learn values of leadership, and citizenship, while preparing for higher education milestones (ie. college entrance exams)



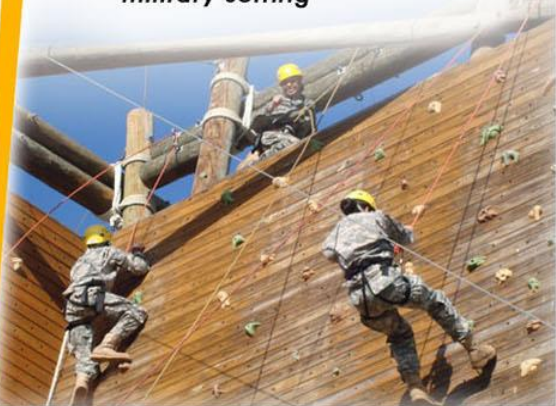
Science Technology Engineering & Mathematics (STEM) Camp

One-week college residential program of STEM labs; interaction with professors, graduate and undergraduate students



JROTC Cadet Leadership Challenge (JCLC)

Program opportunity for Cadets to practice leadership and teamwork skills in a hands-on military setting



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**JROTC CADET
LEADERSHIP
CHALLENGE
(JCLC)
DPSCD
SUMMER CAMP**

***"Where Leaders
Are Made"***



*Attacking the
confidence
course*



Learning hands on how to row the boat



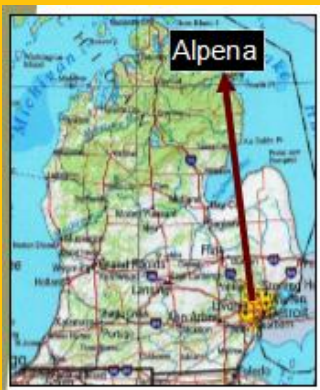
One on one training with instructors



Preparing to shoot



Rappelling high off the ground



Teamwork and pride



Challenging themselves on the rock wall

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**JROTC CURRICULUM
ADVANCED STUDIES
STAFF SCHOOL
(JCAS³)
STAFF CAMP
"Where Leaders
Are Made"**



*Planning the
Battalion
Continuous
Improvement
Project*

*Receiving
Aviation
Simulation from
Eastern
Michigan
University
Representatives*



Cadets briefing senior leadership on project



125 Cadets completed the 3 day JCAS³ Course held at the University of Michigan



Learning the skills needed to support the unit's goals

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DPSCD JROTC Program Offerings Cont'd

Army Junior ROTC: An Accredited Program



You Can Trust the Quality

SACS Council on Accreditation
and School Improvement Comments

- ... the implementation of a comprehensive quality educational delivery system for students, including enrollment, newly developed curriculum, lesson plans, counseling, and evaluation
- As a result, the JROTC Program can be trusted by the public to provide a quality service consistent with its advertised promises
- A comprehensive educational model that ensures student success
- Work to get courses accepted as requirements or mandatory electives

JROTC Leadership Education and Training

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

Curriculum supports credit other than electives in many states and Cadets have opportunities to earn college credits.



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180 Course Hours

108 Core Hours

- Leadership
- American History
- Communication
- Physical Fitness
- First Aid
- Technology Awareness
- Career Opportunities
- Citizenship

45 Selective Hours

- **Marksmanship and Safety**
- **Army Customs and Courtesies**
- **Financial Education and Budgeting**
- **Drill and Ceremonies**
- **Current Events**

27 Administrative/Testing Hours



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DPSCD JROTC Program Non-Negotiable Operational Requirements

Proper substitution credit for JROTC is applied only when the following teaching and training occurs:

1. First Year JROTC: 1 Semester of Physical Education Credit is given for taking DPSCD Courses 8501/8502
2. Second Year JROTC: 1 Semester of Health Education Credit is given for taking DPSCD Courses 8503/8504

The JROTC program must be Challenging, Dynamic, Interesting, Educational, and properly sequenced and progressive in nature.

Students will be educated to the Military Standard

JROTC Instructors will use performance-oriented training such as student-centered interactive techniques, debates, small-group discussions, role playing, simulations, self-paced modules and other current-day teaching strategies.

To teach the lessons successfully, a reasonable class size is imperative. The optimum class size is 20. The maximum number of students in a class should not exceed 35.

The JROTC curriculum should be taught in separate classrooms for each LET Level. If not, classes should be scheduled so that cadets can work together by combining them.

When combining classes LET 1 and 4 should be in the same classroom.

LET 2 & 3 students can be taught together on a two year cycle (LET 3 curriculum can be taught to both LET 2 AND LET 3 students on the first year of the cycle.

After completing the LET 1 year, students can receive LET 2 or 3 curriculum depending on where they are in the cycle of the second year.

