



CIVIL AIR PATROL

3.4

Quality Cadet Units

TRAINING LEADERS *of* CADETS BASIC COURSE

Key Question

How can we be sure our squadron is on track?

Compliance

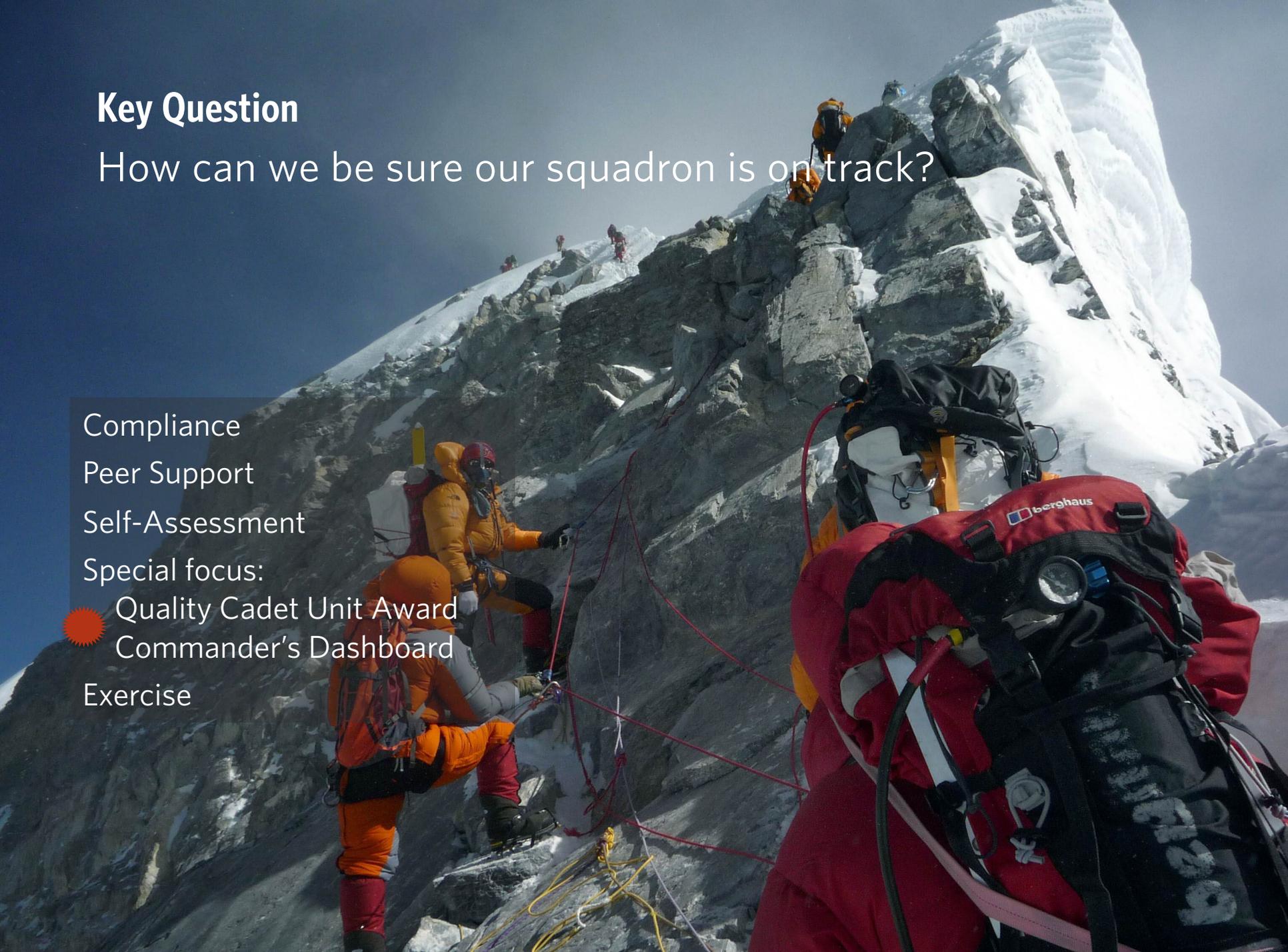
Peer Support

Self-Assessment

Special focus:

