Air Force Junior ROTC

Developing Citizens of Character
What is Air Force Junior ROTC

Title 10 USC Congressionally mandated program

1916 – National Defense Act (Formally established JROTC)
1964 – ROTC Vitalization Act: Mandates program across all services

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

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

• Delivers Citizenship, Character, Leadership, and Service
• Economically, Geographically and Demographically Diverse
  • 58% Minority, 40% Female, 50% Title 1, Nearly 900 locations worldwide
• 120K cadets and 85% with an A-B average
• 1.6M community service hours annually
• A world-class accredited curriculum (40% aerospace science/STEM focus)
• 891 Principals surveyed: “AFJROTC produces...”
  • Better citizens, instills values and community service
  • Better grades, higher graduation rates and fewer discipline issues
  • Fosters students who are a positive influence on others
Snapshot (FY18)

- HQ AFJROTC, Maxwell AFB, AL
  - 57 Authorized staff billets
  - 31 Assigned personnel

- Oversight Responsibilities
  - Nearly 900 AFJROTC Units - worldwide
    - 15 Overseas Units
    - 1,900+ Instructors
    - 120K+ High School Cadets

- AFJROTC Program Partners
  - 49 State Boards of Education
  - Over 600 School Districts
  - Nearly 900 High School Principals

Typical Unit: 1 Officer Instructor, 1 NCO Instructor, 135 Students
As of: 1 Aug 18
Puerto Rico 1
Germany 3
Korea 1
Japan 3
Guam 2
Italy 1

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

Locations

The Intellectual and Leadership Center of the Air Force
Diversity

### Title 1 Schools:

<table>
<thead>
<tr>
<th>National HS Diversity</th>
<th>AFJROTC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caucasian</td>
<td>58%</td>
</tr>
<tr>
<td>African American</td>
<td>16%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>20%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
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<tr>
<td>Multiracial</td>
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</table>

<table>
<thead>
<tr>
<th>National HS Diversity</th>
<th>AFJROTC</th>
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</thead>
<tbody>
<tr>
<td>Caucasian</td>
<td>42%</td>
</tr>
<tr>
<td>African American</td>
<td>23%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>11%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>17%</td>
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</tbody>
</table>

58% Minority Program

- Asian 4%
  - Male – 65%
  - Female – 35%
- Af-Am 23%
  - Male – 48%
  - Female – 52%
- Other 3%
  - Male – 61%
  - Female – 39%
- Multiracial 17%
  - Male – 57%
  - Female – 43%

Gender

- Male 60%
- Female 40%
• All JROTC instructors are school district employees & work directly for the school principal
  • Must ensure AFJROTC program & compliance standards maintained
  • Must maintain AF standards for performance & professionalism
  • Must meet school standards for teacher performance
• Instructors receive their basic certification from HQ AFJROTC
  • Must also meet any additional district/state requirements
• Instructor Pay
  • Instructor negotiates salary and contract length with school
  • Minimum contract length is 10 months, but can be longer
  • School must pay Minimum Instructor Pay (MIP), but can pay more
    • MIP is governed by 10 USC 2031
    • MIP = [Active duty pay + allowances] minus [Retired pay]
  • Air Force reimburses school 50% of MIP each month
    • Sequestration drove 10 month maximum reimbursements
AFJROTC Curriculum & Accreditation

- AFJROTC and our curriculum is fully accredited by AdvancED
- “Turn-key” support including technology, books, and lesson plans for instructors
- Schools must teach Air Force provided curriculum
- 40/40/20 combination of Aerospace Science (AS), Leadership Education (LE), and Wellness and Life Skills
Leadership Development Activities

- Community Service Projects – 1.6M hours annually
- Color Guard and Drill Teams – Air Force #1!
- Marksmanship/Orienteering/Raider Teams
- Academic Bowl (SAT/ACT prep) – Air Force #1!
- Curriculum In Action Trips (Field Trips)
- Kitty Hawk Air Society (Honors Students)
- Model Rocketry, RC Aircraft, and Multi-Copters
- Civil Air Patrol (CAP) incentive flights in civilians and cadets
- Cyber Patriot: AFA sponsored on-line network-defense competition
- StellarXplorers: AFA sponsored space launch competition
- Flight Simulators and Aviation Ground School
- Summer Cadet Leadership Courses (CLCs): team building and self confidence
AFJROTC Principal Survey (AY17-18)

