Air Force JROTC
Introduction and Information Brief

Colonel Bobby C. Woods, Jr.
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
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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 an USAF Recruiting 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
- Currently 869 units with 118,800 cadets (AY13-14)
  - OSD-approved floor 870 units
  - OSD-directed expansion to 955 units on hold
  - 14 overseas units
- AFJROTC Successes
  - Huge Congressional / Community / School support
  - Community Service in 2013: 1,559,000 hours
  - Diversity: 58% Minority - 63% Male / 37% Female
  - Lives changed!
AFJROTC
Snap Shot (FY14)

- HQ AFJROTC, Maxwell AFB, AL
  - 28 Personnel on Staff
  - 31 Authorized Staff Members

- Oversight Responsibilities
  - 869 AFJROTC Units Spanning the Globe
    - 855 CONUS, 14 Overseas
    - Plus 16 additional NDCC Units
    - ~1,950 Instructors
    - ~119,000 Students

- AFJROTC Program Partners
  - 49 State Boards of Education
  - 665 School Districts
  - 885 High School Principals

Typical Unit: 1 Officer Instructor, 1 NCO Instructor, 135 Students
AFJROTC
Unit Distribution Map

As of: 23 Sep 14

Under Subscribed States
Over Subscribed
SAF / MR Expansion Goal

8 / 6 = 8 Fair Share / 6 Assigned

The Intellectual and Leadership Center of the Air Force
AFJROTC Diversity

Diversity

- Caucasian 42%
  - Male – 72%
  - Female – 28%
- Hispanic 11%
  - Male – 60%
  - Female – 40%
- Asian 3%
  - Male – 68%
  - Female – 32%
- Af-Am 27%
  - Male – 51%
  - Female – 49%
- Other 3%
  - Male – 64%
  - Female – 36%
- Multiracial 14%
  - Male – 62%
  - Female – 38%

Gender

- Male 63%
- Female 37%

National HS Diversity (2009 Census)

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Caucasian</td>
<td>58%</td>
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<tr>
<td>African American</td>
<td>16%</td>
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<td>Hispanic</td>
<td>20%</td>
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<tr>
<td>Asian</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
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</table>
AFJROTC Enrollment

As of 1 Oct 14

<table>
<thead>
<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
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<tr>
<td>SY06-07</td>
<td>44,556</td>
<td>60,860</td>
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<tr>
<td>SY07-08</td>
<td>36,571</td>
<td>65,014</td>
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<td>SY08-09</td>
<td>42,410</td>
<td>60,664</td>
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<td>SY09-10</td>
<td>44,280</td>
<td>63,720</td>
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<td>SY10-11</td>
<td>48,686</td>
<td>70,349</td>
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<td>SY11-12</td>
<td>44,545</td>
<td>75,985</td>
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<td>SY12-13</td>
<td>44,841</td>
<td>76,352</td>
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<tr>
<td>SY13-14</td>
<td>43,965</td>
<td>74,867</td>
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Overview

• 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:

• Curriculum
  • World class - Leadership, Culture, Air Force History, Life Skills
  • Well Rounded Cadets, Prepared for the Future

• Cadet Programs
  • Citizenship, leadership, academics, extracurricular activities
  • Community Service and Character Development, Sense of belonging/Inclusive

• Instructor Force
  • Quality, Experienced, Dedicated Professional Cadre - meet AF & School Requirements
  • Leaders, Teachers, Mentors, & Guides
  • Instructor Training - Junior Instructor Certification Course (JICC) (Title 10 Requirement)
AFJROTC Curriculum

• 3 or 4-year program with minimum 120 contact hours per year

• “Turn-key” support including technology, books, & lesson plans
• Schools must teach AF provided curriculum

• 40/40/20 combination of Aerospace Science (AS), Leadership Education (LE) & Wellness / Life Skills
• Schools granting core credit may switch ratio to 60/40- so 20% Wellness is not required
Extracurricular Activities

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

*All programs are optional & require principal approval
Extracurricular 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

• Cadet Leadership Courses (CLCs)
  • Unit-hosted camps typically held for 1 week during summer
    • Not a “boot camp” – They are a reward!
  • Teach team building and instill self-confidence
  • Locally-determined focus: drill, STEM, leadership & more
  • Units may attend a CLC hosted by another unit with school permission
  • Partially / totally funded by Air Force
• Other Service JROTC / Civil Air Patrol (CAP) Camps

*All programs are optional & require principal approval
Instructors

- Instructors are certified / 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 ½ 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:

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>AD Pay &amp; Allowances for E-8 w/20+ yrs</td>
<td>$6,500 month</td>
</tr>
<tr>
<td>Retired Pay for E-8 w/ 20+ yrs</td>
<td>$2,500 month</td>
</tr>
<tr>
<td>Difference between AD &amp; Retired pay</td>
<td>$4,000 month</td>
</tr>
<tr>
<td>AF reimburses one half of MIP to school district</td>
<td>$20,000</td>
</tr>
<tr>
<td>School district responsible for other half of MIP</td>
<td>$20,000</td>
</tr>
</tbody>
</table>
Why AFJROTC Works

• The military model: clear expectations, training, accountability produces self-discipline & achievement
• Cadets belong to something bigger than themselves
• Strong emphasis on service to school, community, & nation
• Quality/experience/dedication of 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"
• Carrots and sticks; mostly carrots
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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
  • 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 (AY13-14)

**Instills service to US**
- **Strongly Agree**: 66%
- **Somewhat Agree**: 34%

**Responsibility**
- **Strongly Agree**: 51%
- **Somewhat Agree**: 49%

**Help Community**
- **Strongly Agree**: 71%
- **Somewhat Agree**: 28%

**Improve Grades**
- **Strongly Agree**: 54%
- **Somewhat Agree**: 44%

**Discipline Issues**
- **Strongly Agree**: 100%
- **Somewhat Agree**: 0%

**Improve the School**
- **Strongly Agree**: 100%
- **Somewhat Agree**: 0%

**Better Attendance**
- **100%**
  - **Strongly Agree**: 66%
  - **Somewhat Agree**: 34%

**Lower Suspension Rate**
- **99%**
  - **Strongly Agree**: 54%
  - **Somewhat Agree**: 46%

**Higher Grad Rates**
- **100%**
  - **Strongly Agree**: 51%
  - **Somewhat Agree**: 49%

**Builds Better Citizens**
- **99%**
  - **Strongly Agree**: 71%
  - **Somewhat Agree**: 28%
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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 and performance
• Assess unit performance and contract adherence
• Advice and support to instructors and school leaders
School Responsibilities

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

- Safeguard Air Force-provided uniforms, supplies, and equipment
  - Perform any required improvements to facilitate above
  - All provided items remain AF 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
- Teach AFJROTC only at contractually identified school
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- 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
- Be visible to the cadets & in community & assist with feeder school access
- Quickly identify any negative trends / issues affecting unit health – let us know!
- Ensure your 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 / standards
Unit Keys to Success

- Student led program
- Strong Unit goals
  - Recruiting / retention
  - Academic achievement
  - School / Community Service
  - Graduation, Discipline, Attendance, Tardiness
- Offer lots of activities: CIA, CLCs, extracurricular options
- AFJROTC Booster Club Operation / Support
- Parent Support / Involvement
- Visit / Partner with other AFJROTC units, ROTC units, Air Force units & bases for support and ideas
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New Unit Time-Line

• 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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http://www.AFJROTC.com
AFJROTC
Shaping Our Future

The “face” of the USAF in our communities!