Civil Air Patrol

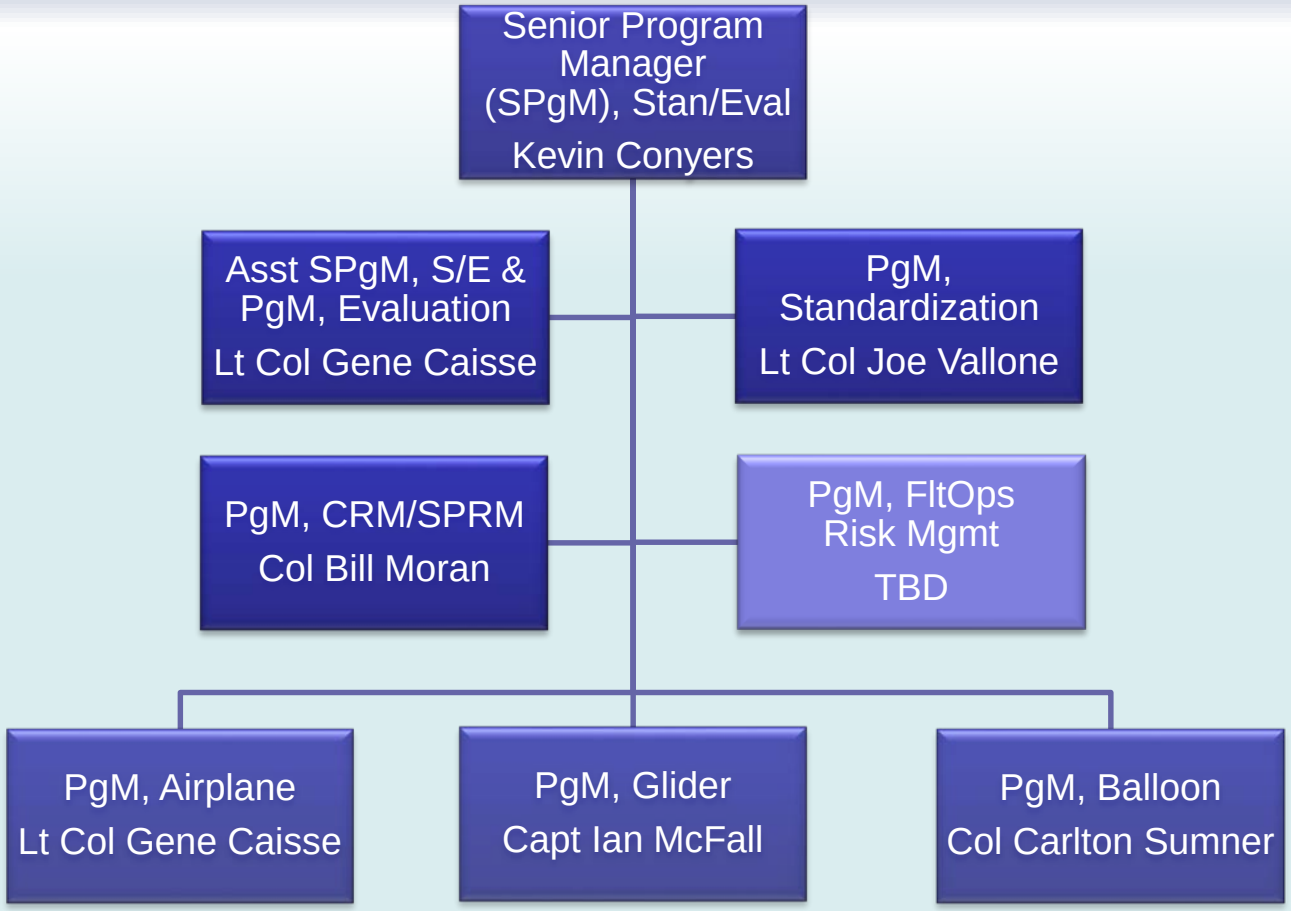


Aircrew Professionalism Initiative & Glider Program Update

Kevin Conyers
7 Aug 2019

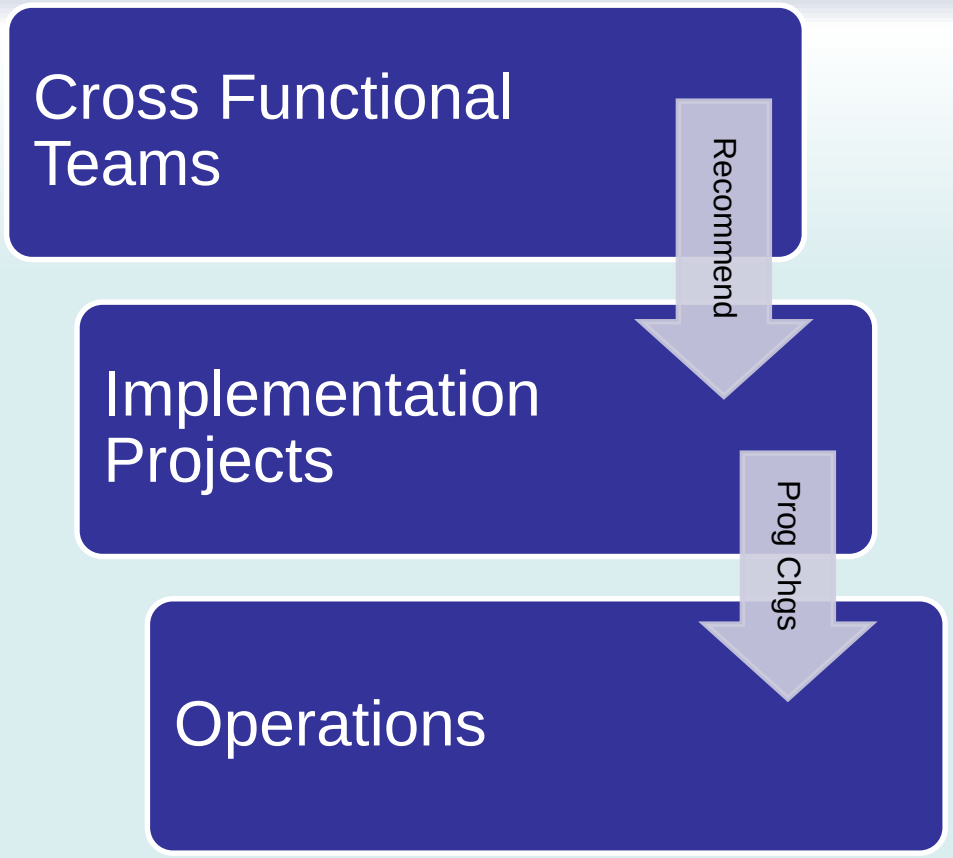
ONE CIVIL AIR PATROL, EXCELLING IN