



CIVIL AIR PATROL

2.3

Progressive Discipline

TRAINING LEADERS *of* CADETS INTERMEDIATE COURSE

Can discipline be a learning experience?

What are some examples of progressive discipline?



Topics

Character education
Cognitive & moral development
A safe place to fail
Discipline continuum
Exercise

What must we teach to develop character?

EMPATHY

SOCIAL SKILLS

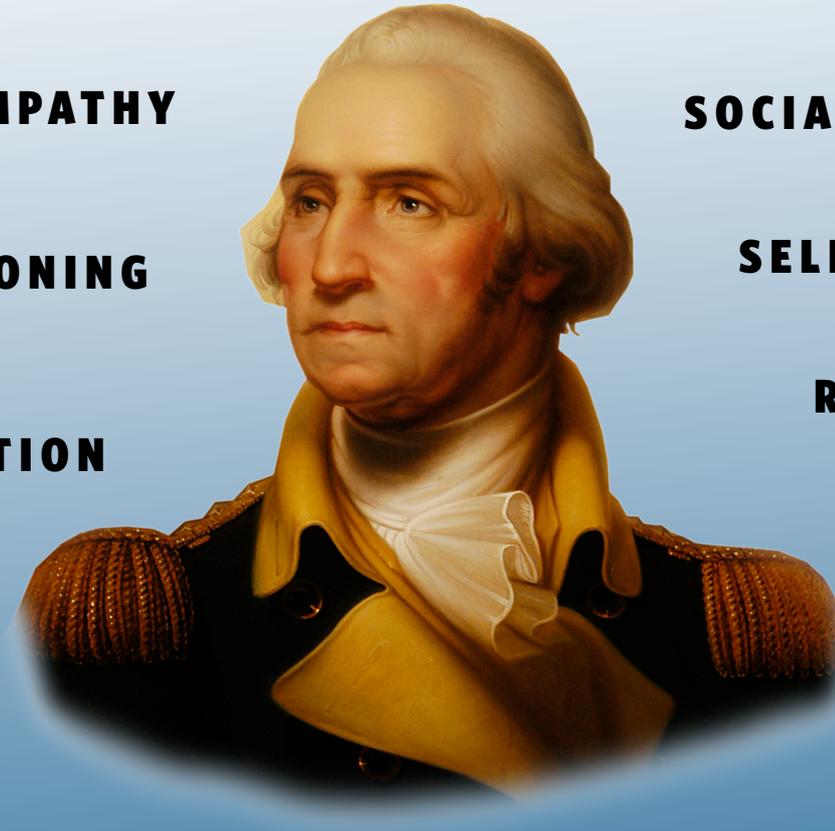
MORAL REASONING

SELF-CONTROL

SELF-DETERMINATION

RESILIENCE

... MORE?



Character education teaches youth how to be free.



VIRTUE

ARÊTE

the special type of excellence
that follows from the preference for doing
the **RIGHT ACTIONS**, for the **RIGHT REASONS**, **HABITUALLY**

