



Holm Center



Air Force JROTC

Introduction and Information Brief

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Maxwell Air Force Base, Alabama

As of: 15 April 2016





Overview



- Background Information
- Program Components
- Program Benefits
- Roles and Responsibilities
- Keys to Success
- Starting a New Unit





AFJROTC Mission



Mission: Develop Citizens of Character Dedicated to Serving
Their Nation and Community

Goals:

Instill Values Of Citizenship, Service To The United States,
Personal Responsibility and Sense Of Accomplishment
(AFJROTC is NOT a USAF Recruiting or Accessions Program)



AFJROTC History



- 1911 – Founded by US Army (Non-compulsory cadet corps)
- 1916 – National Defense Act (Formally established JROTC)
- 1964 – ROTC Vitalization Act
 - All services directed to establish program; USAF: 20 units by 1966
- 1991 – Congressional expansion; USAF: 609 units
- 1999 – Congressional expansion; USAF: 955 units by 2014
- 2003 – Expansion held at 744 units – AETC - “Strategic Pause”
- 2005 – CSAF SII restores funding – 125 units added in 05’- 06’
- 2007 – AETC halts further expansion at 869
- 2007 – FY07 NDAA – Congress tells services to add JROTC units
 - AF to add 10 units to 945 goal – new target becomes 955 by 2020
- 2008 – PBD cuts restored – program adds 10 units in 08’-09’
- 2010 – JR adds 5 units with AETC permission – 884 units
- 2011 – 2012 Funding below sustainment – drops to 867 units
- 2012 – OSD P&R establishes minimum of 870 units by 2014
- 2014 – AF accepts OSD “open & sustain” mandate - 870 units by FY15



AFJROTC



Mission: Develop citizens of character dedicated to serving their nation and community

- Title 10 USC Congressionally mandated program
- Currently 878 units with 121,000 cadets (AY15-16)
 - Total of 892 units including 14 NDCCs
 - 14 overseas units
 - OSD-approved floor 870 units
 - OSD-directed expansion to 1,100+ units on hold
- AFJROTC Successes
 - Huge Congressional / Community / School support
 - Community Service! Over 4.8 Million hours over past 3 years
 - 2013 - 1,559,000 hours; 2014 – 1,521,178 hours; 2015 – 1,604,929 hours!
 - Diversity: 58% Minority - 38% Female / 62% Male
 - Generates goodwill for the USAF and promotes positive service image
 - Gives USAF “presence” in many areas that are not near USAF or other military bases
 - Lives saved! Lives, schools, & communities changed -- very positive national impact!





AFJROTC Snap Shot (FY16)