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DPSCD JROTC Program Non-Negotiable Operational Requirements

JROTC is not to be conducted after school hours or during a lunch break.

Zero hour classes may be taught to increase JROTC enrollment by giving students additional opportunities to take the class; however, JROTC should only be offered in this way if other classes in your high school are offered in the same manner.

There are specific lessons required in LET 1, LET 2, LET 3, and LET 4. These lessons comprise a total 66 mandatory hours. See Slide # 17

Your school must, at a minimum, grant elective credit, and support credit for embedded subjects, such as physical education, performing arts, civics, health, government, freshman orientation, etc., The JROTC curriculum can be used to meet the requirements of these courses.

Cadets who leave JROTC to meet other graduation requirements, especially in the subjects above, must be granted sufficient equivalency credit.

Basic staffing levels should be as follows:

1. A minimum of 1 Senior Army Instructor (SAI) and 1 Assistant Instructor (AI) for any unit with 150 or fewer cadets: 1/1
2. An additional AI is required for units with an enrollment of 151 to 250 cadets: 1/2
3. And an additional AI is required for each increment of 100 cadets (251-350): 1/3
4. And an additional AI is required for each increment of 100 cadets (351-450): 1/4

No JROTC unit will be reduced below the minimum requirement of one SAI and one AI. Any JROTC unit with an enrollment below 75 cadets will be considered for disestablishment.

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New Instructor Training, Certifications & other Requirements

- **Common Access Card (CAC)**
Once the hiring process is completed, new Instructors must apply for a CAC card by filling out a Trusted Associate Sponsorship System (TASS) application through HQ DAI Operations/Training.
- **Army Knowledge Online (AKO):**
New Instructors must re-activate their AKO account as a Certified Cadet Command JROTC Instructor. An active account is required for registration and completion of all required training using the Army Learning Management System (ALMS).
- **Information Assurance (IA) Requirements:**
New Instructors must coordinate with HQ's OPNS to complete, prepare and submit (encrypted) the following 3 items:
 1. DD Form 2875 – Digitally signed initial one time submission.
 2. Read and digitally sign the Acceptable Use Policy (AUP). This policy must be renewed and submitted annually.
 3. Complete the DoD Cyber Awareness Challenge Training. This certificate of completion must be submitted annually.

These IA requirements must be completed to access Cadet Command and other Army web sites and electronic equipment.
- **JROTC Basic - Distance Learning (DL):**
This JROTC DL course provides new Instructors current JROTC guidelines, policies, and teaching techniques through the internet. Completion of this DL course is required before attending the Basic JROTC School of Cadet Command (JSOCC). The course must be accessed through ALMS.

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DPSCD JROTC Program Offerings Cont'd

JROTC: Continuous Improvement

The JROTC Program prides itself in staying abreast of the latest educational trends; implementing a continuous improvement plan assists instructional leaders, through curriculum content and co-curricular activities, by effectively:

1. Improving life skills/Developing personal responsibility
2. Preparing students beyond high school
3. Increasing academic performance and test scores
4. Promoting wellness and fitness
5. Improving critical thinking skills
6. Stopping substance abuse/Preventing violence
7. Teaching students of all abilities
8. Providing quality curriculum/activities

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Things your School Administrators(Counselors/Principals) should avoid doing...

Allowing Cadets to be transferred out of JROTC without first consulting with the JROTC instructor: This often occurs when there is a need to fill another elective class that has been recently added to the school academic offerings. Often no notice is given to the JROTC instructor or the parent of the cadet.

Failing to understand that JROTC is a sequential and progressive program of instruction, that is based upon a systematic progression of learning, that helps the cadet build upon previously learned capabilities.

Allowing the class size to exceed the maximum number of students, thereby limiting the effectiveness and each student's potential for success and achievement of the program goals.

Not adhering to the successful completion requirements and allowing Seniors to enter the program in their final high school semester to gain a credit or two. These students prove to be ill-prepared for the behavior and appearance standards of JROTC.

Utilizing JROTC as a dumping ground for students identified as having behavioral and disciplinary issues. Additionally, the class size requirement has been habitually ignored throughout the District.

Delaying the removal of students with behavioral or disciplinary concerns despite repeated appeals by the JROTC SAI/AI.

Marketing the JROTC program as a “Scared Straight” or “Reform” program or that JROTC instructors can “Fix” any and every type of troubled student.

Not observing the rules for pairing LET levels: LET 1 & 4, LET 2 & 3, or LET 1 paired with LET 2 or 3, depending on the training cycle.

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The Greatest Challenges Facing ALL JROTC Instructors...

Counselors failing to, or in some cases, refusing to reassign students to JROTC, that have been projected to return to JROTC from the previous year. This is most impactful to LET 2 students. Consequently, few cadets are allowed to complete 4 years of JROTC.

The unannounced withdrawal of your best students to other programs: i.e., Vocational Technical Training.

