

Georgia Junior Reserve Officers' Training Corps (JROTC) Resource Guide



**Leadership
Character
Fitness
Student Success**



Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"

INTRODUCTION

This Georgia Junior Reserve Officer's Training Corps (JROTC) Resource Guide was developed as a reference guide to be accessible by anyone wanting to become familiar with information on JROTC programs in Georgia. The guide includes general information about applicable JROTC national guidelines and curriculum and is a required part of the Georgia JROTC programs.

This Resource Guide may be used to answer questions that local school system administrators, parents, and counselors may have about acquiring and implementing a program and the proper operation of the program at the school level.

Our hope is that this guide will become the initial reference point when someone has questions or seeks knowledge about any aspect Georgia JROTC programs.



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Definitions

Academic Year. The period of time necessary to complete one JROTC course, normally consisting of not less than 120 hours (based on the local system's school calendar and high school schedule).

Active Duty Pay and Allowances. Made up of basic pay, basic allowance for housing (BAH), Continental United States (CONUS) cost-of-living allowance, overseas housing allowance (OHA), cost of living allowance (COLA), allowance for uniforms (enlisted only), and basic allowance for subsistence (BAS), which the individual would receive if called to active duty.

Department of Defense (DOD). The executive branch of the U.S. government charged with coordinating and supervising all agencies and functions concerned directly with national security and the armed forces.

Director of Army Instruction (DAI). The chief administrator of Army JROTC in a school district with at least five Army JROTC units. The Army is the only service that supports this position. Relieves subordinate schools of approximately 80% of the Army administrative workload and U.S. Army Cadet Command (USACC) requirements, and to a degree the school district requirements. Serves as JROTC curriculum quality control and delivery clearinghouse ensuring compliance with USACC and GaDOE requirements. Facilitates the development of large-scale projects from GaDOE such as the development of State-mandated Student Learning Objectives (SLOs). Serves as the 'Bridge-Builder' between the District's JROTC program and all available stakeholders in the community that enhance JROTC's relevancy: military organizations such as the Military Order of World Wars (MOWW) and the American Legion; civic organizations such as Rotary International, Civitan, and Scottish Rite; non-profits; and corporations. Serves as the District's liaison to military installations and Senior ROTC units.

Georgia Department of Education (GaDOE). The state department of education responsible for over 1.7 million K – 12 students and 100,000 educators committed to educating Georgia's future.

National Defense Cadet Corps (NDCC) Program. A program virtually identical to JROTC except fully funded by school districts.

Georgia Association for Career and Technical Education (GACTE). A state affiliate of the National Association for Career & Technical Education (ACTE).

JROTC. A national character and leadership program authorized by laws enacted by Congress and conducted by the military services in cooperation with educational institutions in response to needs expressed. The military structure serves as a vehicle for cadets to earn graduated positions of leadership to develop academically, physically, emotionally, and mentally.

JROTC Unit. An organized group of JROTC students and faculty hosted in a secondary school (high school) supporting students in grades 9 – 12.

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JROTC Instructor Classifications.

Commissioned Officer. Officers are the primary source of authority in any military unit whose rank is confirmed by a government document (a commission). Includes the ranks of 2nd Lieutenant to General, 01 – 010.

Warrant Officer/Chief Warrant Officer (WO/CWO). A member of a separate officer category specializing in a technical area and ranking above enlisted grades and below commissioned officer grades. Warrant Officers can serve as instructors in any position.

Non-commissioned Officer (NCO). A service member who obtains his or her position of authority by promotion through the enlisted ranks and normally performs jobs specific to an occupational specialty, as opposed to the more generalized command responsibilities of a commissioned officer.

JROTC Instructor. Retired officers, non-commissioned officers, and warrant officers who challenge high school students (cadets) to be personally and socially responsible, organized, disciplined, and successful through high school and beyond. A retired officer or non-commissioned officer respectively from the corresponding service is eligible to be a Senior Army Instructor (SAI) or Army Instructor (AI), a Senior Naval Science Instructor (SNSI) or Naval Science Instructor (NSI), a Senior Aerospace Science Instructor (SASI) or Aerospace Science Instructor (ASI), or a Senior Marine Instructor (SMI) or Marine Instructor (MI). Marine Corps and Coast Guard retirees are also eligible to serve in Naval ROTC programs.

JROTC Curriculum. A 21st Century, interactive, engaging, and experiential learning package that includes academic lessons that promote critical thinking; as well as provide fitness and community service opportunities, field experiences, and activities designed to develop better, more productive citizens.

JROTC Drill and Ceremony/Leadership Lab. A significant part of the JROTC program that develops respect, discipline, esprit de corps, teamwork, leadership, concentration, organization, and precision through performing ceremonial and precision moves.

JROTC Cadet. A student who is a member of a JROTC unit.

Rank. A system of hierarchical relationships. See <http://www.militaryfactory.com/ranks/> for an explanation of ranks in each service. Retirees between the ranks of E6 and O6 are eligible to serve as JROTC instructors. Cadets earn ranks from E1 to O6. See charts at: https://en.wikipedia.org/wiki/Junior_Reserve_Officers%27_Training_Corps_ranks.