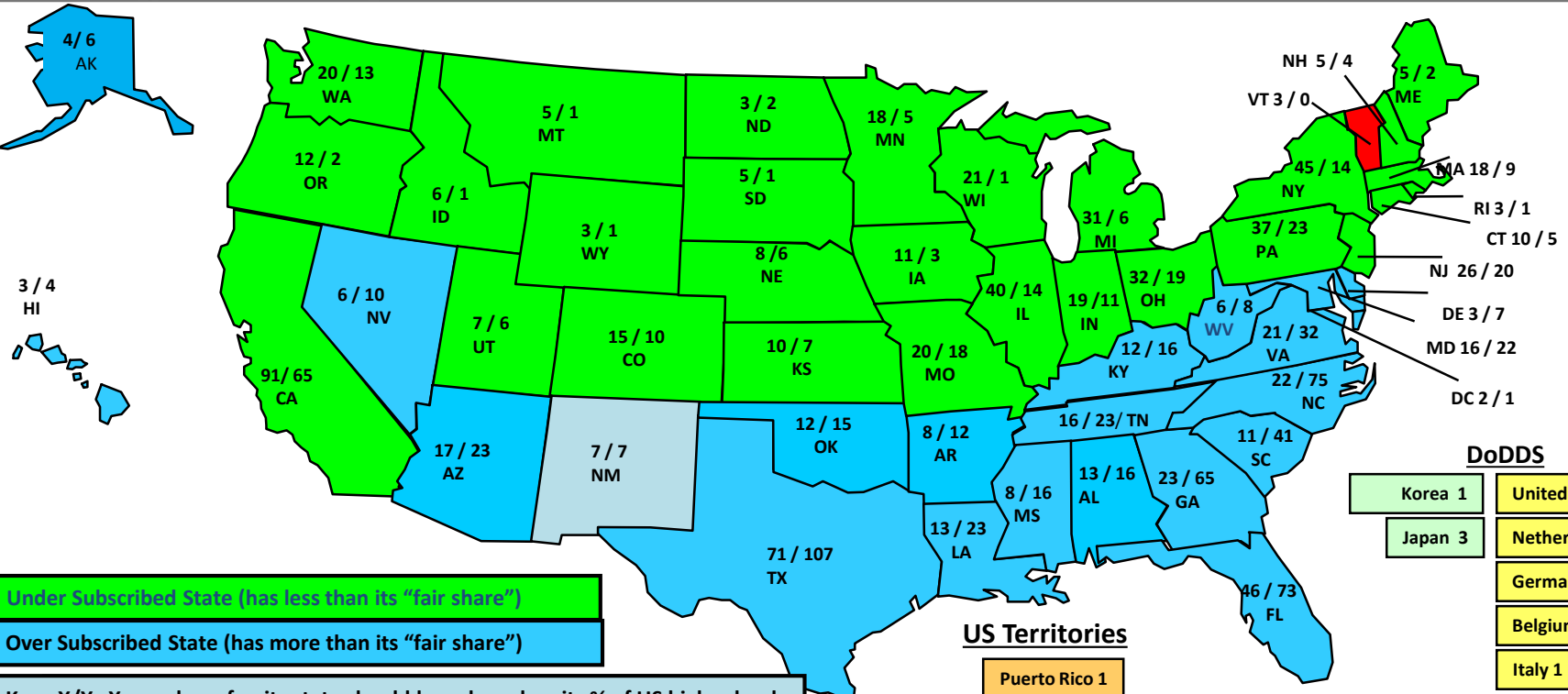
- HQ AFJROTC, Maxwell AFB, AL
 - 31 Authorized staff billets
 - 29 Assigned personnel
- Oversight Responsibilities
 - 878 AFJROTC Units Spanning the Globe
 - 858 CONUS & 14 Overseas
 - Plus 14 additional NDCC Units (892 total)
 - ~1,950 Instructors
 - ~121,000 High School Cadets
- AFJROTC Program Partners
 - 49 State Boards of Education
 - 668 School Districts
 - 892 High School Principals



Typical Unit: 1 Officer Instructor, 1 NCO Instructor, 135 Students



AFJROTC Unit Distribution



Under Subscribed State (has less than its "fair share")

Over Subscribed State (has more than its "fair share")

Key: X/Y X=number of units state should have based on its % of US high school student population (its "fair share"); Y=number of units state currently has