SERVICE TO OUR NATION AND OUR MEMBERS!

CAPNHQ Stan/Eval Organization



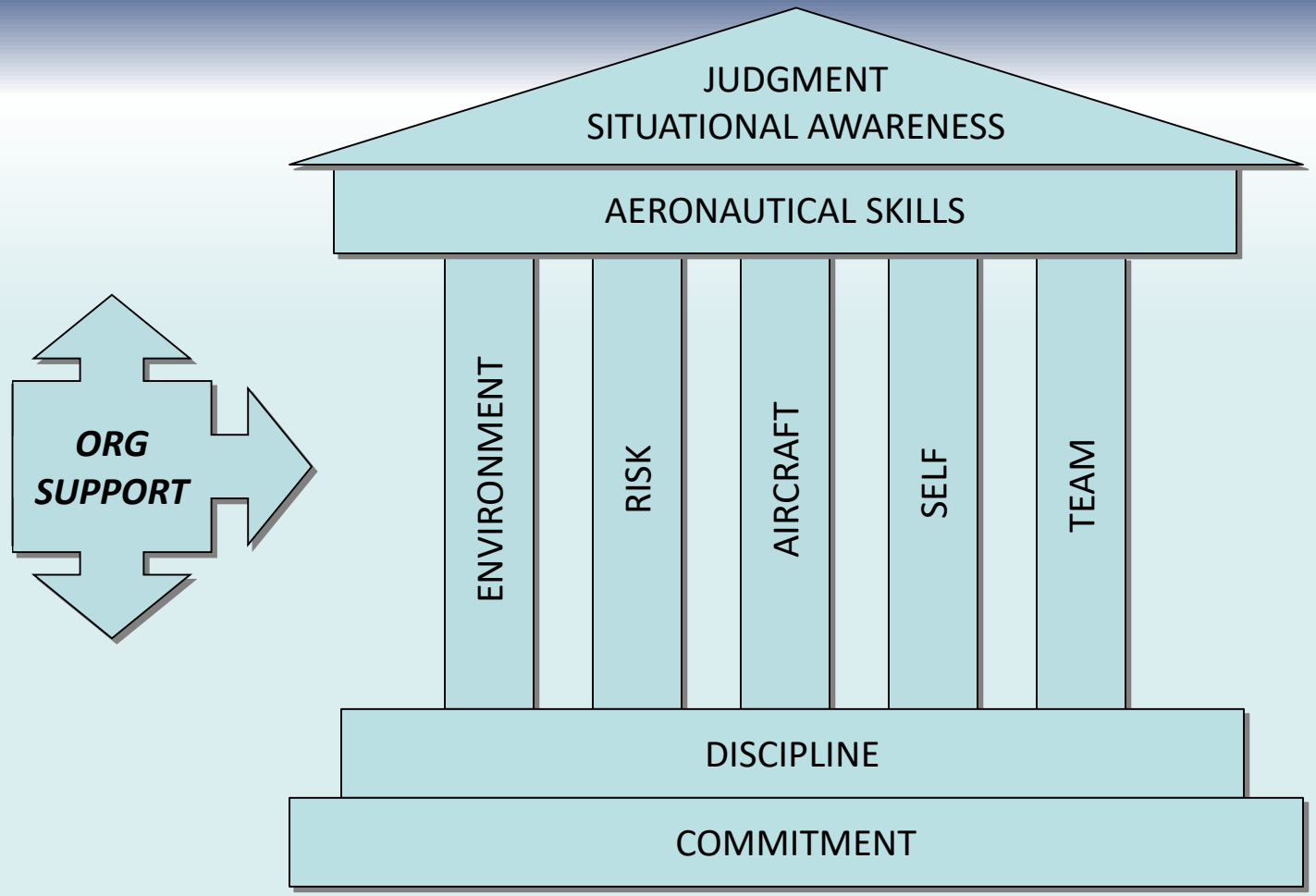
Agenda

- **Aircrew Professionalism Initiative**
- **Glider Program Initiative**
- **Feedback and Questions**