Principals that insist on “dumping” students in JROTC due to a lack of space or classrooms elsewhere, without considering the sequential academic requirements mandatory of JROTC students. (See the follow-on academic requirements by LET level.)

Solutions to these challenges...

Stay in direct communication with your school counselors on an on-going basis. Develop a good working relationship with them, while educating them with this PowerPoint, ensuring that they are aware of your program needs and requirements.

Notify the DAI of any proposed “unorthodox” changes to your program sooner than later.

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New Instructor 1ST Year Planning Guide

At a minimum, all new Instructors should consider doing the following when planning out their first year as a JROTC Instructor:

July-August

- Ensure that your Battalion Staff (that was selected before the end of the previous SY) is on track to attend JCAS³
- Ensure that your Battalion Commander is communicating with your Staff leading up to JCAS³
- Plan on having your entire Battalion Staff attend JCAS³ (BC, CSM, XO, S-1, S-2, S-3, S-4, S-5)
- Conduct RAIDER Physical Fitness Training & Team Selection
- Encourage your BC and Drill Team Commander to schedule Practices during the summer months
- Participate in JCAS³: Plan your events for the next school year
- Have a Staff "Bonding Session"
- Meet with school guidance counselors to confirm your cadet enrollment, especially your LET 2, 3, 4's
- Organize your Office and Staff Office for the new SY (request necessary supplies prior to first day of school)
- Complete your required Professional Development courses
- Organize and assemble all necessary documents for distribution to students and parents (ie., privacy act and syllabus)
- Conduct 100% inventory of sensitive items and uniforms for new SY (government property)
- Establish/rehearse your plan for uniform issue
- Ensure that your entire Cadet Staff attends JROTC Curriculum Advanced Studies Staff School (JCAS³) at Univ. of Michigan
- Put into practice what was learned in JCAS³
- Become an expert with your Curriculum Manager and how to navigate JUMS

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September

New Instructor 1ST Year Planning Guide Cont'd.

Ensure that your classroom is ready for the reception of your students
Review the DPSCD JROTC SOP procedures for cadet promotions and awards, etc.
Confirm 1ST week's student enrollment with counselors
Get school (student) demographic and enrollment information required to complete enrollment report from school administration
Announce the mandatory events for the year: Veterans Parade, Elmwood Cemetery, Dining In, Military Ball, Cadet Challenge, JLAB, JCLC, JCAS³

First 3 weeks of School:

Distribute Parental Consent Form, syllabus, privacy act statements and Introduce your battalion staff, provide leadership opportunities for your LET 2, 3, & 4's,
Update JUMS to reflect previous school year's graduates and move cadets to new LET levels for current school year
Post a Special Teams Sign-Up Sheet, start Special Team Practices, Identify and make recommendations for the Corps Staff, issue a promotion board study guide, conduct "Mock" promotion boards,
Start your name tag list, set a date for your issuing of uniforms (Saturday morning works out best for some units), organize your supply room for an easy uniform issue: use the assembly line method, delegate, delegate, delegate.
Get Familiar with the Recurring Reports submission requirements and post them near your desk for easy viewing
Get your Battalion Staff in uniform ASAP
Announce to your Staff the Annual Dining In
Conduct your first staff meeting. Set a schedule for weekly Staff meetings
Get your Color Guard ready for your Homecoming game
Conduct monthly Sensitive Item Inventory and Submit required reports IAW the Recurring Reports Roster

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New Instructor 1ST Year Planning Guide Cont'd.

October

Start publicizing the Dining In, Military Ball, JCLC and show the videos for both
Ensure your entire staff attends the Dining In
Conduct Try-outs for Cadet Challenge Teams
Select your Top 20 Cadet Challenge prospects (10 males/10 females)
Calculate the minimum number you will need for Parade credit (based on your cadet enrollment)
Schedule time for practicing marching for the parade
Conduct classes on the proper wearing of the uniform, issue uniforms, submit uniforms for alterations
Confirm the members of your Drill Team, Color Guard
Utilize cleaners for required alterations in preparation for upcoming parades and events
Conduct drill team practices a minimum of 3 times per week
Conduct a JROTC Parent Orientation for Special Teams and JCLC, issue JCLC permission slips
Recruit volunteers to help with transportation and fund raising throughout the year
Start developing your list of cadets marching in the Veterans Day Parade (Ensure 30% of your unit marches, 50% of your unit must participate in the parade before, during and after the Parade)
Start the research and development for your Formal or Informal JPA Inspection: Identify your goal, collect your data
Conduct monthly Sensitive Item Inventory
Complete and submit the first Instructor Class Schedule
Submit required reports IAW the Recurring Reports Roster

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New Instructor 1ST Year Planning Guide Cont'd.