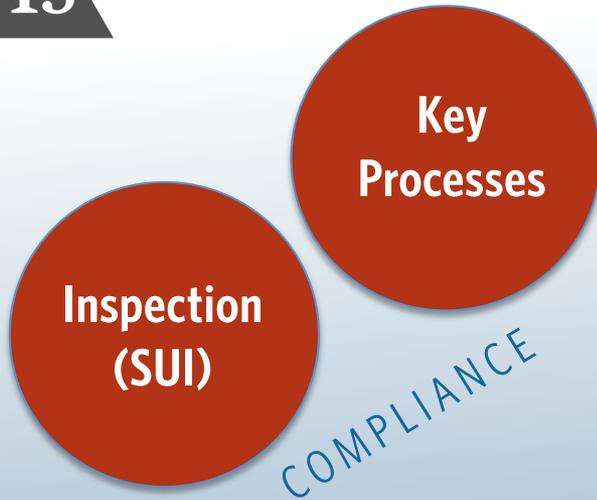
☀ Quality Cadet Unit Award
Commander's Dashboard

Exercise





3/15



Are we following the rules?

Top 10 Key Processes



Trained Leaders



Annual Goals



Recruiting Campaign



Cadet Great Start



Attendance Roster



Meeting Schedules



Activities Calendar



Weekend Activities



Orientation Flights



Morale

What works according to other knowledgeable people?

PEER SUPPORT

Best Practices

Wing Staff Visits

Sources to Consider

Wing Director of Cadet Programs

Sister squadrons

capmembers.com/library
& best practices exchange

NHQ-sponsored webinars

Training Leaders of Cadets –
Intermediate Course



***Make this your
next course***

How does our own team think we're doing?

**Cadet Unit
Climate Review**

SELF-ASSESSMENT

**Annual
Goals**

Annual Goals

SMART:

Specific

Measurable

Ambitious

Realistic

Time-bound

Revisit quarterly

Use QCUA for ideas

Our Squadron's Goals for This Year

- Establish a color guard and participate in at least 3 community events
- Enable 10 cadets to earn the STEM Badge using the STEM Robotics Kit
- Recruit 10 new cadets using Cadet Great Start's open house / pipeline system

Cadet Unit Climate Review

A subjective self-assessment of your squadron's culture and soft skills.

Civil Air Patrol Cadet Programs CADET UNIT CLIMATE REVIEW

PURPOSE. This questionnaire helps leaders consider how well their squadron is implementing the CAP Cadet Program. It is completely subjective, encouraging leaders to examine local attitudes and policies.

INSTRUCTIONS. This self assessment should be completed using a team approach, consisting of cadet officers and seniors alike, with each individual completing the questionnaire on his or her own, and then coming together to discuss their findings as a group. Mark the bubble that corresponds with how you rate your squadron's performance in that area during the past 6 months.

EXCELLENT: We consistently display these traits and we are an excellent role model for other units.
GOOD: We display many of these traits, but not consistently. Overall, we are successful in this area.
MARGINAL: We occasionally display some of these traits, but it is easy to see a handful of deficiencies that are beginning to affect the cadets.
UNSATISFACTORY: We almost never display these traits. Our many deficiencies in this area require immediate attention.

PROFESSIONAL RESPONSIBILITIES

1. KNOWLEDGE. The squadron complies with all safety and cadet protection policies. Key staff are thoroughly familiar with cadet-related publications. Aerospace, leadership, and character development instructors are knowledgeable about their curricula.

EXCELLENT
GOOD
MARGINAL
UNSATISFACTORY

E G M U

2. PARENTS. The commander and key staff members know cadets' parents, and vice versa. Parents are kept abreast of news and events in a timely manner. A parents' committee or booster club is active. Some parents have decided to join CAP. The squadron invites parents to awards ceremonies and social events.

E G M U

LEADERSHIP ENVIRONMENT

3. MENTORING. Seniors have built a rapport with cadets, and therefore are successful in coaching and counseling them. Seniors motivate cadets to try new experiences and overcome challenges. The cadet staff is allowed to solve leadership problems on their own and to learn from their mistakes.

E G M U

4. TEAMWORK. The squadron functions as a team and displays esprit de corps. Cadets are motivated and help one another. Cadets and seniors follow through on their commitments. There are no cliques. The staff knows how their jobs contribute to the team. Cadets listen actively to seniors, and vice versa.

