



# Holm Center



## 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





# 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 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



# Air Force Junior ROTC



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

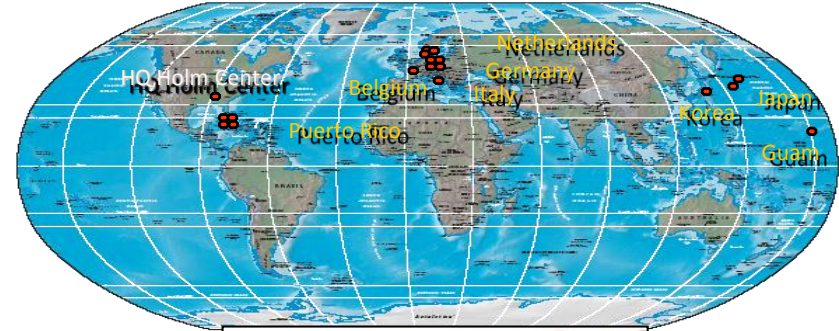




# AFJROTC Snap Shot (FY17)



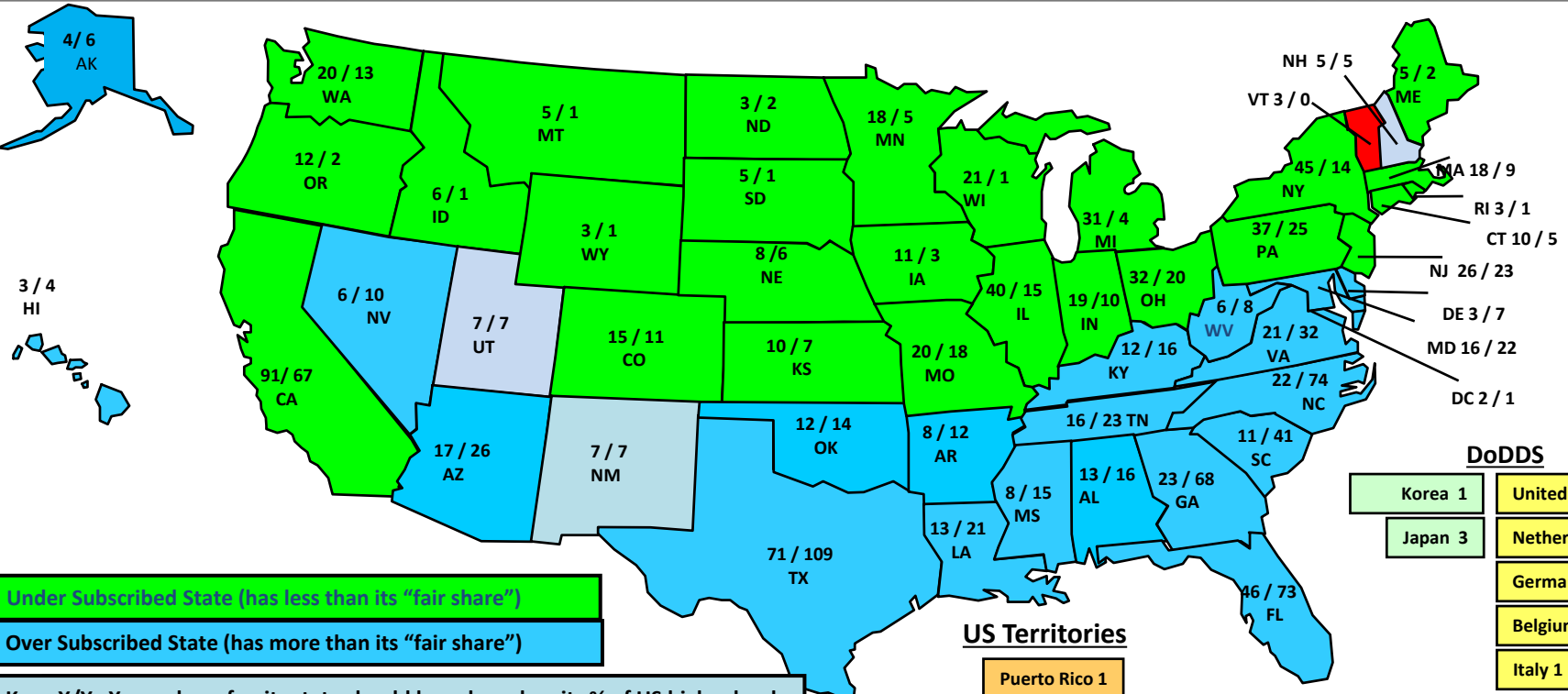
- HQ AFJROTC, Maxwell AFB, AL
  - 57 Authorized staff billets
  - 26 Assigned personnel
- Oversight Responsibilities
  - Nearly 900 AFJROTC Units Spanning the Globe
    - 15 Overseas Units
    - 1,870+ Instructors
    - 120K+ High School Cadets
- AFJROTC Program Partners
  - 49 State Boards of Education
  - Over 600 School Districts
  - Nearly 900 High School Principals



