Air Force JROTC

Colonel Paul C. Lips
Director, Air Force JROTC
Maxwell Air Force Base, Alabama
Overview

- Background Information
- Program Components
- Program Benefits
- Roles and Responsibilities
- Keys to Success
- Starting a New Unit
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
Mission: “Develop citizens of character dedicated to serving their nation and community"

- Title 10 USC Congressionally mandated program

- Nearly 900 units (120K+ cadets, 1,870+ inst’s)
  - Approximately 200 schools on AFJROTC waiting list; unable to open additional units due to funding constraints

- AFJROTC Successes
  - Diversity! 58% Minority – 40% Female Enrollment
  - Community Service! 15’ – 1.6M hrs; 16’ – 1.6M hrs; 17’ – 1.6M hrs
  - AF benefit - BMT: 4.3%, AFA: 18%, AFROTC: 13.7%; OTS: 2% (trainee self-reported having “JR” experience)
  - STEM Focus: CyberPatriot & StellarXplorers Comps, Joint Serv Academic Bowls, AF K-12 STEM Prgm Partner
  - Generates goodwill and “presence” for USAF; promotes positive service image in close to 900 locations
  - Lives / schools / communities changed! Gen Rand – “..this program saves lives!”
  - Inexpensive yet high impact mission
AFJROTC Snap Shot (FY17)

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

- Oversight Responsibilities
  - Nearly 900 AFJROTC Units Spanning the Globe
    - 15 Overseas Units
    - 1,870+ 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
AFJROTC Unit Distribution

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

Under Subscribed State (has less than its “fair share”)

Over Subscribed State (has more than its “fair share”)

The Intellectual and Leadership Center of the Air Force
AFJROTC Enrollment

As of 28 Feb 17

Male
Female

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<thead>
<tr>
<th>SY</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>07-08</td>
<td>36,571</td>
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<td>08-09</td>
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<td>09-10</td>
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<td>11-12</td>
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<td>12-13</td>
<td>44,841</td>
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<tr>
<td>13-14</td>
<td>43,965</td>
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<tr>
<td>14-15</td>
<td>47,084</td>
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</tr>
<tr>
<td>15-16</td>
<td>46,880</td>
<td></td>
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<tr>
<td>16-17</td>
<td>47,904</td>
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</table>
AFJROTC Diversity

Title 1 Schools:

47.5%

Gender

Female 40%

Male 60%

58% Minority Program

Caucasian 42%
- Male – 70%
- Female – 30%

Hispanic 11%
- Male – 56%
- Female – 44%

Af-Am 23%
- Male – 48%
- Female – 52%

Other 3%
- Male – 61%
- Female – 39%

Multiracial 17%
- Male – 57%
- Female – 43%

National HS Diversity | AFJROTC
--- | ---
Caucasian | 58% | 42%
African American | 16% | 23%
Hispanic | 20% | 11%
Asian | 4% | 4%
Other | 2% | 3%
Multiracial | -- | 17%

The Intellectual and Leadership Center of the Air Force
Program Components

- Background Information
- Program Components
- Program Benefits
- Roles and Responsibilities
- Keys to Success
- Starting a New Unit
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
  • Leadership Development Requirements (LDRs) 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

- Minimum Instructor Pay (MIP) governed by U.S.C. Title 10 Law
- Contract obligation to pay school ½ the difference between the member's retired pay and what their pay plus allowances would be if still on active duty – make member whole
- Minimum contract length 10 months - instructor negotiates contract length with school

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
AF reimburses one half of MIP to school district: $2,000 month
School district responsible for other half of MIP: $2,000 month
AFJROTC Curriculum & Accreditation

- AFJROTC & our curriculum is fully accredited by AdvancED! (last accredited in Jan 2016)
- “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
Co-curricular Activities

• Community Service Projects
• Color Guard and Drill Teams – AF #1!!
• Marksmanship
• Academic Bowl (SAT/ACT prep) – AF #1!!
• 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

- StellarXplorers
- 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 1.65 million hours of community service performed in AY 2015-2016

Only 4% of USAF Basic Military Trainee’s were AFJROTC cadets but 100% of cadets can reap the benefits!
AFJROTC Principal Survey (AY15-16)

Principals say AFJROTC encourages students to:

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Agreement</th>
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<tbody>
<tr>
<td>Produces Better Citizens</td>
<td>99%</td>
</tr>
<tr>
<td>Instills Values of Service</td>
<td>99%</td>
</tr>
<tr>
<td>Instills Personal Responsibility</td>
<td>99%</td>
</tr>
<tr>
<td>Better School Attendance</td>
<td>99%</td>
</tr>
<tr>
<td>More Likely to Graduate</td>
<td>96%</td>
</tr>
<tr>
<td>Higher Grades</td>
<td>99%</td>
</tr>
<tr>
<td>Active Community Participation</td>
<td>99%</td>
</tr>
<tr>
<td>Increased Community Pride</td>
<td>99%</td>
</tr>
<tr>
<td>Lower Suspension Rates</td>
<td>98%</td>
</tr>
<tr>
<td>Results in Fewer Discipline Problems</td>
<td>98%</td>
</tr>
<tr>
<td>Reduces Substance Abuse &amp; Poor Behavior</td>
<td>97%</td>
</tr>
<tr>
<td>Curriculum Contributes to Prgm Objectives</td>
<td>98%</td>
</tr>
<tr>
<td>Promotes Positive Relationships w/ AF</td>
<td>99%</td>
</tr>
<tr>
<td>Cadets Are Positive Influence on Others</td>
<td>99%</td>
</tr>
</tbody>
</table>

Note: AY14/15 Survey of 891 Principals yielded 318 respondents or 35% = 95% Confidence Level
Roles and Responsibilities

- Background Information
- Program Components
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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

- Background Information
- Program Components
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- Keys to Success
- Starting a New Unit
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
Starting a New Unit

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New Unit Timeline

- 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!