US Territories

- Puerto Rico 1
- Guam 1

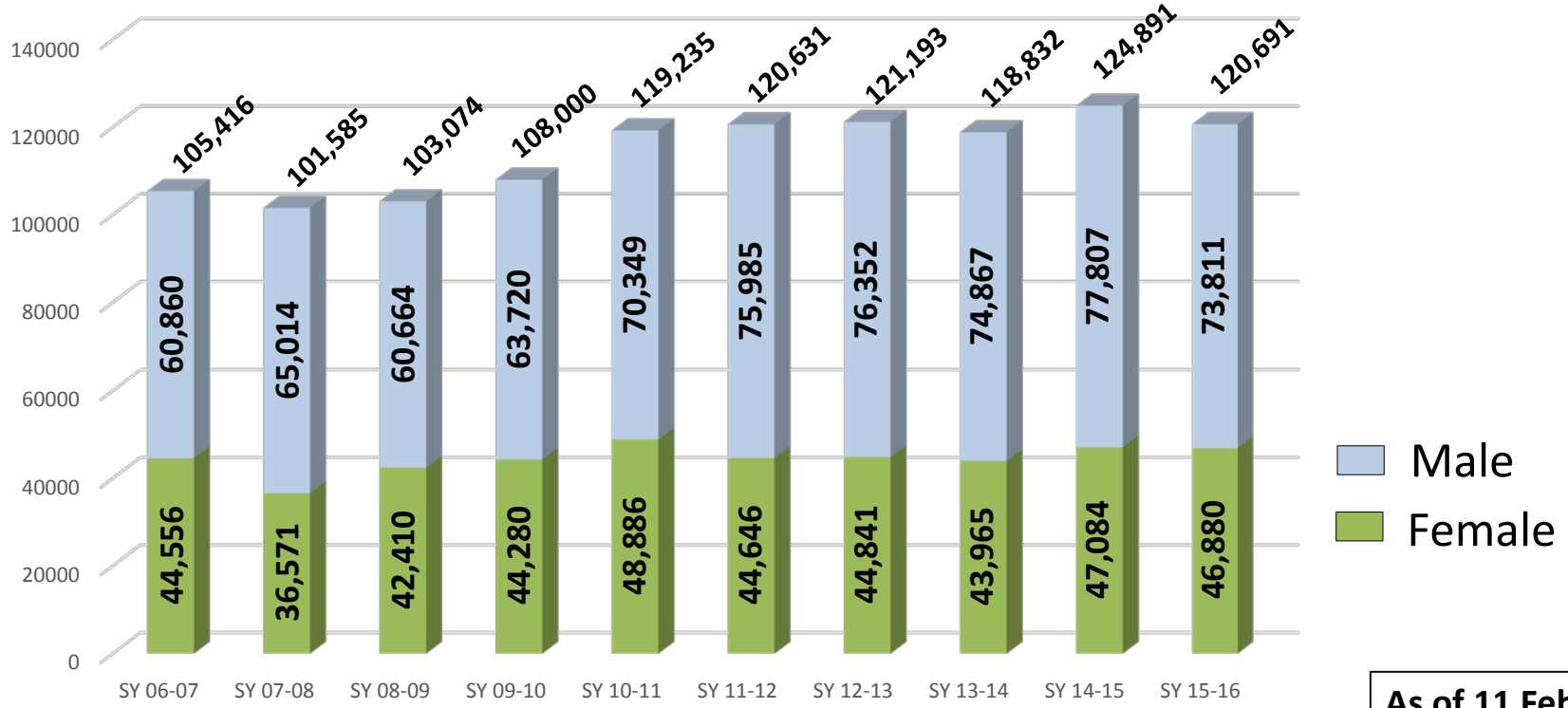
DoDDS

- Korea 1
- Japan 3
- United Kingdom 2
- Netherlands 1
- Germany 3
- Belgium 1
- Italy 1

As of: 9 Feb 16



AFJROTC Enrollment



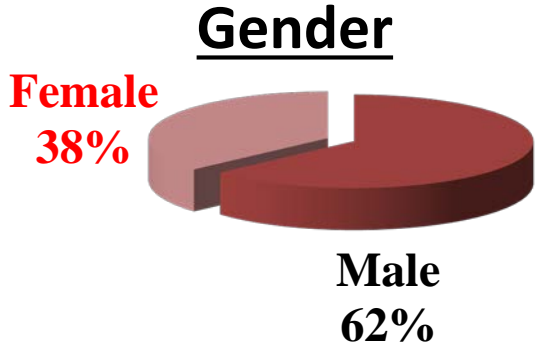
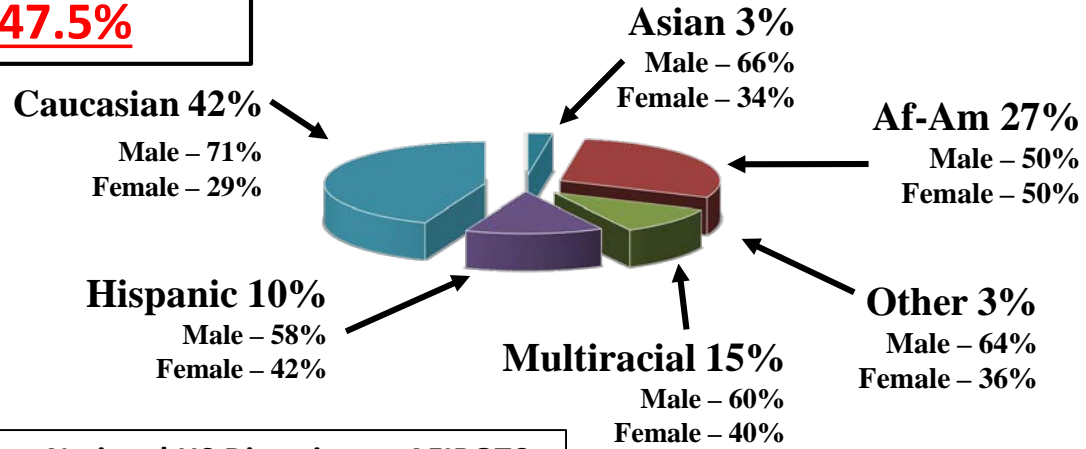
As of 11 Feb 16