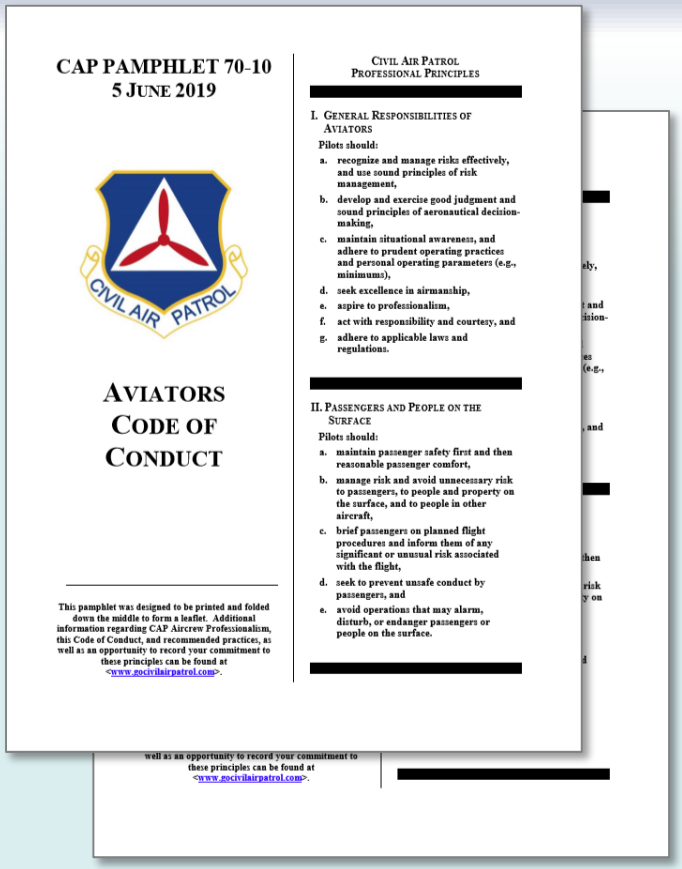


The Aircrew Professionalism Initiative

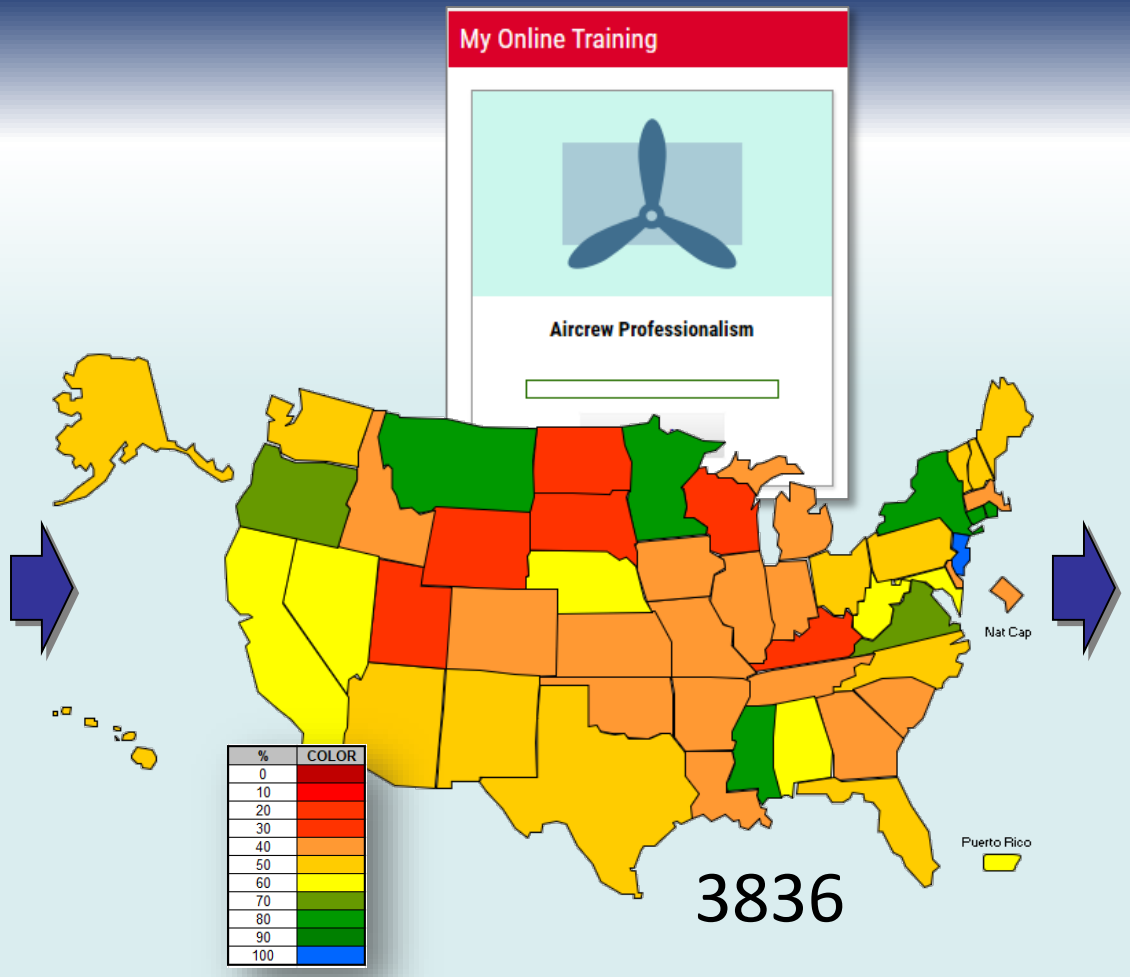
- **Phase One - Individual**
  - **Code of Conduct**
  - **Commitment**
  - **Discipline & Accountability**
- **Phase Two - Team**
  - ***Pilot Flight Evaluation Process***
  - ***CRM/SPRM***
- **Phase Three - Organizational**
  - **Stan/Eval Program**
  - **RM Policy, Processes and Training**
  - **Knowledge Management**
  - **Qualifications & Endorsements**