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JROTC Director, Atlanta Public Schools:

"JROTC is about so much more than school. It is an unusual marriage between our public education system and former military leaders that makes JROTC special. JROTC gets kids ready for college, career, and life."

Section I: How to Acquire a JROTC Unit

Acquiring a Program. Review the information in this document and on the service websites (see addresses in Section II). Service websites include applications, vacancy lists, and other important information. Once you have reviewed the information and established the need and level of support for a unit in the community, contact the program specialist at the GaDOE, download, and fill out the applications from the websites. Applying to all services is a good suggestion.

Establishing a Program. Though Georgia has a fair share of available units, school administrators desiring a program should apply to be placed on the waiting list (each service has one). Depending on the funding available, a school district can apply for an NDCC unit simultaneously with the JROTC application (see information on NDCC in Section VII). Since NDCC units are fully funded by the local district and not subject to the restriction of fair and equitable distribution, they can usually be established immediately. Even if you start a local NDCC unit, it is still important to apply for a JROTC unit and to be placed on the waiting list for a cost-shared program when one becomes available.

Section II: Websites for Each Service

(Contact information for (a) establishment is included in the websites and for (b) general program questions in Section X)

Army (AJROTC) <http://www.usarmyjrotc.com>

Navy (NJROTC) <http://www.njrotc.navy.mil>

Air Force (AFJROTC) <http://www.au.af.mil/au/holmcenter/afjrotc/>

Marine Corps (MCJROTC) <http://www.mcjrotc.marines.mil>

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Section III: Local School Responsibilities to Acquire and Support a JROTC Unit

3.1 Pre-Unit Establishment

- a. An application will be placed on a waiting list after submission. When tentatively accepted, the service will conduct an on-site visit to ensure all requirements are met and final approval is granted. The Air Force conducts the site survey prior to the unit being placed on the approved waiting list.
- b. Check feasibility of starting an NDCC program instead of a JROTC program to assure the local budget will feasibly support the program's requirements. If the budget allows, an NDCC unit can usually be started immediately.

3.2 Post-Unit Establishment Support Responsibilities

- a. Once a program is in place, a minimum enrollment is maintained with 100 physically fit students (or 10% of the school population, whichever is fewer) who are citizens (or lawfully admitted) and in a grade above the eighth grade. The Navy requires a minimum school enrollment of 500 and the Marine Corps requires the participation of at least 50 cadets.
- b. Employs as JROTC instructors, officer and enlisted personnel whose qualifications are approved by the Military Service concerned to administer the JROTC Program. The senior instructor must possess a baccalaureate degree. Air Force requires a baccalaureate degree for all instructors upon hire. The Army, Navy, and Marine Corps require NCOs and WO/CWOs to obtain an associate's degree within five years from the date of hire.
- c. Pays Retired Personnel. The school is the employing agency and pays the full amount due the JROTC instructor. (See Section VI for details on the pay structure).
- d. Provides adequate facilities for instruction, offices for the instructors, two classrooms, storage of drill rifles, and other equipment in support of the unit such as telephones, internet connectivity, computer maintenance, and adequate drill areas at or in the immediate vicinity of the school.
- e. Provides a course of instruction of at least three academic years. The period of time that constitutes an academic year is not less than 120 hours of instruction (the time required must be the same as any other full credit course).
- f. Agrees to limit membership in the unit to students who maintain acceptable standards of academic achievement and conduct, as prescribed by the secretary of the military department concerned.

Section IV: Unit/Program Funding

4.1 Funding Provided by the Department of Defense

The Service reimburses the school for JROTC instructor salaries at the rate of one-half the amount of the difference between instructor retired or retainer pay and the amount of active duty pay and allowances (excluding hazardous and special duty pay) the instructor would receive if he or she were ordered to active duty. The level of active duty pay and allowances, less retired or retainer pay, is the minimum salary the school pays JROTC instructors. This minimum salary should

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not be considered an attempt to cap or limit the amount of pay that may be agreed between the individual JROTC instructor and the employer. In very rare circumstances and only if funds are appropriated for those circumstances, the Secretary concerned may pay to the school more than one-half of the additional amount paid to the retired member by the school. See [Section 2031 of Title 10](#) for more information. In addition to instructor pay, the Department of Defense is required to provide a three-year curriculum, text materials, equipment, uniforms, and, at the discretion of the military service, transportation and billeting as may be available to support activities.

4.2 Funding Provided by the Local School District

The school furnishes a portion of the instructor's pay, the necessary facilities for the classroom instruction, benefits, equipment and uniform storage, a drill area, and the same supervision, support, and equipment normally provided other teachers and classes.

*Former JROTC student from Lowndes County High School:
"Everything I needed to know for life after graduation I learned in
AFJROTC."*

Section V: Student Eligibility Requirements

To be eligible to enroll in JROTC, students must be in a grade above the eighth grade (an exception is granted to students in Military Institutes that also conduct classes below the ninth grade level), citizens or nationals of the United States, or aliens lawfully admitted to the United States for permanent residence. Students are selected by the JROTC instructor with the approval of the school principal or his or her representative. While enrolled, students must maintain acceptable standards of academic achievement and conduct. Their academic standing should warrant at least normal progression leading to graduation.