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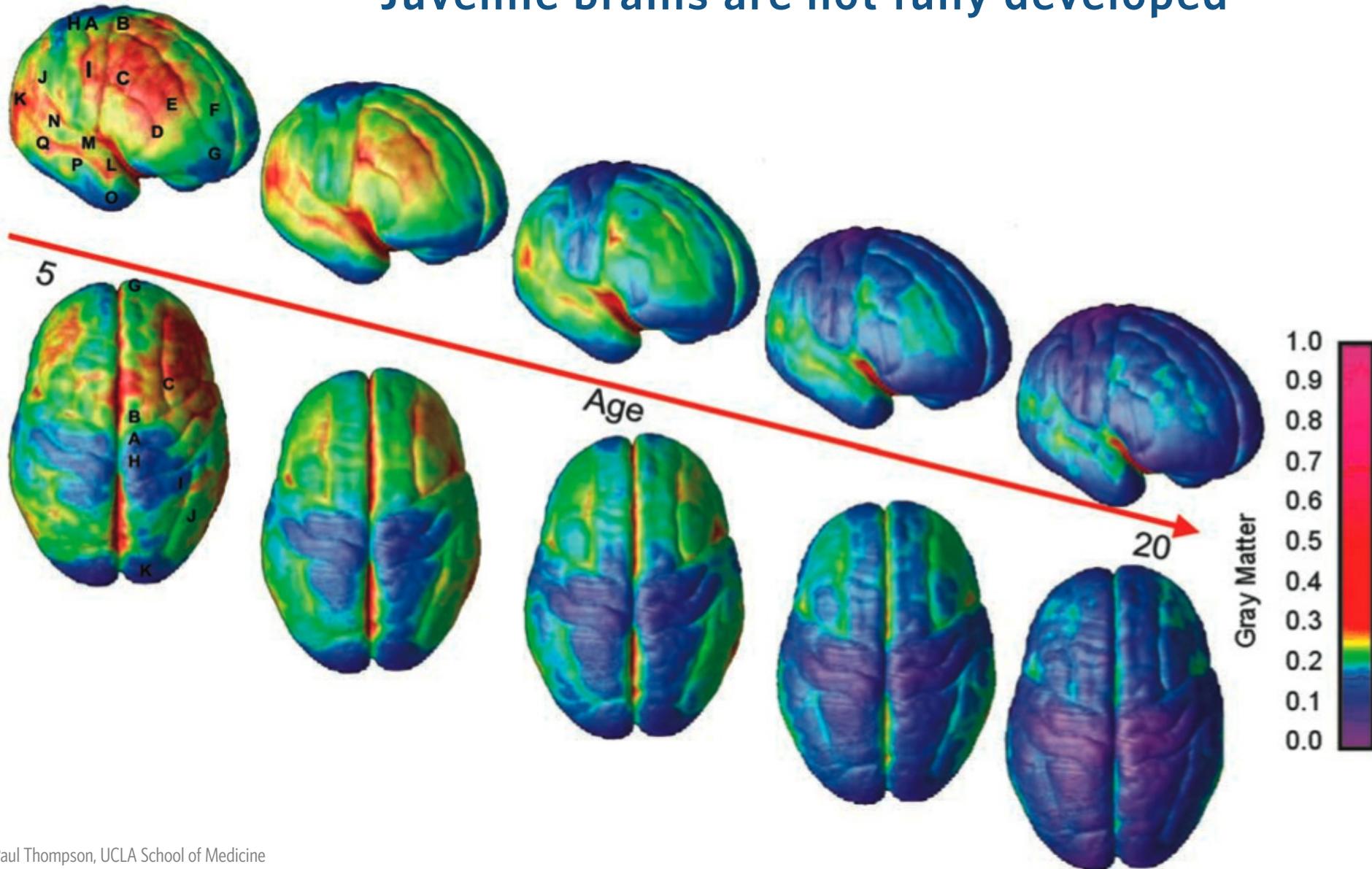
Can discipline be a learning experience?

DISGRACE



Why do people fall short of virtue?

Juvenile brains are not fully developed



**“Zip it, and
color, bub!”**

Character development is **NOT** the authority figure compelling submission.

AUTHORITARIAN SCHOOL

Goal is compliance

Passive acceptance of ready-made truth

Exhortation & recitation

Over-reliance on carrots & sticks

Rule-following

DEVELOPMENTAL APPROACH

Goal is growth, learning

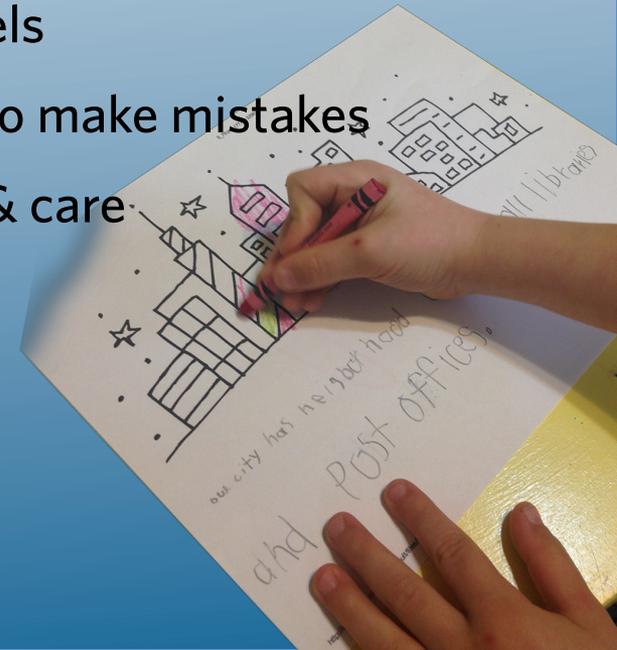
Critical thinking, reflection

Role models

Freedom to make mistakes

Empathy & care

Effective character development involves appealing to the uniquely human capacity for thinking and feeling