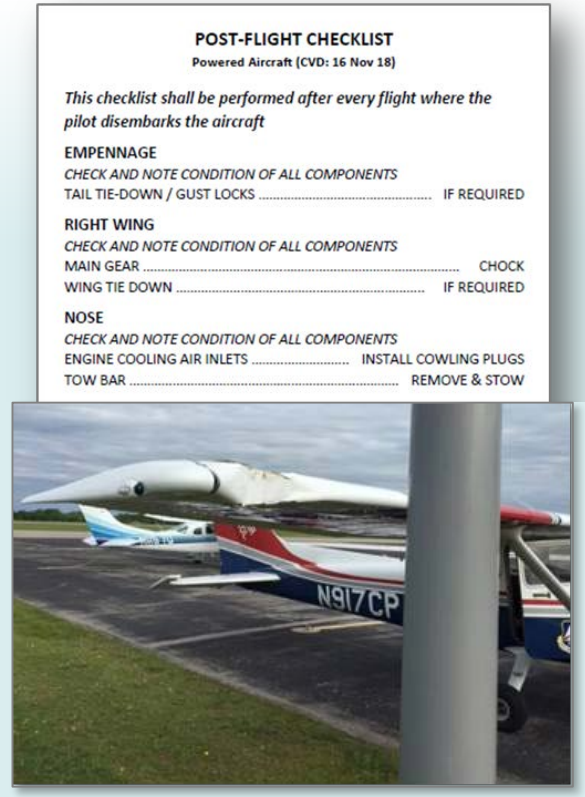
Phase One - Individual



Expectations



Commitment



Discipline

Phase One - Individual

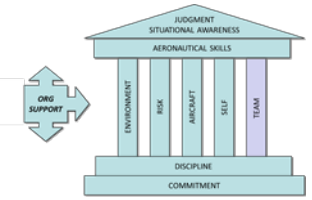


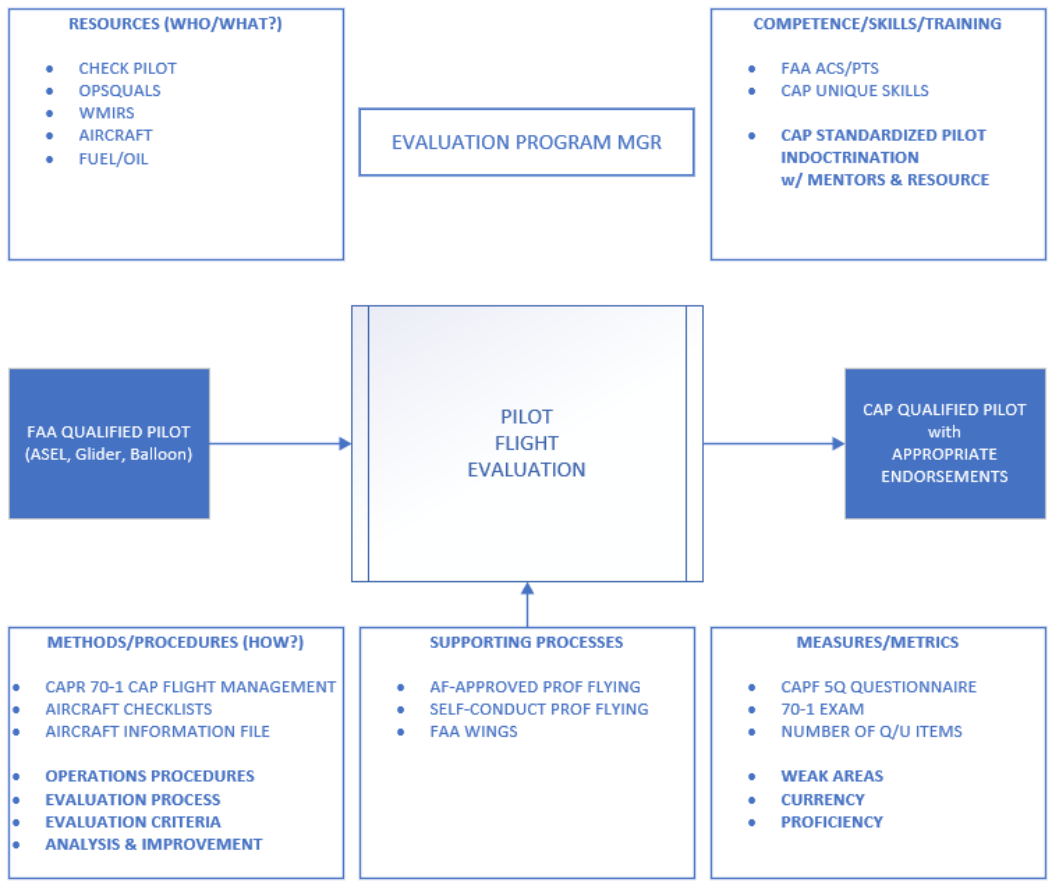
Accountability

- Self
- Peers
- Organization



Phase Two - Team





1345-1445 Wednesday, 7 Aug

Crew/Single Pilot Resource Management

CRM SKILLS

- **D**ecision Making
- **A**ssertiveness
- **M**ission Analysis
- **C**ommunication
- **L**eadership
- **A**daptability / Flexibility
- **S**ituational Awareness

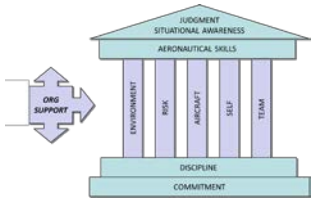


TEM is what we do…

…CRM is how we do it

1330-1430 Saturday, 10 Aug

Phase Three – Organizational



- Stan/Eval Program
- Risk Management Policy, Processes and Training
- Knowledge Management

Stan/Eval Program

Standardization/Evaluation Officer

Manages aircrew standardization and evaluation activities. They shall:

Assist the DO in effectively implementing nationally-standardized programs related to flight operations, to include: pilot indoctrination, training, and proficiency, standardized aircraft checklists, standardized aircraft information files, and applicable operations procedures.