Under the secondary school's enrollment policy and when desired by the principal of the host school, students who do not meet the academic and disciplinary guidelines could be allowed in the program if they meet all other criteria for enrollment. They may participate in school-approved JROTC activities, be called cadets, wear the uniform, participate as cadet officers, and go on field trips. The school, at no cost to the government, will provide any special equipment or additional instructors that are needed to instruct, assist, and accommodate these JROTC students. The senior instructor and the principal, so as not to place an undue workload on the JROTC program or its instructors and to ensure the safety of the students, shall mutually agree upon a maximum number and suitability of students placed in the JROTC program. Students enrolled under these criteria will be counted toward minimum required to maintain a JROTC unit. The Military Service concerned may prescribe further qualifying participation criteria in JROTC training.

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Section VI: JROTC Instructor

6.1 Permit and Classification

- a. At the present time JROTC instructors are required to secure a *Permit* through the Professional Standards Commission in addition to their service certification. Instructors may also earn teacher certification by meeting the requirements set by the Georgia Professional Standards Commission.
- b. The qualifications for an initial two-year permit in JROTC include:
 - Minimum of a high school diploma or GED equivalent;
 - Honorable retirement from a branch of the U.S. military; and
 - Employment by a Georgia school system.
- c. Requirements to renew the initial permit for three additional years include:
 - Passing score on the GACE Program Admission Assessment or exemption (instructors employed prior to the 2004-2005 school year are exempt from the basic skills assessment);
 - Successful completion of all required JROTC instructor training (completion of required residence and distance learning courses) for full branch certification;
 - Fulfillment of IDP requirements;
 - Employment by a Georgia school system.
 - Request from the school for renewal
- d. Convert to Certification-An individual holding a Permit and seeking renewable professional certification must meet requirements for issuance of the Induction certificate as outlined in Georgia Professional Standards Commission (GaPSC) Rule 505-2-.04

INDUCTION CERTIFICATE and successfully apply for the Induction certificate. Prior to the expiration of the Induction certificate, the educator must satisfy all requirements for renewable professional certification outlined in section (2) of GaPSC Rule 505-2-.05 PROFESSIONAL CERTIFICATE.

<http://www.gapsc.com/Rules/Current/Certification/505-2-.10.pdf>

6.2 Pay Structure

- a. Instructor Salary Calculation – The JROTC instructor receives retired or retainer pay from the U.S. Government. The amount due from the school is the amount equal to the difference between retired or retainer pay and the active duty pay and allowances that the JROTC instructor would receive if ordered to active duty. The school may pay more than the amount equal to the difference between retired or retainer pay and individual active duty pay and allowance rate, but does so without additional entitlement for reimbursement from the Federal Government.
- b. Required minimum length of the contract period for a JROTC instructor is 10 months, which could be compensated as a fraction of the 12 month salary.
- c. The maximum contract period the Army will reimburse for JROTC instructors is between 10 and 11 months depending on days needed to support summer activities. The maximum amount that the Air Force will pay for is 10 months. The maximum contract period for the Navy and Marine Corps is 12 months.

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Section VII: The NDCC Program

A National Defense Cadet Corps (NDCC) program is virtually identical to JROTC, except fully funded by schools that choose to pursue a JROTC unit without financial assistance from the Military service. The NDCC unit is an excellent alternative for schools that wish to expedite a program. The school incurs all costs, to include instructor salaries, uniforms, and daily operational expenses. The service can supply curriculum material for the instructors and the students/cadets. The service can also supply forms and regulations required to successfully conduct the program.

Schools hosting an NDCC unit must comply with statutory and regulatory guidance as regular JROTC units; specifically, units normally employ a minimum of two certified instructors. School administrators desiring a program should fill out an application provided on the service's website. NDCC applicants are not governed by the requirement for fair and equitable distribution and since little costs to the service are involved, could bypass the JROTC waiting list.

Superintendent Lowndes County Schools:

"In my 30 years of public education I have observed multiple students grow and mature into responsible young ladies and gentlemen as a result of their positive experience in JROTC."

Section VIII: Laws and Regulations

- a. Department of Defense Instruction on JROTC, DODI 1205.13, (Feb 2006) (PDF)
- b. Title 10 USC §2031 Junior ROTC
- c. Title 10 USC §2032 Junior ROTC
- d. Qualifications for Instructor Certification
- e. Title 10 NDCC §2034

Section IX: Accreditation

AdvancED is a voluntary method of quality assurance developed more than 100 years ago by American universities and secondary schools, and designed primarily to distinguish schools adhering to a set of educational standards. Accreditation is a set of rigorous protocols and research-based processes for evaluating an institution's organizational effectiveness.