**Typical Unit: 1 Officer Instructor, 1 NCO Instructor, 135 Students**



# AFJROTC Unit Distribution



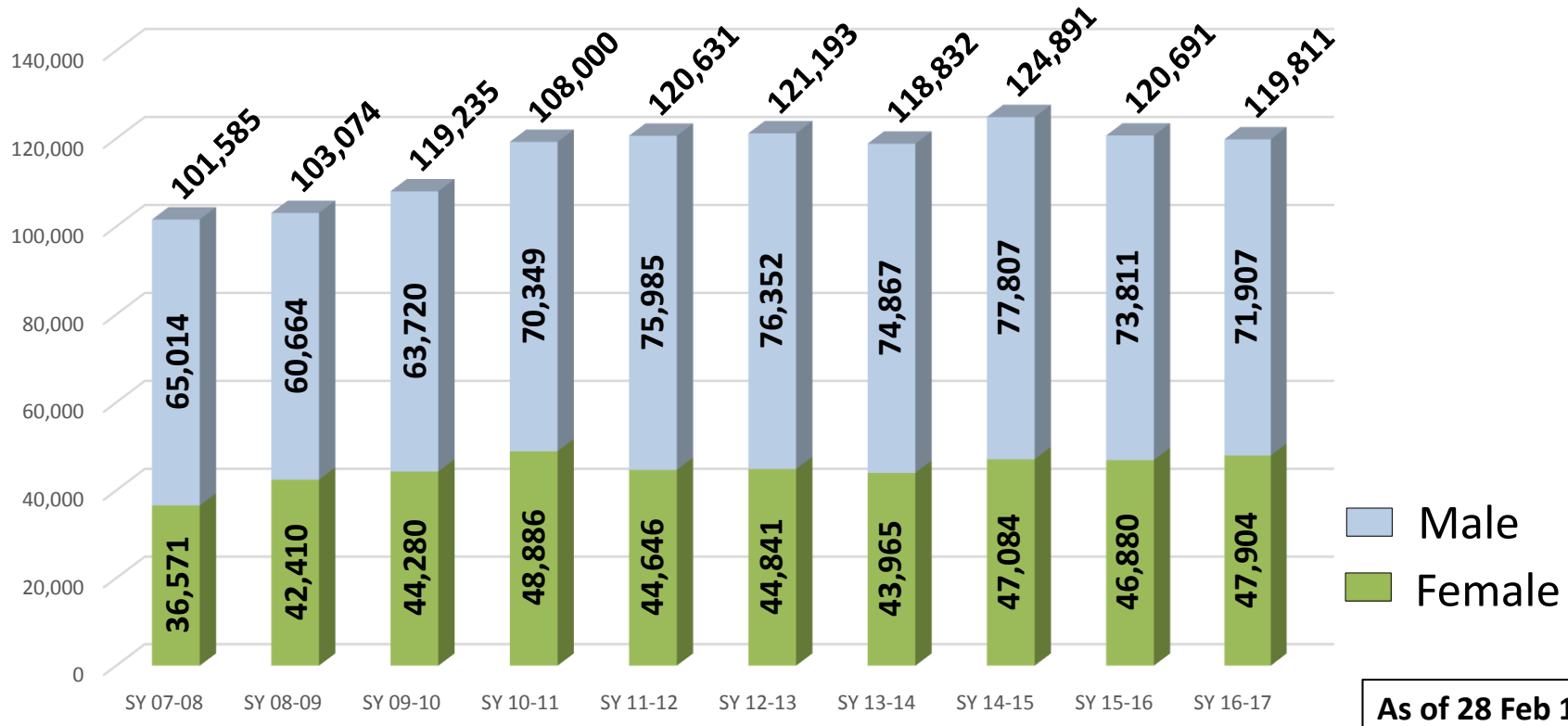
Under Subscribed State (has less than its "fair share")