Determine if localized operational procedures are required to mitigate risk and/or ensure adequate aircrew performance; develop and obtain appropriate approval, when required.

Develop and implement an aircrew evaluation program, to include training, evaluation and supervision of check pilots/check pilot examiners and evaluation of subordinate unit programs.

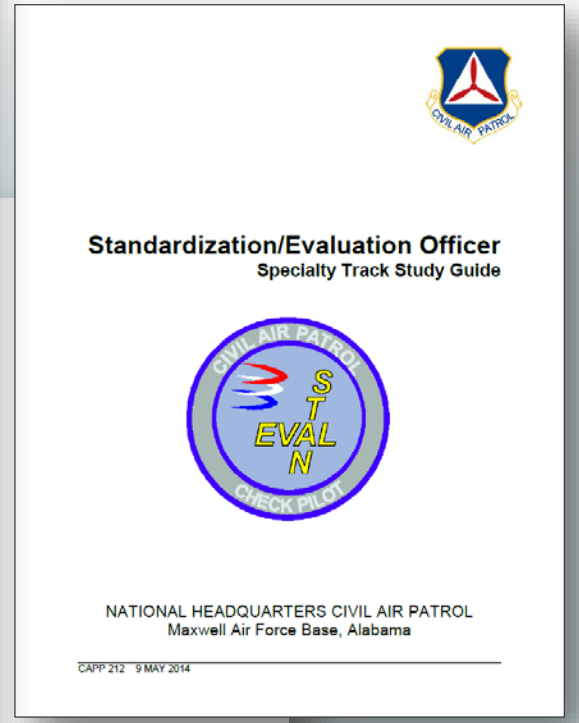
Ensure that aircrew evaluation is conducted effectively, reliably and ethically using nationally-standardized evaluation criteria.

Review evaluation reports, collect performance data, and provide recommendations regarding remediation of deficiencies to leadership when required.

Analyze evaluation data for trends indicating a potential need for improvement in training, standardization, and/or evaluation programs.

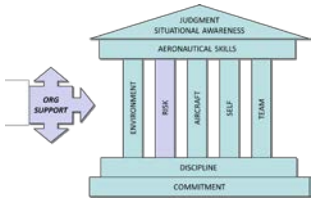
Support planning and execution of CAP Pilot Flight Clinics as a means of continually improving standardization and evaluation within flight operations.

The standardization/evaluation officer should be familiar with the requirements of the Standardization and Evaluation Specialty Track; CAP directives in the 70 series; FAR Parts 1, 43, 61, 63, 91; and FAA Advisory Circulars in the 61, 63, 91 and 97 series.



individual pilots.