All service JROTC/NDCC programs are accredited by AdvancED, the parent organization of the Southern Association of Colleges and Schools Council on Accreditation and School Improvement SACS CASI. Having a program accredited by AdvancED means JROTC has demonstrated a commitment to student performance and continuous improvement in education. JROTC earned its accredited status by adhering to five quality standards:

Standard 1- Purpose and Direction

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- Standard 2- Governance and Leadership
- Standard 3- Teaching and Assessing for Learning
- Standard 4- Resources and Support Systems
- Standard 5- Using Results for Continuous Improvement

Administrator, Stockbridge High School:

“The NJROTC program at our school has become the backbone of our entire school. I really don't know how other schools get along without a JROTC program. The program is involved in every aspect of our school and makes it better.”

Section X: Active Military Services Support for JROTC

10.1 Co-curricular Activities Common to All Services

In addition to teaching in the classroom, JROTC instructors work outside regular school hours to provide cadets with a number of exciting activities. An instructor's workweek could easily exceed 50 hours and often include additional weekend activities. Many activities are common across the services and appear in regular font. Those unique to the each service are identified in colored font.

a. Competitive Activities

- Local and postal competitions
- JROTC Leadership and Academic Bowl (JLAB)
- Anniversary 5K Run
- CyberPatriot
- Academic Competitions
- Drill Competitions
- Orienteering Competitions
- Marksmanship Competitions
- Physical Fitness Challenge
- **Brigade Competitions**
- **Annual Essay Contest**
- **Leadership Competition**

- **Regional Semi-finals**
- **Athletic Competitions**
- **National Inter-Service Championship**

Army Only

Navy Only

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- Curriculum-in-Action (CIA)
- Aerospace Static Model Program
- Air Force Weather Agency Program
- Model Rocketry Program
- Radio Controlled Aircraft and Flying Model Aircraft Program
- Remote Controlled Multicopter Program
- Kitty Hawk Air Society

Air Force Only

- **Raider Challenge**

Army and Marine Corps

b. Military Customs

- Military Drill
- Military/Social Events (e.g. Dining Out; Military Ball)
- Holiday Parades and Ceremonies (Veteran's Day, Memorial Day, etc.)
- Physical Training
- JROTC Cadet Leadership Challenge (JCLC) or other Summer Activity

c. Instilling a Sense of Service

- Community Service Projects – Over 7 Million Service Hours Annually
- Orientation Field Trips
- Community Emergency Response Team (CERT) - Cadets organized to assist local community in the event of disaster
- Adopt-a-School Program - Mentorship program with middle and/or elementary schools
- Service Learning

d. Life Lessons

- College Admissions/SAT Preparations
- Financial Skills Training
- Athletic Conditioning
- Science, Technology, Engineering and Math (STEM)

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JROTC student, Chattahoochee County High School:

"I believe the JROTC program is a value to many high school students because it teaches teamwork and responsibility, while allowing students to rise to leadership positions and become better citizens in their community. On my first day of JROTC, I thought the program would be hard and extremely strict. However now, as a senior, I have come to love JROTC. This program is more of a family than anything else, for we support each other trying to make one another a better version of themselves. The most significant contribution JROTC has made in my life is teaching me not only how important it is to give back and help your community, but also how wonderful it feels to know that something I did can help someone else so much. Throughout my four years of high school the JROTC program has taught me that I can make a difference. This passion-filled program is a character building necessity for our generation and many to come!"

10.2 Army JROTC

AJROTC was established as a part of the National Defense Act of 1916 that also established the Senior ROTC program in colleges and universities across the United States.

- a. Mission – To motivate young people to be better citizens.
- b. Purpose/Vision – Provide a quality citizenship, character, and leadership development program, while fostering partnerships with communities and educational institutions (schools). Program Outcomes (5) – These program outcomes describe what JROTC Cadets will know and be able to do upon successful completion of the JROTC program:
 - 1) Graduate prepared to succeed in post-secondary options and career pathways
 - 2) Make decisions that promote positive social, emotional, and physical health
 - 3) Value the role of the military and other service organizations
 - 4) Act with integrity and personal accountability as they lead others to succeed in a diverse and global workforce
 - 5) Engage in civic concerns that impact the community and society at large
- c. Location of Army JROTC Headquarters:

U.S. Army Cadet Command
Attention: ATCC-JR-IM (Instr Mgt)
Fort Knox, KY 40121
Fax: (502) 624-2282
usarmy.knox.usacc.mbx.hq-jrotc-im@mail.mil
Phone: 800-347-6641
<http://www.usarmyjrotc.com/>
- d. Organization
Georgia is located in the 6th Brigade, which includes the Florida, Alabama, Mississippi, and Louisiana, Puerto Rico, and the Virgin Islands. Contact information is: For other areas see: <http://www.usarmyjrotc.com/jrotc-program/search-jrotc-schools>



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6th Brigade, U.S. Army Cadet Command
246 Blanton Rd, Bldg. 1031
Savannah, GA 31409
JROTC Chief: Mr. James E. Knauff,
james.e.knauff2.civ@mail.mil (912) 315-4513
BB (256) 665-8554 FAX 912-315-7800
Sr TNG & Ed Specialist, Mr. Anthony Proulx,
anthony.g.proulx.civ@mail.mil, 912-315-8460
Sr. TNG & Ed Specialist, Mr. Michael Fox,
michael.s.fox.civ@mail.mil, 912-315-8210
States: AL, FL, GA, LA, MS, PR, VI

*JROTC student at Dooly County High School:
"AJROTC has opened my eyes to a world of selfless service and honor!"
"JROTC has put the "don't quit" factor in my life."*

10.3 Navy JROTC

NJROTC was established with the Vitalization Act of 1964.