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



# AFJROTC Enrollment





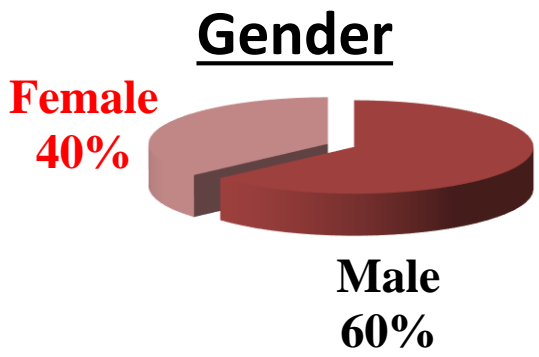
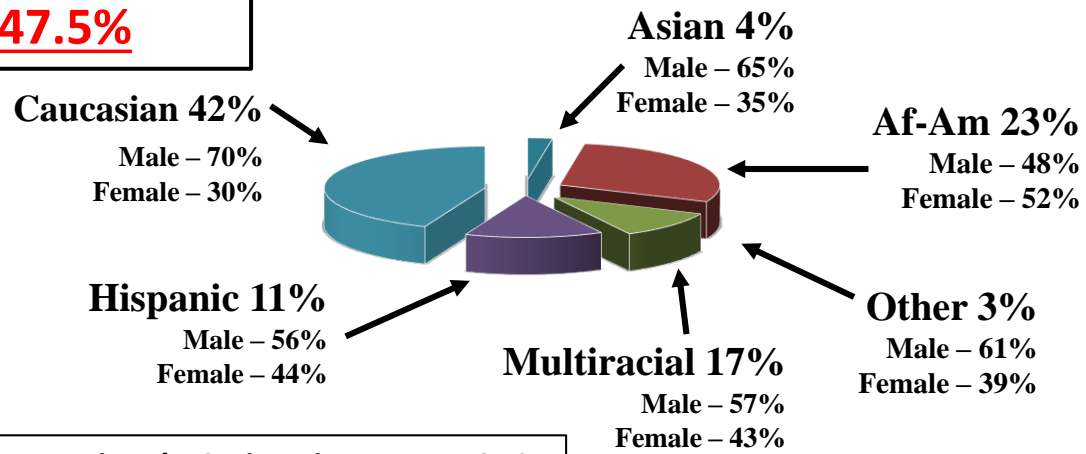


# AFJROTC Diversity



**Title 1 Schools:**  
**47.5%**

## 58% Minority Program



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





# Program Components



- Background Information
- **Program Components**
- Program Benefits
- Roles and Responsibilities
- Keys to Success
- Starting a New Unit





# HQ AFJROTC Objectives (Guiding Principles)



**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  $\frac{1}{2}$  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



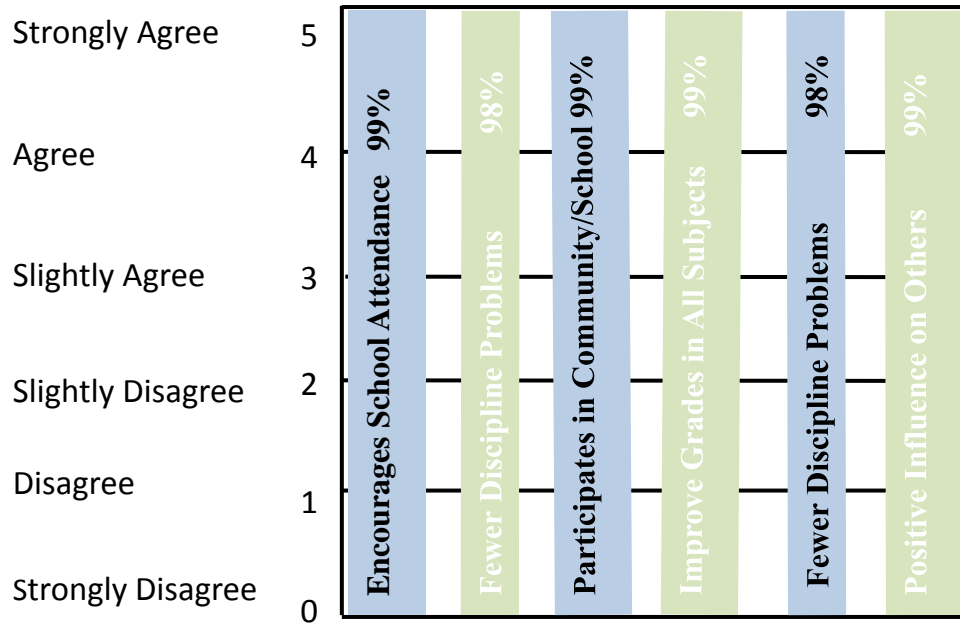
**Only 4% of USAF Basic Military Trainee's were AFJROTC cadets but 100% of cadets can reap the benefits!**



# AFJROTC Principal Survey (AY15-16)



Principals say AFJROTC encourages students to:



AY15/16 Survey

Survey Item

Agreement

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

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



# Roles and Responsibilities



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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



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# 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



- By 10 April - Apply via internet at:  
<http://www.au.af.mil/au/holmcenter/AFJROTC/documents/UnitApplication.pdf>
- 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!**

The Intellectual and Leadership Center of the Air Force