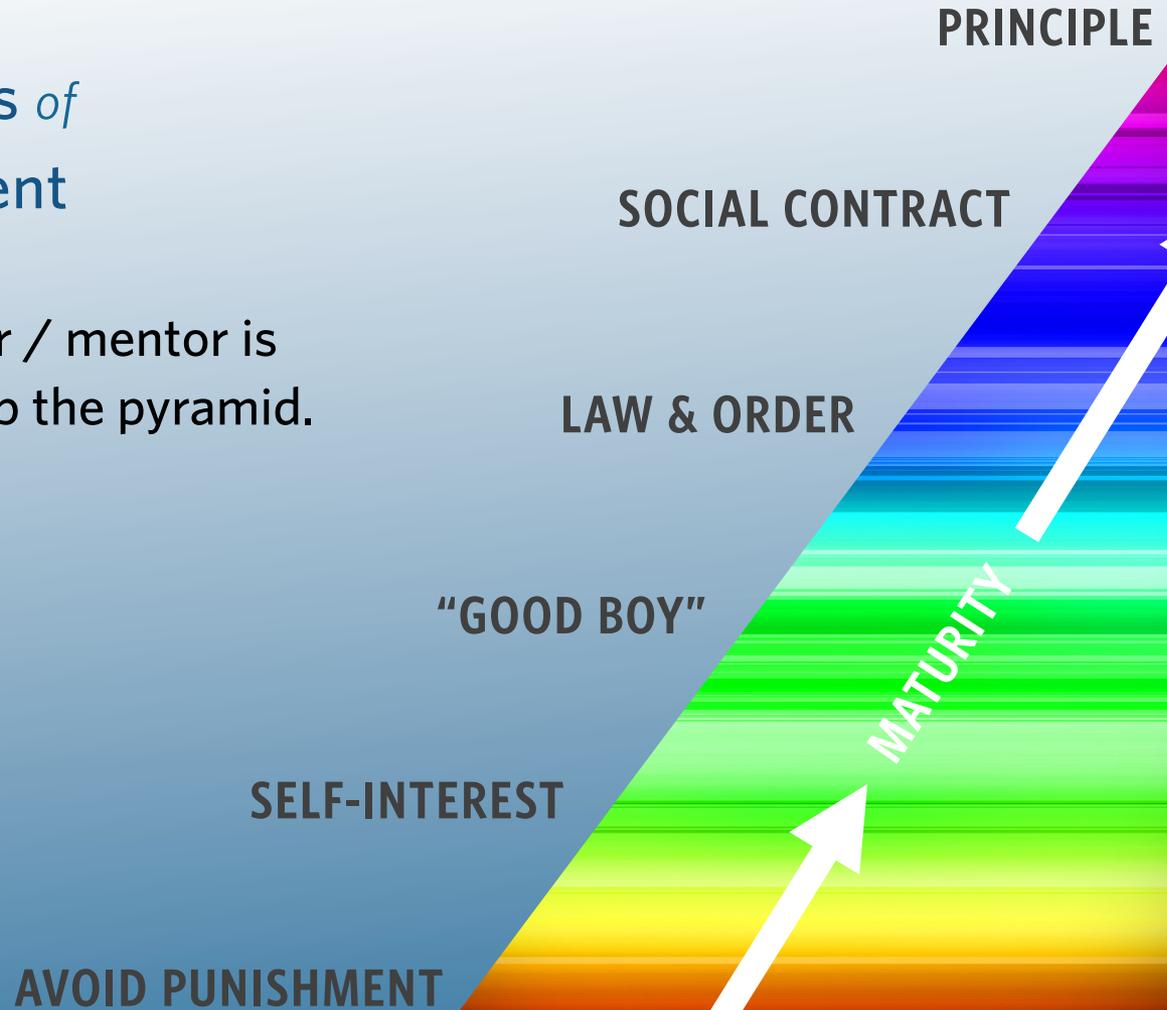


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Can discipline be a learning experience?