- a. Mission - To instill in students in United States Secondary Educational Institutions the values of citizenship, service to the United States, personal responsibility and a sense of accomplishment
- b. Purpose and Program Objectives (11) – are to:
 - 1) Promote patriotism.
 - 2) Develop informed and responsible citizens.
 - 3) Promote habits of orderliness and precision.
 - 4) Develop a high degree of personal honor, self-reliance, individual discipline, and leadership.
 - 5) Promote an understanding of the basic elements of, and need for, national security.
 - 6) Develop respect for, and an understanding of, the need for authority in a democratic society.
 - 7) Promote community service.
 - 8) Provide incentives to live healthy and drug free.
 - 9) Develop leadership potential.
 - 10) Provide an alternative to destructive behavior and activities, such as gang involvement.
 - 11) Promote high school completion.
 - 12) Promote continuing education.
 - 13) Provide information on the military services as a possible career.



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c. Location of Headquarters and Phone Numbers:

Naval Service Training Command
NJROTC Program
250 Dallas Street, Ste. A
Pensacola, FL 32508-5268
Phone: 877-253-7122 option 1
<https://www.njrotc.navy.mil/>



d. Organization

Georgia is in Area 12 that consists of GA and Northeast FL
CDR Rustie Hibbard (Ret) NJROTC Area manager 904-542-8793/4
PO Box 152
Jacksonville, FL 32212-0152
For other areas see: <http://www.njrotc.navy.mil/mgdgeo.html>

10.4 Air Force JROTC

AFJROTC was established with the Vitalization Act of 1964.

a. Mission – Develop citizens of character dedicated to serving their nation and community

b. Purpose (Goals) – Instill values of citizenship, service to the United States, personal responsibility, and sense of accomplishment. Program

Objectives – The objectives of Air Force Junior ROTC are to educate and train high school cadets in citizenship and life skills; promote community service; instill a sense of responsibility; develop character and self-discipline through education and instruction in air and space fundamentals and the Air Force’s core values of “integrity first, service before self, and excellence in all we do.” With these objectives cadets will develop:

- 1) A high degree of personal honor, self-reliance, and leadership
- 2) To prepare students for life after high school in the high-tech, globally oriented, and diverse workplace of the 21st Century
- 3) A Respect for and an understanding of the need for Constituted Authority in a Democratic Society
- 4) Introduces students to key military customs and courtesies
- 5) An Appreciation of the basic elements and requirements for national security
- 6) Develops leadership skills and acquaints students with the practical application of life skills
- 7) Acquaints students with the elements of aerospace and the aerospace environment
- 8) A knowledge of and appreciation for the traditions of the Air Force
- 9) Wellness/PT Program is to motivate students to lead healthy, active lifestyles beyond program requirements and into their adult lives
- 10) Drill and Ceremonies as part of the leadership education component



c. Location of Headquarters and Phone Numbers

ATTN: Holm Center/JRI
60 West Maxwell Blvd.
Maxwell AFB, AL 36112-6106
Phone: 334-953-5300 or 5275
<http://www.au.af.mil/au/holmcenter/AFJROTC/index.asp>



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d. Organization

Georgia is in Area 5 that consists of GA, VA, WI, IL, DC, DE, and MD

Mrs. Betty Maldonado, AFJROTC Regional Director

JROTC/RD 60 West Maxwell BLVD

Maxwell AFB, AL 36112-6106

Phone: 334-953-7815



CTAE Director Marietta City Schools

Through the AFJROTC student-led program, life-long leadership skills are learned, developed, and refined which will be used in any career field our students may choose for their future.

10.5 Marine Corps JROTC

MCJROTC was established with the Vitalization Act of 1964.

- a. Mission – To develop informed citizens, strengthen character by the teaching of discipline, and develop understanding of the responsibilities of citizenship
- b. Purpose and Program Objectives (7) – to:
 - 1) Develop Leadership Skills
 - 2) Develop an Interest in the Military Services as a Possible Career
 - 3) Develop Respect for, and an Understanding of, the Need for Constituted Authority in a Democratic Society
 - 4) Develop Informed and Responsible Citizens
 - 5) Promote an Understanding of the Basic Elements and Requirements for National Security
 - 6) Help Form Habits of Self-Discipline
 - 7) Strengthen Character
- c. Location of Headquarters:
 - U.S. Marine Corps
 - Commanding General
 - TECOM C46JR
 - 1019 Elliot Road
 - Quantico, VA 22134-5001
 - Phone: 703-784-3706
 - <http://www.mcjrotc.marines.mil>
- d. Organization
 - Georgia is located in Region 2 (913) 486-3549
 - For other regions see: <http://www.mcjrotc.marines.mil/Schools/RegionalMap.aspx>

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Former JROTC student from North Forsyth High School:

“The MCJROTC program at my high school helped prepare me to manage events and care about and lead people. It was not until my senior year at the United States Naval Academy that I had a leadership position which had the same level of responsibility that I had while in MCJROTC.”