November-December

Conduct daily Special Teams rehearsals (Exhibition & Manual Arms Drill Team, Color Guard, Marksmanship, RAIDER, Cadet Challenge)

Prepare to participate in all 5 City-Wide Drill Competitive events:

- Armed Squad Regulation Drill
- Armed Platoon Regulation Drill
- Unarmed LET 1 Squad Regulation Drill
- Regulation Color Guard
- Platoon Inspection

Brain storm and Identify a likely Cadet-Driven Service Learning Project

Review AAR & video of the Military Ball and JCLC: Get commitments for both. Start collecting fee for the Ball

Conduct your first Cadet Challenge diagnostic Test. Identify a team Captain, set a 4 month training schedule

Select and prepare your cadets for the first Corps Promotion Board

Continue your cadet-driven work on your JPA Inspection: Continue collecting data, conduct weekly staff meetings

Conduct monthly Sensitive Item Inventory

Submit required reports IAW the Recurring Reports Roster

Instructor Training Requirements IAW CCR 145-2 Para4-23 (c), pp 43-44:

Basic Distance Learning (BDL): Within 60 days of starting employment as a JROTC instructor/Get scheduled for JSOCC

Advanced Distance Learning (ADL): Within two years of employment

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New Instructor 1ST Year Planning Guide Cont'd.

January-February

Execute your Cadet-Driven Service Learning Project
Promote the Military Ball and JCLC: Get commitments for both. Continue collecting the fee for the Ball
Distribute JCLC Applications. Schedule your JCLC Physical Examinations
Conduct your second Cadet Challenge diagnostic Test.
Select and prepare your cadets for the second Corps Promotion Board
Continue your cadet-driven work on your JPA Inspection: Continue collecting data, conduct weekly staff meetings, practice your formal briefings
Conduct monthly Sensitive Item Inventory
Submit required reports IAW the Recurring Reports Roster

March-April

Promote the Military Ball and JCLC: Get commitments for both. Continue collecting the fee for the Ball
Distribute JCLC Applications. Schedule your JCLC Physical Examinations
Conduct your third Cadet Challenge diagnostic Test.
Select and prepare your cadets for the third Corps Promotion Board
Continue your cadet-driven work on your JPA Inspection: Continue collecting data, conduct weekly staff meetings, practice your formal briefings
Conduct monthly Sensitive Item Inventory
Interview your Seniors to determine their Intentions after Graduation. Collect information for next year's Intention of Graduates report
Submit required reports IAW the Recurring Reports Roster

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New Instructor 1ST Year Planning Guide Cont'd.

May

Conclude your Cadet-Driven Service Learning Project
Review AAR & video of the Military Ball and JCLC: Get commitments for both. Start collecting fee for the Ball
Conduct your third Cadet Challenge diagnostic Test.
Select and prepare your cadets for the final Corps Promotion Board (f required)
Collect ASU's, Issue ACU's
Install your new Staff, have first Staff Meeting, and develop a short list of Alternate Staff personnel
Provide counselors a list of students you want back, and a list of those you don't want back next SY
Submit your DRAFT unit PART report
Conduct monthly Sensitive Item Inventory

June

Start student preparation for JCLC (wearing of boots all day twice a week)
Conduct EOY 100% inventory of sensitive items
Conduct bulk turn-in of uniforms (IAW Bulk T/I procedures: See chart)
Prepare your classroom for next SY. Update and make copies of syllabus, health statements, welcome letter)
Secure all sensitive items behind double lock for the summer break
Collect and record Senior Class JROTC cadet Graduation plans for the October Intention of Graduates report.
Submit required reports IAW the Recurring Reports Roster

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The way ahead...



The JROTC program continues to be the premier youth development program in the world. And as such, We will pursue an ever-evolving and engaging program that will offer a variety of 21ST Century metrics that will better prepare our LET 4 JROTC graduates for a prominent place on the global stage. With that said, we will seek, at a minimum to:

- * More fully integrate Drone technology and Robotics into our LET 4 curriculum, with a corresponding opportunity for acquiring college credit.
- * Develop closer ties with local industries and business that will create pathways to employment of our graduates beyond high school
- * Focus more on college and career readiness for our LET 4 graduates
- * Pursue the revitalization and better utilization of the JROTC Teen Community Emergency Response Team (CERT) certification for all LET levels

It is my hope that this presentation will be helpful to you as you plan for and execute your JROTC program within your school.

I also understand that questions will arise every now and then regarding JROTC Instructor assignments, pay and allowances, or just general administration of the program. When and if you have questions, feel free to contact the DAI or anyone in the Department of Military Science. Phone: 313-852-6710/6714/6715.

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THE DETROIT PUBLIC SCHOOLS
COMMUNITY DISTRICT
ARMY JROTC
PROGRAM



Promoting Excellence in
Education and Community
Service

Motivating
Young People
to be Better Citizens

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