Risk Management



CAP AVIATION
RISK ASSESSMENT WORKSHEET

Pilot Name		Date	Mission #	Sortie	A/C #	

Factor	Minimal	Reduced	Nominal	Elevated/Special Conditions	No Go	Score
Airfield(s) Familiarity (Planned Departure and Landings including touch and goes)	Familiar Have Taken Off, Landed, and Taxied at all airports in the sortie planned at least once in the last year (0 pts)	Unfamiliar Have not Taken Off, Landed, and Taxied at all airports in the sortie planned in the last year (1 pt)				
Time of Day	Day (0 pts)	Civil Twilight (1 pt)	Night (IFR Rated Pilot) (2 pts)	Night (VFR Rated Pilot) (5 pts)		
Index of Thermal Stress (View Chart Below)	Normal (0 pts)	Caution (1 pt)	Danger (5 pts)	Many Danger Sorties >= 4 Danger Sorties in the same operational period (5 pts)	Cancel Zone (60 pts) CAP/DO or designee approval required	
Outside Air Temp	> 40 deg F (0 pts)	<= 40 deg F (1 pt)	<= 20 deg F (5 pts)	<= -10 deg F (30 pts) Wing CC, CV or DO approval required	<= -20 deg F (60 pts) CAP/DO or designee approval required	
Departure & Arrival Weather Current and Forecast conditions ○ VMC	Special VFR Instrument rated clear of clouds and >1 SM Visibility (1 pts)	IMC >= 800 AGL Ceiling and >= 2 SM Visibility and > approach mins (5 pts)	Reduced IMC >= 500 and >= 1 SM Visibility and > approach mins (15 pts) SPRO approval required	Low IMC < 500 or < 1 SM and > approch mins (30 pts) Wing CC, CV or DO approval required	Below approach minimums at departure airport CAP/DO or designee approval required	
Maximum Surface Winds (any direction including gusts)	Light <= 10 knots (0 pts)	Moderate > 10 <= 20 knots (1 pt)	High > 20 <= 30 knots (5 pts)	Extreme > 30 knots (30 pts) Wing CC, CV or DO approval required	No takeoffs permitted if crosswinds exceed maximum demonstrated crosswind as listed in the POH at departure or destination airports. No Waivers Authorized	
Takeoff or Landing Distance (TOLD)	Good Departure runway length > TO GRDL + Lnd GRDL (0 pts)		Caution Departure runway length < TO GRDL + Lnd GRDL (15 pts) SPRO approval required			
Bird Strike Hazard (highest risk at departure and arrival airports)	Low (0 pts)	Moderate (2 pts)	Severe (5 pts)			
Enroute Conditions (Forecast or Reported) Thunderstorms Icing Turbulence	None None Calm (0 pts)	Isolated (10-20%) Within 2,000' Light (2 pts)	Scattered (30-50%) Within 1,000' Moderate (Tango) (5 pts)	Numerous (60%+) Within 500' (10 pts)	Flight into Thunderstorms, Icing, or Severe/Extreme Turbulence (Foxtrot/Mike) No Waivers Authorized	
Mountain Flying Winds Aloft 9,000' to 12,000' MSL ○ (N/A for non-mountainous or flights > 2000' AGL)	Light <= 15 KTS (0 pts)	Moderate > 15 <= 25 Knots (1 pt)	High > 25 <= 30 Knots (3 pts)	Extreme > 30 Knots (10 pts)		
Pilot Experience	Experienced > 500 hours PIC (0 pts)	Moderately Experienced > 300 <= 500 hours PIC (1 pts)	Minimal Experience <= 300 hours PIC (5 pts)			
	Very Familiar	Familiar	Moderately Familiar	Unfamiliar Never flown this mission		

Operational Risk Management Worksheet
This is the worksheet to calculate the score for the Operational Risk Management.

Printer Friendly Version

Date Submitted: 6/19/2019 by: Mark S Grant **Last Updated:** 6/19/2019 by: Mark S Grant

Airfield(s) Familiarity (Planned Departure and Landings including touch and goes)

- (●) **Familiar - Have taken off, landed and taxied at all airports in the sortie planned at least once in the last year**
- ( ) **Unfamiliar - Have not taken off, landed, and taxied at all airports in the sortie planned in the last year**

Time of Day

- (●) **Day**
- ( ) **Civil Twilight**
- ( ) **Night (IFR Rated Pilot)**
- ( ) **Night (VFR Rated Pilot)**

Temperature (F) C to F Conversion (Clicking this link will open up a new tab that you can then use to convert your Celsius temperatures to Fahrenheit. You will then need to close that tab, come back to the ORM worksheet and insert the fahrenheit temperture into the textbox) 77

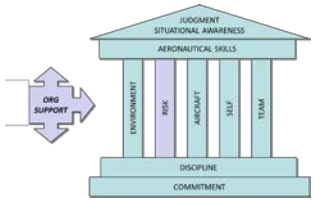
Dew Point Temperature (F) 61

Wind (Knots) ** Enter only the wind speed here, NOT direction** 8

Index of Thermal Stress Normal Zone (<= 90 F)

ONE CIVIL AIR PATROL, EXCELLING IN SERVICE TO OUR NATION AND OUR MEMBERS!