10.6 Coast Guard JROTC

The Coast Guard has two different programs, each with its own mission, purpose, and goals. These programs are a part of the Department of Homeland Security versus the Department of Defense where the other JROTC programs reside. The Claude Pepper Junior Leadership Pilot Program at the Maritime and Science Technology Academy (MAST) is located in Miami, FL and the Camden County/CamTech High School (CCHS) Junior Leadership Program in Camden County, NC. For information regarding the Coast Guard Program contact the Program Manager at the Coast Guard Academy, Office of Inclusion and Diversity at: 860-701-6624.



Section XI: Department of Defense (DOD)

11.1 Policy and Responsibilities

In accordance with 10 U.S. Code § 2031 Junior Reserve Officers' Corps (JROTC)

- a. DOD sponsors and funds the JROTC program, which is intended to instill in students:
 - The value of citizenship
 - Service to the United States
 - Personal responsibility
 - A sense of accomplishment
- b. Provides instruction (DODI 1205 13) that applies to the Office of the Secretary of Defense and the Military Departments. The term Military Services applies to the Army, Navy, Air Force, and Marine Corps. The instruction applies to schools with established JROTC units and the operations of JROTC programs worldwide at both public and private schools.
- c. Provides for fair and equitable distribution of units throughout the nation.
- d. Develops and provides the JROTC program a curriculum with a minimum three-year academic program, as prescribed by the Military Service concerned. Generally, each service includes leadership, military and civilian career opportunities, respect for constituted authority, citizenship, national security/patriotism, the importance of high school graduation, service related objectives, self-discipline, physical fitness, maintenance of good health and incentive to live drug free, communications, personal and social responsibility, emotional intelligence (mental management), discipline, character, and alternatives to gangs in its list of program/curriculum objectives. In



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addition to a three-year curriculum, provides text materials, equipment, uniforms, and, at the discretion of the military service, transportation and billeting as may be available to support activities.

- e. Establishes minimum acceptable standards for performance and achievement for qualified units.
- f. Authorizes qualified schools to employ, as administrators and instructors in the program, retired officers and noncommissioned officers who are either in receipt of retired pay or who are under 60 and but for age would be in receipt of retired pay, whose qualifications are approved by the Secretary and the school concerned and who request such employment, subject to the required pay formula.
- g. Manages required pay formula.
- h. Directs certification requirements of instructors. Eligibility:
 - Officers must be retired from the military in the grades of W-1 through W-5 or O-3 through O-6.
 - Noncommissioned Officers must be retired from the military in the grades of E-6 through E-9.

Senior military instructors (officers) are required to have a bachelor's degree, and non-senior military instructors (non-commissioned officers) are required to have an associate's degree. They must complete service-specific JROTC training and basic skills requirements. Some requirements are met before instructors can be hired and others are met within specified and ongoing timeframes after they are hired. Once initial requirements are met, the service concerned will provide hiring officials with a list of certified instructors available in their area to consider for employment.

The initial and ongoing requirements to be considered for hire as JROTC instructors by the school are:

- Senior military instructors are retired officers and serve as instructional leaders who oversee the program.
- Certification by the military department concerned is required as a qualified instructor in leadership, wellness and fitness, civics, and other courses related to the content of the program.
- Non-senior military instructors serve as instructional leaders and teach independently of, but share program responsibilities, with senior military instructors.
- Instructors must demonstrate a depth of experience, proficiency, and expertise in coaching, mentoring, and practical arts in executing the program.
- Instructors are required by law to complete a professional military qualification and secondary education teaching certification as determined by the military department concerned.

The Air Force goes beyond the law and requires all instructors to have a bachelor's degree. Instructors are required to accumulate points for professional activities, services to the profession, awards, and recognitions, professional development to meet content knowledge and instructional skills, and performance evaluation of competencies and standards within the program through site visits and inspections.

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11.2 Headquarters and phone numbers

Accession Policy

Office of the Under Secretary of Defense for Personnel and Readiness/Military Personnel Policy

Pentagon 3D1066

703-695-5525

11.3 Reporting Structure

Office of the Secretary of Defense

The Under Secretary of Defense for Personnel and Readiness

The Principal Deputy under Secretary of Defense for Personnel and Readiness

Assistant Secretary of Defense for Reserve Affairs/Military Personnel Policy

Military Department (Army, Navy, Air Force, Marine Corps Secretaries)

Section XII Ancillary Benefits

12.1 Scholarships and Advanced Placement

Benefits of JROTC enrollment include:

- a. Students completing two years of JROTC and continuing to ROTC in college may waive one term of the ROTC program. Students completing three years in JROTC may receive credit for a full year of college level ROTC.
- b. Students completing three years of JROTC who elect to enter the military immediately after graduating from high school are eligible to enlist in the services at one and sometimes two pay grades higher than other enlistees.
- c. The Navy ROTC program has a small number (currently five per NJROTC Area) of reserved scholarships solely for NJROTC graduates. Candidates are nominated by their Area Manager and screened by a National Board.
- d. The Civilian Marksmanship Program (CMP) offers \$1,000, for a one-year scholarship assistance to qualified cadets to encourage and reward their outstanding efforts. Based on merit, selected individuals are high school seniors who are currently enrolled in a team or club participating in rifle or pistol marksmanship competitions. CMP Scholarships are one-year awards that may be used to fund any accredited secondary education or vocational program. For more information see <http://thecmp.org/communications/cmp-scholarship-program/>



12.2 College Credits

Instructors may earn continuing education credits and degrees through RTG & Associates in partnership with accredited universities. By meeting the service certification requirements and affiliating with Fort Hays State University (FHSU), instructors may earn 15 graduate credits toward an MSE. MSE graduates may pursue an EdS in Educational Leadership or Administration and/or an EdD in Educational Leadership, through a joint program with Lamar University. An MLS in teaching and learning, as well as undergraduate credits are also an option. Visit <http://www.leadershipcredit.info> to explore cadet/student and instructor/teacher options and to see a list of approved courses. Call (303) 840-3063 or email RTG at bobgreene2007@gmail.com with any questions or issues. These opportunities are also available to teachers and administrators or anyone who wants to hone teaching skills.

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12.3 Credit Other Than Elective

Health and Physical Education (PE) Credit. Because of curriculum components, such as nutrition, healthy living, and physical activity, as well as the health and PE standards met in the JROTC curriculums, cadets often earn credit. Most states and the Department of Defense Dependent Education Activity (DODEA) grant credit for PE or exempt cadets from taking PE because of the emphasis on physical fitness in the program.

Georgia allows cadets to earn credit (with local board of education approval) by successfully completing three units of JROTC credit (JROTC courses must include Comprehensive Health and Physical Education Rule requirements in rule 160-4-2-.12 and 2) the local Board of Education must approve the use of JROTC courses to satisfy the one required unit in health and physical education. See Section 13.2 ROTC Option for specific guidance.

12.4 National Competitions and Events

Cadets enjoy several opportunities to compete and travel.

- Drill: The best known national drill competition is the Nationals held in Daytona Beach, FL the first weekend in May: <http://www.thenationals.net/nhsdte.htm>
- The JROTC Leadership and Academic Bowl (JLAB): Supported for the last 10 years by the Tyron, GA-based College Options Foundation, this activity was held most recently at the Catholic University in Washington DC <http://collegeoptionsfoundation.net>
- Marksmanship: Invites the top junior cadets from around the country to compete for the highest honors at a JROTC Three-Position National Championship held in mid-March in Anniston, AL <http://thecmp.org/air/jrotc-air-rifle-national-championship/>
- Joint Services Championships – Drill, Marksmanship, Academic, Drone, Color Guard, Physical Fitness, etc.: Combined national competition for JROTC and other programs held in Orlando, FL the third week of April <http://www.cadetolympiad.com/reasons-to-attend.html>
- CyberPatriot - Conceived by the Air Force Association (AFA) to inspire high school students toward careers in cybersecurity or other STEM disciplines, the National Youth Cyber Education Program includes three main programs: the National Youth Cyber Defense Competition, AFA Cyber Camps, and the Elementary School Cyber Education Initiative. The National Youth Cyber Defense Competition puts teams of high school and middle school students in the position of newly-hired Instructional Technology professionals tasked with managing the network of a small company.

In the rounds of competition, teams are given a set of virtual images that represent operating systems and are tasked with finding cybersecurity vulnerabilities within the images and hardening the system while maintaining critical services. Teams compete for the top placement within their state and region, and the top teams in the nation earn all-expenses paid trips to Washington, DC for the National Finals Competition where they can earn national recognition and scholarship money.

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Former JROTC student from Jordon High School:

“My JROTC career began as a freshman in high school. I went in excited — I was eager to distinguish myself amidst a daunting, new environment. My mentor was Colonel Rasch. He taught me how to be a leader among my peers. He instilled in me the value of self-responsibility and how to lead when I only knew how to follow. I learned discipline to complete tasks and the confidence to understand the importance of its impact. I was conditioned with fundamentals that would follow me into a successful Air Force career and back into civilian life. These values and skills grew in me everywhere I went. As I look back I can see for certainty how invaluable the JROTC experience is for that stage in a young teenager’s life.”

Section XIII: State Support

13.1 The Georgia Department of Education provides support for the JROTC program.

The Georgia Department of Education JROTC Program Specialist in the Career, Technical and Agricultural Education Division may be reached at the following phone number:

Phone: 404-657-8304

13.2 The Georgia JROTC Advisory Committee.

The purpose of the JROTC Advisory Committee is to serve as a liaison between JROTC instructors and the Georgia Department of Education (GADOE) to make recommendations for JROTC program involvement and to notify JROTC instructors statewide of forthcoming changes from the GADOE.

The Advisory Committee is made up of at least three representatives from each branch of the military and the GADOE Program Specialist for JROTC. A new member should be recruited yearly to serve a three-year tour. Members may extend beyond the three-year limit if no new volunteers join the committee.