AFJROTC Diversity

Title 1 Schools:
47.5%

58% Minority Program



	National HS Diversity	AFJROTC
Caucasian	58%	42%
African American	16%	27%
Hispanic	20%	10%
Asian	4%	3%
Other	2%	3%
Multiracial	--	15%



AFJROTC Data: May 2015
Nat'l HS Data: 2010 Census



Program Components



- Background Information
- **Program Components**
- Program Benefits
- Roles and Responsibilities
- Keys to Success
- Starting a New Unit





HQ AFJROTC

Objectives (Guiding Principles)



Objective: Develop, Man, Train, & Equip Successful AFJROTC Units

3 Tiered Focus:

- Instructor Force
 - Quality, Experienced, Dedicated Professional Cadre who meet USAF & School Requirements
 - Leaders, Teachers, Mentors, & Guides who care about making a positive impact on our cadets
 - Instructor Training - Junior Instructor Certification Course (JICC) (Title 10 Requirement)
- Quality Curriculum
 - World Class, fully accredited program - Leadership, Culture, Air Force History, Wellness, Life Skills
 - Along with fun and challenging Immersive Learning Co-curricular Activities
 - Produces Well Rounded Cadets, Prepared for the Future
- Cadet Programs
 - Co-curricular activities help teach Citizenship, Leadership, Teamwork, and the value of Hard Work
 - Community Service / Character Development - gives sense of accomplishment & belonging
 - Inclusive program – open to all



Instructors



- Instructors are certified and decertified by HQ AFJROTC
- All JROTC instructors are school district employees & work directly for the school principal
 - Must ensure AFJROTC program & compliance standards maintained
 - Must meet USAF standards for fitness & professionalism
 - Must meet Principal standards for teacher performance
- Senior Aerospace Science Instructor (SASI)
 - Officer – AFJROTC Department Head, reports directly to principal
 - Responsible for and manages the overall operation the unit
- Aerospace Science Instructor (ASI)
 - Usually Enlisted, but may be an Officer – works for the SASI
 - Normally teaches the Leadership curriculum



AFJROTC Instructor Pay



- Each unit starts with 2 instructors – 1 officer / 1 enlisted
- Additional instructors authorized with increased enrollment
- Up to 150 = 2 instructors // 151 to 250 = 3 instructors // 251 to 350 = 4 instructors
- Minimum Instructor Pay (MIP) governed by U.S.C. Title 10 Law
- Contract obligation to pay school $\frac{1}{2}$ the difference between the member's retired pay and what their pay plus allowances would be if still on active duty
- Minimum contract length 10 months - instructor negotiates contract length with school
- Estimated 75% of instructors receive salary in excess of MIP

Example:

AD Pay & Allowances for E-8 w/20+ years:	\$6,500 month
Retired Pay for E-8 w/ 20+ yrs:	\$2,500 month
Difference between AD & Retired pay:	\$4,000 month MIP x 10 month contract = \$40,000
AF reimburses one half of MIP to school district:	\$20,000
School district responsible for other half of MIP:	\$20,000



AFJROTC Curriculum & Accreditation



- AFJROTC & our Curriculum is fully accredited by AdvancED! (last accredited in Dec 2015)
- 3 or 4-year program with minimum 120 contact hours per year
- “Turn-key” support including technology, books, & lesson plans for instructors
- Schools must teach AF provided curriculum
- 40/40/20 combination of Aerospace Science (AS), Leadership Education (LE), & Wellness and Life Skills
- Schools granting core credit other than elective credit may switch ratio to 60/40- so 20% Wellness would not be required