E G M U

ACTIVITIES

5. SUPPORT. Senior leaders attend weekly meetings regularly. Enough seniors make themselves available so that during one weekend each month, cadets may participate in a CAP activity. The squadron is well-rounded in that cadets have opportunities to experience the full range of cadet-related activities.

E G M U

6. PARTICIPATION. More than half of the cadets on the unit's roster participate actively on a regular basis. Membership rolls are high because the squadron works hard to retain cadets. The squadron is consistently well-represented at group and wing level cadet activities.

E G M U

CADET ADVANCEMENT

7. PROMOTIONS. Cadets are working hard to earn promotions. Records are kept up so there is no doubt about who is eligible for promotion. Cadets are promoted only when they have shown they are ready to accept increased responsibilities. Cadet officers prepare CAPF 50 evaluations on junior cadets.

E G M U

8. NEW CHALLENGES. When cadets are promoted, their responsibilities increase and the unit expects more from them. Cadets are assigned staff positions that are appropriate for their grade. Cadet staff members have been given guidelines on their roles and responsibilities.

E G M U

Commander's
Dashboard

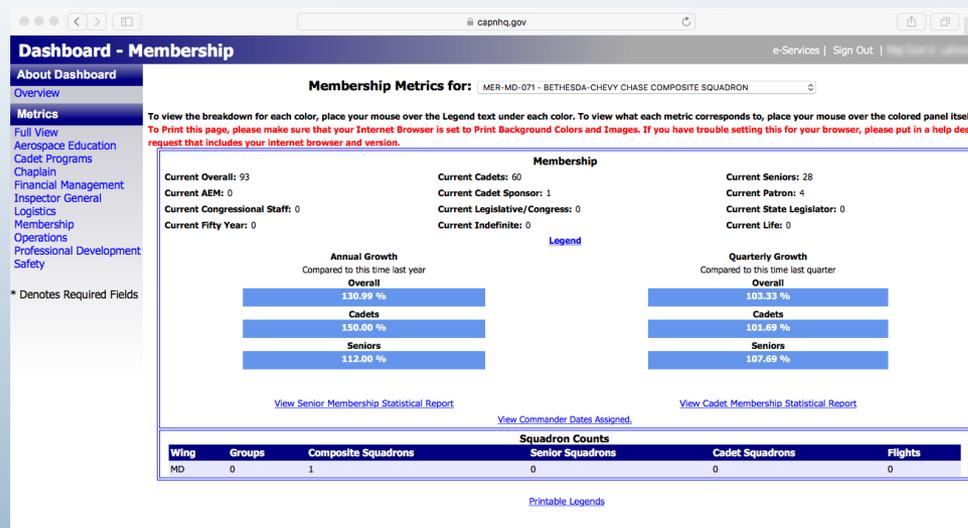
Quality Cadet
Unit Award

MISSION EFFECTIVENESS

**How well are we really
accomplishing the cadet mission?**

Commander's Dashboard

The place to check your unit's progress on all facets of CAP.



Finance

Cadets

Operations

Aerospace

Membership

Professional
Development

Safety

Chaplain

Inspection

Logistics

Achievement

40%
Wright Bros.

**Adult
Leadership**

3 TLC

Aerospace

AEX or
Stem Kit

**Cyber
Patriot**

1 Team

DDR

20% DDRx or
RRLA

Encampment

50%

Enrollment

35 +

Flying

70%

Growth

10% or 10

**1st Year
Retention**

40%

QCUA

All units that fulfill **6** of **10** criteria
will automatically receive the QCUA

Norm-Referenced Awards



One, and only one winner, no matter how weak or strong the field is. Potential for political bias.

Criterion-Referenced Awards



Any number of candidates can win - you just have to be good enough.

Exercise work individually or with a partner

1. eServices > Reports > Member Reports > Quality Cadet Unit Report
2. Analyze your squadron's data
You may use a calculator to see how the data "moves," but that's not required.
3. Identify which QCUA criteria you want to fulfill during your journey to the award.
If you're already in QCUA status, pick two extra criteria to go from good to great.
4. Identify the next tasks you'll need to do to fulfill each criterion.

Final Thought

What gets measured gets done