Kohlberg's stages of moral development

The role of the leader / mentor is to help youth grow up the pyramid.



SCENARIOS & DISCUSSION

Tasks

Suggest an example scenario
Explain how to mentor for growth

(1) Good Boy Scenario
Mentor to Law & Order

(2) Law & Order Scenario
Mentor to Social Contract

PRINCIPLE

SOCIAL CONTRACT

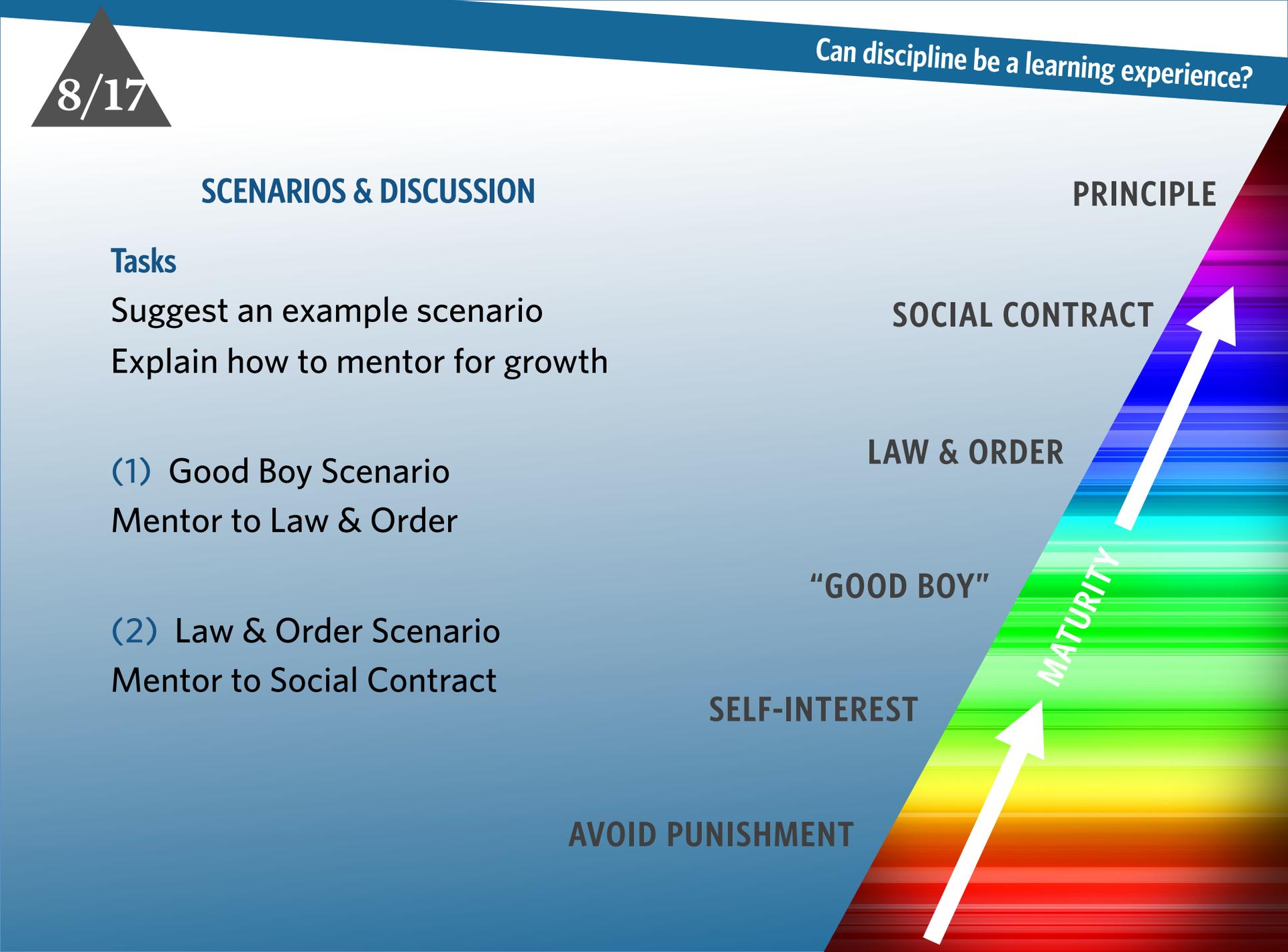
LAW & ORDER

"GOOD BOY"

SELF-INTEREST

AVOID PUNISHMENT

MATURITY



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Can discipline be a learning experience?