Co-curricular Activities



- Community Service Projects
- Color Guard and Drill Teams
- Marksmanship
- Academic Bowl (SAT/ACT prep)
- Curriculum In Action Trips (Field Trips)
- Kitty Hawk Air Society (Honors Students)
- Orienteering
- Model Rocketry & Radio Controlled Aircraft Clubs
- Civil Air Patrol (CAP) Incentive flights in civilians & cadets
- Cyber Patriot: Air Force Association sponsored on-line network-defense competition



*All programs are optional & require principal approval



Co-curricular Activities



- **New!** Remote Controlled (RC) Multi-copters
- Flight Simulators in Classrooms
- Aviation Ground School
- Survival Training
- STEM kits
- Fitness competitions
- Newsletters/website/AV squad
- After-school tutoring/study groups
- Mentoring/outreach to middle schools



*All programs are optional & require principal approval



Optional Summer Programs



- Summer Cadet Leadership Courses (CLCs)
 - Unit-hosted camps typically held for 1 week during summer
 - Not a “boot camp” – they are a reward and an immersive learning tool
 - Teaches team building, instills self-confidence, provides a sense of accomplishment
 - Locally-determined focus: Drill, STEM, Leadership, Academics, & more
 - Units may attend a CLC hosted by another unit with school permission
 - Partially / totally funded by the Air Force
- Interaction with other service JROTC & Civil Air Patrol (CAP) Camps

*All programs are optional & require principal approval



Why AFJROTC Works



- The military model: clear expectations, training, mentorship, & accountability produces self-discipline & achievement
- Cadets belong to something bigger than themselves
- Strong emphasis on service to school, community, & nation
- High quality, experience, & dedication of our instructor force
- Instructors are long-term role models, leaders, & mentors
- Program is inclusive, provides a place for every student
- Sense of belonging for the cadets - "like a family"
- Many incentives to work hard and excel
- Provides valuable life lessons in high school





Program Benefits



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AFJROTC Benefits



- Students: Platform for Success
 - Gain confidence, self-discipline, sense of belonging, and leadership skills
 - Develop sound work / life skills
 - Resume builder for college
 - If they choose a military career may enlist at higher rank
 - Can compete for Scholarships & Service Academy appointments
- Schools: Force for Good
 - Leadership partner for your mission
 - Increased community presence and engagement
- Engaged Citizens in Local Communities & Nation
 - Over 1.5 million hours of community service performed in AY 2013-2014



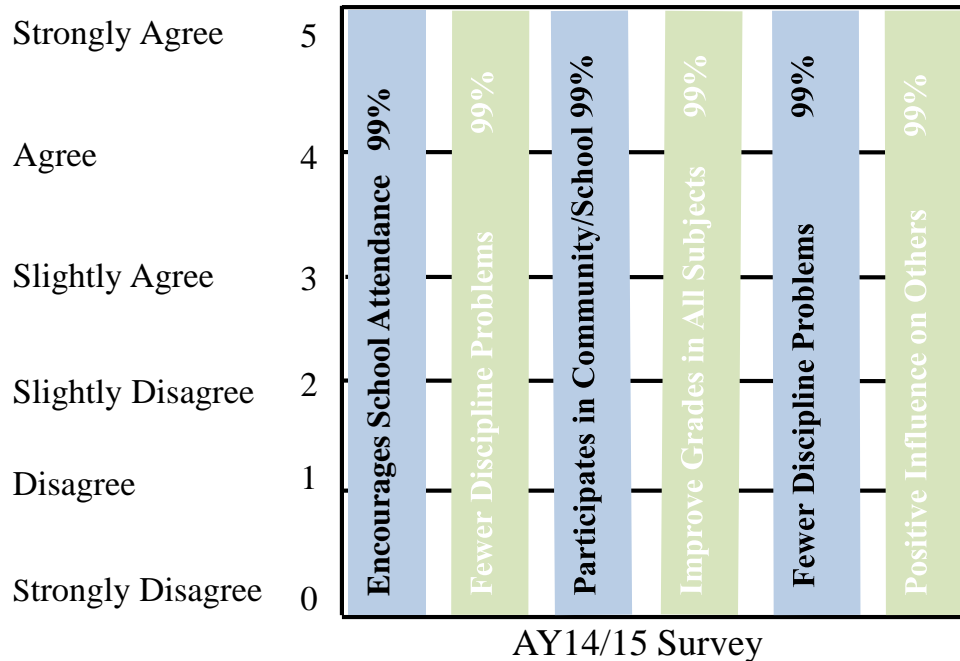
Only 4% of USAF Basic Military Trainee's were AFJROTC cadets but 100% of cadets can reap the benefits!