The Advisory Committee will:

1. Communicate and serve as a clearinghouse for JROTC instructors in the represented military branch.
2. Encourage membership to join and participate in a professional organization for career and technical education.
3. Plan and assist in the development of professional learning activities for JROTC instructors to be delivered through the Georgia Association of Career and Technical Education (GACTE).
4. Make recommendations for program improvement.
5. Perform other activities as may be deemed necessary.

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Section XIV: Other Non-JROTC Youth Leadership Programs

14.1 Junior Leadership Corps

The Middle School Leadership program began over 15 years ago in several districts where JROTC programs already existed (e.g. Wichita, KS, Tulsa, OK, Chicago, IL, Omaha, NE, and several locations in Texas). Army LTG Benjamin Freakley in coordination with the National Association of State Boards of Education (NASBE) and the Department of Education (DOE) began a pilot middle school leadership program, the Junior Leadership Corps (JLC) in 2010. The National launch in March 2011 was attended by Army Chief of Staff General George Casey and Secretary of Education Mr. Arne Duncan. When the Army pilot program ended in August 2011, Interactive Learning stepped up to complete the curriculum and continue the support for the program.



The curriculum (Character, Health and Fitness, Service, and Leadership – CHiSL) now consists of three years of interactive, student-centered lessons designed to engage and inspire middle school students to graduate and pursue further studies and/or careers beyond high school. Georgia programs use the JLC motto (Challenge Me!) and mission (to influence students to be self-inspired and motivated to complete their education, explore potential careers, especially in science, technology, engineering, and math, and be successful, productive citizens). The purpose of the leadership program is to inspire young people to set a positive course. As a testament to its success, the middle school leadership program is growing across the country as well as in Georgia with units in Gwinnett, Atlanta, and Muscogee County.

For more information concerning the curriculum, contact Tamara Williams at 303-988-2577/800-774-0634 or email tamara@INTLRN.com. Tamara can also provide contacts of instructors who are successfully implementing the curriculum.

14.2 The U.S. Naval Sea Cadet Corps

The Sea Cadet Corps is a federally-chartered non-profit civilian youth organization for young people ages 11 through 17. Students can join either the Navy League Cadet Corps (NLCC) unit (ages 11 through 13) or Naval Sea Cadet Corps (NSCC) unit (ages 13 through 17). The Sea Cadet Corps was created in 1962 to create a favorable image of the U.S. Navy on the part of American youth. The program is sponsored by the Navy League and supported by both the U.S. Navy and the Coast Guard. Its standardized training program designed to:



- a. Develop an interest and ability in seamanship and seagoing skills
- b. Instill virtues of good citizenship and strong moral principles in each cadet
- c. Demonstrate the value of an alcohol-free, drug-free and gang-free lifestyle
- d. Expose cadets to the prestige of public service and a variety of career paths through hands-on training with our nation's armed services

To find a Sea Cadet program in Georgia (or anywhere) visit <http://www.seacadets.org/join> and put in your zip code.

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14.3 The Young Marines

A youth program open to all boys and girls, ages 8 through completion of high school. The program promotes the mental, moral, and physical development of its members through fun and positive activities. It focuses on character building, leadership, and promotes a healthy, drug-free lifestyle. Young Marines units are located across the country. The mission of the Young Marines is to positively impact America's future by providing quality youth development programs for boys and girls that nurtures and develops its members into responsible citizens who enjoy and promote a healthy, drug-free lifestyle.



The Young Marines motto is: Strengthening the lives of America's youth. Programs are located throughout the United States – the headquarters is: Young Marines National Headquarters P.O. Box 70735, Southwest Station Washington, DC 20024 Ph. 800-717-0060 Fax. 202-889-0502. To find units in Georgia (or anywhere), put your zip code in the unit locator at: <https://www.youngmarines.com/zipcode>.

14.4 The Civil Air Patrol



This program actually began in the 1930's right before the attack on Pearl Harbor. It was established in 1948 by law as the auxiliary of the U.S. Air Force with three primary mission areas: aerospace education, cadet programs, and emergency services. While there are many youth oriented programs in America today, CAP's cadet program is unique in that it uses aviation as a cornerstone. Thousands of young people from 12 years through age 21 are introduced to aviation through CAP's cadet program. The program allows young people to progress at their own pace through a 16-step program including aerospace education, leadership training, physical fitness and moral leadership. Cadets compete for academic scholarships to further their studies in fields such as engineering, science, aircraft mechanics, aerospace medicine, meteorology, as well as many others. Those cadets who earn cadet officer status may enter the Air Force as an E3 (airman first class) rather than an E1 (airman basic).

Whatever your interests-survival training, flight training, photography, astronomy-there's a place for you in CAP's cadet program. Each year, cadets have the opportunity to participate in special activities at the local, state, regional or national level. Many cadets will have the opportunity to solo fly an airplane for the first time through a flight encampment or academy. Others will enjoy traveling abroad through the International Air Cadet Exchange Program. Still others assist at major air shows throughout the nation. To find units in Georgia (or anywhere), put your zip code in the unit locator at: <http://www.gocivilairpatrol.com/index.cfm>.