Principals say AFJROTC encourages students to:

<table>
<thead>
<tr>
<th>Agreement</th>
<th>Survey Item</th>
<th>Agreement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>Produces Better Citizens</td>
<td>99%</td>
</tr>
<tr>
<td>Agree</td>
<td>Instills Values of Service</td>
<td>99%</td>
</tr>
<tr>
<td>Slightly Agree</td>
<td>Instills Personal Responsibility</td>
<td>99%</td>
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<tr>
<td></td>
<td>Better School Attendance</td>
<td>99%</td>
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<tr>
<td></td>
<td>More Likely to Graduate</td>
<td>98%</td>
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<tr>
<td></td>
<td>Higher Grades</td>
<td>99%</td>
</tr>
<tr>
<td>Slightly Disagree</td>
<td>Active Community Participation</td>
<td>99%</td>
</tr>
<tr>
<td>Disagree</td>
<td>Increased Community Pride</td>
<td>99%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>Lower Suspension Rates</td>
<td>98%</td>
</tr>
<tr>
<td></td>
<td>Results in Fewer Discipline Problems</td>
<td>98%</td>
</tr>
<tr>
<td></td>
<td>Curriculum Contributes to Prgm Objectives</td>
<td>99%</td>
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<tr>
<td></td>
<td>Promotes Positive Relationships w/ AF</td>
<td>99%</td>
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<tr>
<td></td>
<td>Cadets Are Positive Influence on Others</td>
<td>99%</td>
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Note: AY17/18 Survey of 895 Principals yielded 360 respondents or 40% = >95% Confidence Level
Why AFJROTC Works

- The military model: clear expectations, training, mentorship, and accountability produces self-discipline and achievement
- Cadets belong to something bigger than themselves
- Strong emphasis on service to school, community, and nation
- High quality, experience, and dedication of our instructor force
- Instructors are long-term role models, leaders, and 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
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 and Service Academy appointments

• School: Force for Good
  – Leadership partner for your mission
  – Increased community presence and engagement

Only 4% of AF Basic Trainee’s were AFJROTC cadets but 100% of cadets can reap the benefits
Air Force Impact

• Community Service Focus—attracts many with propensity to serve
• Program attracts diverse cadet population
• Program develops interest in STEM and Aviation
• Matches Air Force requirements - accessions numbers critical
• AFJROTC’s Flight Academy Program pairs perfectly with the Chief of Staff of the Air Force’s vision where he stated, “I am ready to take bold action to increase pilot diversity.”
AFJROTC Flight Academy

- A Funded $20,000 Private Pilot’s Scholarship
- Plugs into summer University programs
- Graduates earn a Private Pilot Certification and College Credit/Transcript
- Continuity/Currency through follow-on partnerships with Civil Air Patrol
  - Cadets with 1-2 years of flying experience at High School graduation
- Competitively boarded selection process
  - Minimum 3.0 Cumulative GPA to apply
  - Air Force designed/developed aptitude test (identifies propensity to succeed)
  - Weighted factors include Aviation Qualification Test, Instructor and School Endorsements, Physical Fitness, Life Experiences, and Aviation Experience
FY18 Inaugural year
- 750 applicants - 621 met the board
- 120 Cadets Selected
- 41% (49 Cadets were Non-White males)
- Primarily Juniors/Seniors due to FAA age requirements

AFJROTC Applicants:
- 55% (342) of applicants were Non-White Males
  - 38% of applicants from Title 1 Schools

AFJROTC 2018 SELECTS:
- Males = 77%
- Females = 23%
- White = 62% (385)
- Minority = 38% (236)

More Diverse applicants = More Diverse Pilots