



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON DC

JUN 21 2023

MEMORANDUM FOR USAF SENIOR RATERS

FROM: HQ USAF/CC
1670 Air Force Pentagon
Washington, DC 20330-1670

SUBJECT: Air University Intermediate and Senior Developmental Education Programs

Reference: Developing Today's Joint Officers for Tomorrow's Ways of War: *The Joint Chiefs of Staff Vision and Guidance for Professional Military Education & Talent Management*

The strategic and pacing challenges facing our Nation requires officers prepared to lead in a security environment with the ability to understand and integrate airpower and joint capabilities. As the character of warfare evolves and the Joint Force modernizes, Air Force officers must be prepared to lead in key roles. The variety and versatility of our professional military education programs have been essential in delivering world-class leaders, but the demands on our Air Force mean the stakes are now higher. It is imperative that our leaders of tomorrow are rooted in Air Force doctrine so they may leverage airpower to achieve national security objectives and align with the Joint Chiefs of Staff vision and guidance.

Our internationally recognized Air Command and Staff College and Air War College produce the most elite leaders and planners in airpower prepared to lead with confidence in joint operations and commands. To ensure deep airpower expertise available to joint commands, it is essential we send officers with diverse professional backgrounds and experiences, and with the potential to be senior leaders in our Air Force, to our own in-resident programs.

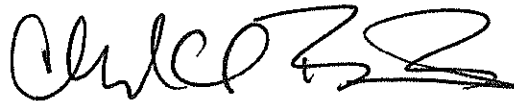
Therefore, with the AY25-26 Developmental Education Designation Board (DEDDB), I am directing the following actions:

- a) Designate officers selected for Senior Developmental Education (SDE) attendance such that those attending AWC are equally distributed across the order of merit within each career field in proportion to the number of course seats AWC comprises (i.e., we send ~33% of all SDE officers to AWC; thus, 33% of the top third of all officers attending SDE are to be vectored to AWC).
- b) Designate officers selected for Intermediate Developmental Education (IDE) attendance such that those attending ACSC are equally distributed across the order of merit within each career field in proportion to the number of course seats ACSC comprises, including those attending Air University Fellowships (i.e., we send ~60% of all IDE officers to ACSC; thus, 60% of the top third of all officers attending IDE are to be vectored to ACSC).

Prior to approving the DEDB school match results, AF/A1 will evaluate the compliance with this directive to ensure the intent has been met. They will also closely monitor the declinations by officers designated to attend an Air University school. This information will also be reported to the CSAF on an annual basis.

Additionally, I have directed AF/A1 to accomplish a review of all IDE/SDE Fellowships to ensure their appropriateness (based on both utility and post-fellowship utilization), for inclusion in the Development Education portfolio, or whether resources should be shifted to more traditional professional military education opportunities.

The opportunity to attend in-resident officer professional military education is a highly competitive process in which the best officers from each career field are identified and ranked amongst their peers. While there are many providers of professional military education, we must vector the right officers to our airpower focused programs so they can lead from a position of deep knowledge in key leadership positions in the Air Force, Joint Force, and Interagency environment. I realize this marks a slight philosophical shift from recent practice. I ask you to advise your officers on this shift and fully support the outcomes of the revised school board selection and matching process.



CHARLES Q. BROWN, JR.
General, USAF
Chief of Staff

cc:
Officer Developmental Team Chairs
Officer Career Field Managers
AF/A1P
AFPC/CC
SAF/MRM