Risk Management



- **Policy**
- **Deliberate**
  - **Organizational**
  - **Program**
  - **Mission**
  - **Activity**
- **Preflight RAW**
- **Flight Release**
- **Real-time risk mgmt**

ID Hazards

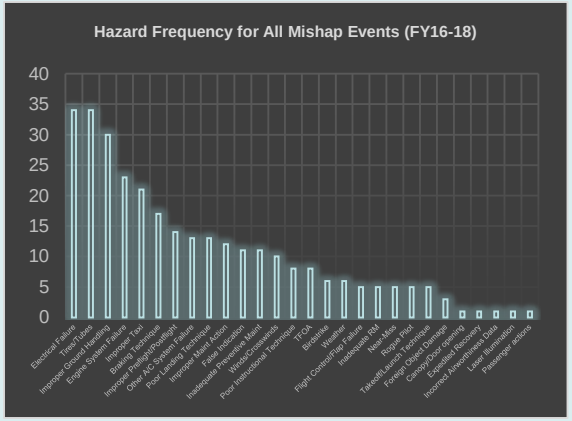
- SIRS data
- Mishap Analysis Tool
- Operational analysis

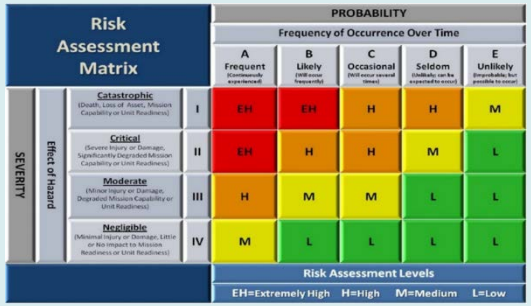
Assess Risk

- Probability
- Severity
- Risk categories (by level)
- Rank order (HRI)