AFJROTC Principal Survey (AY14-15)



Principals say AFJROTC encourages students to:



Survey Item

Agreement

Produces Better Citizens	99%
Instills Values of Service	99%
Instills Personal Responsibility	99%
Better School Attendance	99%
More Likely to Graduate	97%
Higher Grades	99%
Active Community Participation	99%
Increased Community Pride	99%
Lower Suspension Rates	98%
Results in Fewer Discipline Problems	99%
Reduces Substance Abuse & Poor Behavior	98%
Curriculum Contributes to Prgm Objectives	98%
Promotes Positive Relationships w/ AF	99%
Cadets Are Positive Influence on Others	99%

Note: AY14/15 Survey of 891 Principals yielded 332 respondents or 37% = 95% Confidence Level



Roles and Responsibilities



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AFJROTC Responsibilities



- HQ will screen, approve, certify, & decertify instructors
- Pay operating costs and co-pay instructor salaries
- Provide AV/IT equipment, supplies, & uniforms
- Provide 120 hours of curriculum: texts, instructor guides, & student workbooks
- Establish standards for unit operations & performance
- Assess unit performance & contract adherence
- Provide advice and support to instructors & school leaders



School Responsibilities



- Adhere to all HQ AFJROTC policies & procedures
 - USAF/School contract (Memorandum of Agreement) is signed by district superintendent & Holm Center Commander
- Grant academic credit toward graduation
- Conduct the program without discrimination
- Provide & maintain classroom, office, drill & storage facilities
- Hire AF-certified instructors
(min of 1 officer & 1 NCO)
- Our instructors will teach provided curriculum
- Cost-share instructor salaries
- Maintain required minimum enrollment
- Assist in & support unit recruiting efforts





School Responsibilities



- Safeguard USAF provided uniforms, supplies, & equipment
 - Perform any required improvements to facilitate above
 - All provided items remain USAF property
- Afford AFJROTC instructors same privileges as other faculty
- Allow use of school's LAN system, or provide internet access
- Allow only 9th-12th grade students into the program
- Teach AFJROTC only at contractually identified school





Keys to Success



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School Keys to Success



- Strong Principal & School Administration Support
- Get school board, PTA, & the community excited about AFJROTC
- Everyone is a recruiter - help advertise the positive impact of your program
- Established good rapport between instructors, administrators, faculty, guidance counselors, school budget manager, community leaders
- Be visible to the cadets & in community and assist with feeder school access
- Quickly identify any negative trends or issues affecting unit health – let us know!
- Ensure Senior Instructor is a “Department Head” & held accountable for outcomes
- Hire & support engaged instructors
 - Provide feedback, professional development, & mentoring to instructors
 - Ask HQ for help when an instructor doesn’t meet expectations or standards



Unit Keys to Success



- Student / Cadet led program
- Strong unit goals
 - Recruiting & retention
 - Academic achievement
 - School & Community Service
 - Graduation, Discipline, Attendance, Tardiness
- Offer lots of activities: field trips, CLCs, co-curricular options
- Support unit's AFJROTC Booster Club
- Encourage parent support & involvement
- Visit & partner w/other AFJROTC units, ROTC units, Air Force units, College ROTC units, & bases for support and ideas





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New Unit Time-Line



- By 10 April - Apply via internet at: <http://www.au.af.mil/au/holmcenter/AFJROTC/documents/UnitApplication.pdf>
- Air Force JROTC will schedule and conduct site surveys after applications are submitted
- 15 June - Schools scored, ranked, & the “School Candidate List” is forwarded to Secretary of the Air Force for approval
- Fall - Advance notification of likely unit selection
- Spring - Formal notification of unit selection
- Spring/Summer - Instructors hired and trained
- July - Unit activated

* There is currently a waiting list for schools seeking to have an AFJROTC program



HQ AFJROTC Points of Contact



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For more information
go to
<http://www.AFJROTC.com>

You can also call HQ
AFJROTC toll free at:
1-866-235-7682



AFJROTC Shaping Our Future



The "face" of the Air Force in our communities!

The Intellectual and Leadership Center of the Air Force