Caring develops character by creating more people who care.

HALLMARKS

- Not touchy-feely care
- Learned behavior
- Servant leader mindset
- Value relationships more than rules & systems

METHODS

- Role models
- Listening, attentiveness, confirmation
- Family-like squadron
- Youth voice
- Space for play & fun

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Can discipline be a learning experience?

DISCUSSION

Do personal relationships make a big difference with cadets?

Have you ever seen someone lead using the ethics of caring?

CAP is a safe place to fail

It's okay for cadets to goof-up in CAP

Cadets will make mistakes; our job is to help them learn

Demotions, suspensions, and terminations are used sparingly



A CONTINUUM *of* INTERVENTIONS

PRIVATE

PUBLIC

LIGHT

MEDIUM

HARD

FINAL

Soft verbal reminder
(public or private)

Verbal warning

Remove from
staff position

Membership
termination

Closer supervision

Verbal reprimand

Membership
suspension

Direct, close mentoring

Behavior contract

Demotion

Verbal praise & encouragement
(catch 'em doing things right)

Written warning

Accompanied by
letter to parent

Granting of special privileges
for meeting the standard

Delayed promotion

Exclusion from special activity

Repeats of the above

Temporary suspension from a
staff position, forfeit normal
duties and privileges

OPTIONS



Incident	Questions	Lessons	Consequences
(1) C/Capt is seen wearing a Find Ribbon that she hasn't earned			
(2) Two 17 year olds are caught having sex at encampment			
(3) C/CC doesn't provide a training schedule, despite reminders and verbal warning			
(4) C/A1C needs a haircut and his uniform is dirty and wrinkled			
(5) Disobedience, impetuosity, and quibbling, by C/TSgt			
(6) Pushing, shoving, obscenities by C/A1C			

Incident	Questions	Lessons	Consequences
(1) C/Capt is seen wearing a Find Ribbon that she hasn't earned	Deliberate, cheating? Mistaken design?	Honor, integrity	Written reprimand & loss of a "Saturday" activity Interview a veteran & report back
(2) Two 17 year olds are caught having sex at encampment	Obvious bad conduct; outside room after Taps	Self-discipline, loss of trust, discredit to CAP program	30-day suspension, demotion and plan to re-earn, written reprimand (punish both cadets)
(3) C/CC doesn't provide a training schedule, despite reminders and verbal warning	Irresponsibility or uncertainty?	Authority, privilege and responsibility connected [This failure affects the experience of the whole unit, not just oneself]	Loss of autonomy, formation privileges for 2 weeks

Incident	Questions	Lessons	Consequences
(4) C/A1C needs a haircut and his uniform is dirty and wrinkled	Difficulty at home, or bad attitude?	Professionalism, problem-solving	Verbal reprimand with mentoring by C/CC Delayed promotion (if problem continues)
(5) Disobedience, impetuosity, and quibbling by C/TSgt	Masking a bigger problem, or angst?	Basic expectations, conflict resolution skills, anger management	Verbal coaching Close supervision (Repeated) Behavioral contract (for a short time) Delayed promotion
(6) Pushing, shoving, obscenities by C/A1C	Obvious bad conduct, but sign of bigger problem?	Basic expectations, conflict resolution skills, anger management	Written warning 2-week suspension Close supervision Mentoring

A large blue silhouette of a person in profile, saluting with their right hand to their forehead. The silhouette is positioned on the left side of the slide, partially overlapping the text area.

Summary

Good habits, right acts, right reasons

Goal is learning; you're for the cadet

Developmental, caring approach

Continuum of interventions

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Final Thought

I think of discipline as the continual, everyday process of helping a child learn self-discipline.

FRED ROGERS