Develop Controls

- Appropriate RCA
- Regulatory
- RA&R
- Training





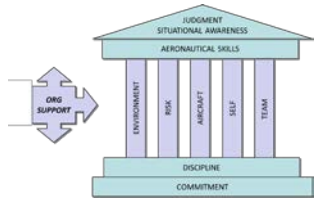
Appropriate RCA

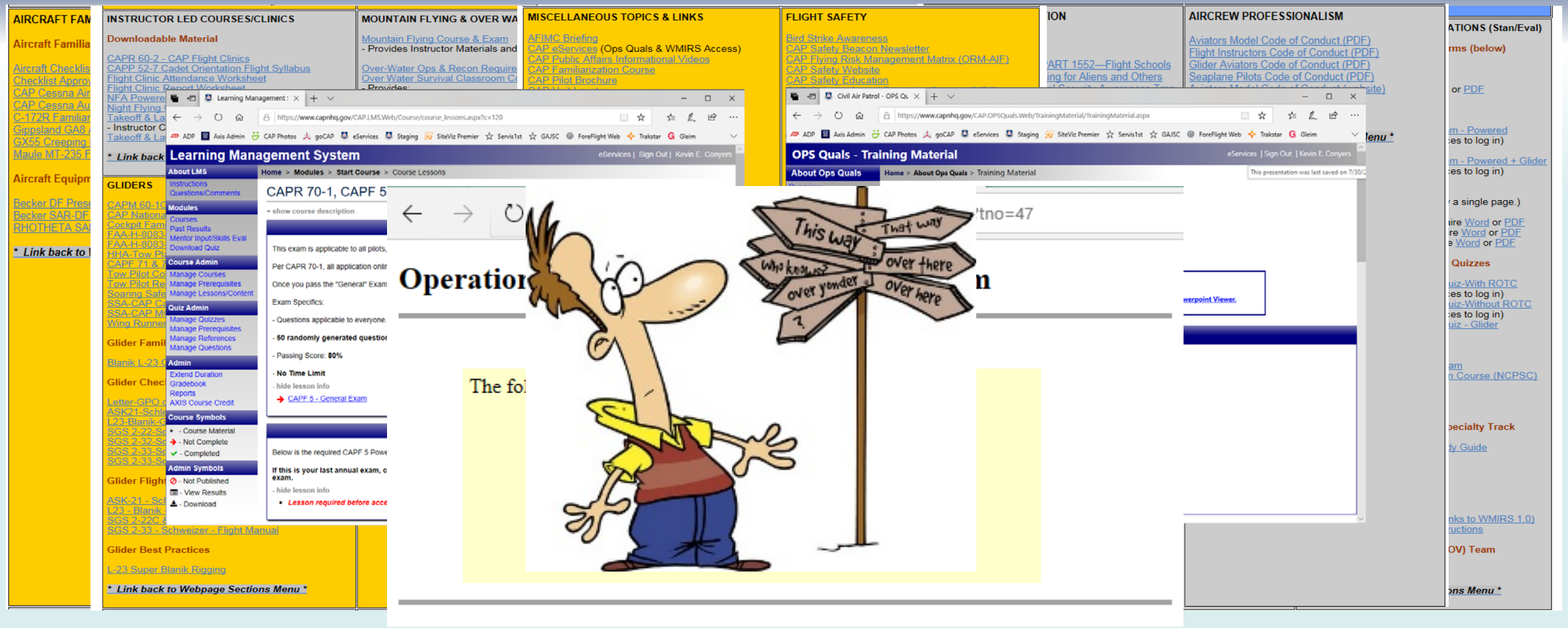
70-1/Supps | **SOPs**

No-Go | RA&R | **Trng**

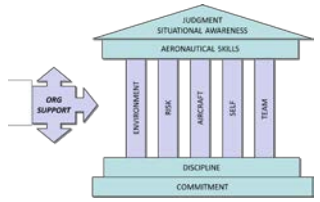
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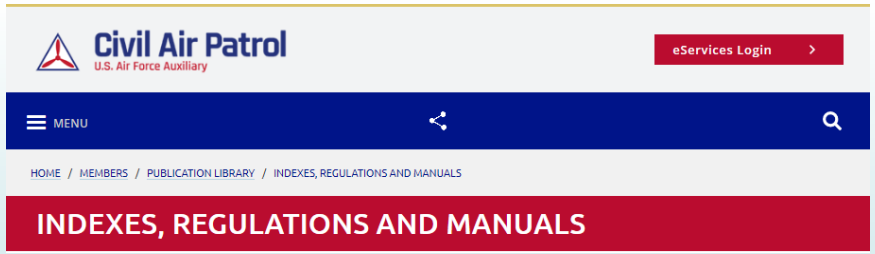
Knowledge Management





Improved KM Approach





All required guidance and forms

AIRCRAFT OPERATIONS

Communications
Best practices
Links to external resources

Go To AXIS

All training resources, exams, quizzes

CAPR 70-1 Flight Management

71 Series Aircrew Training

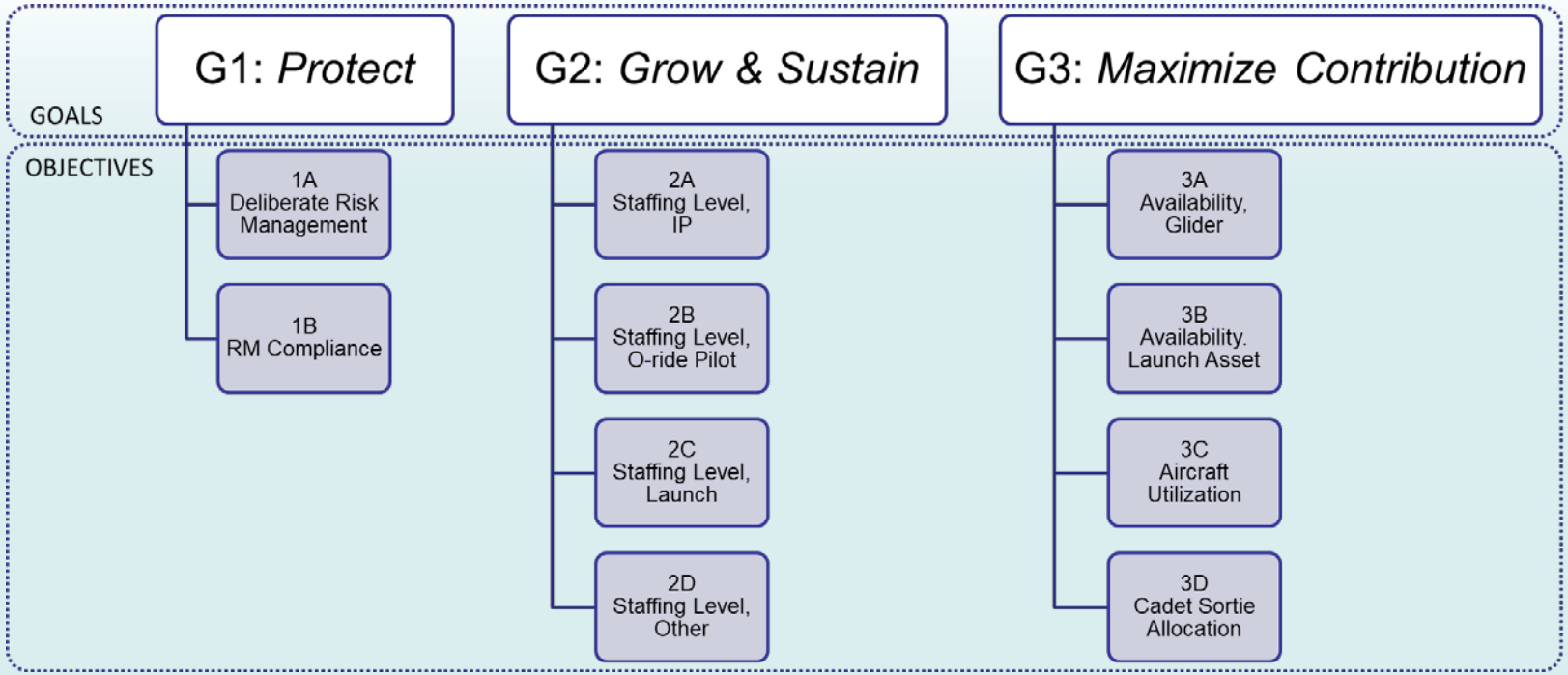
72 Series Standardization & Evaluation

73 Series Operations Procedures

73-1 Operations Procedures, Airplane
73-2 Operations Procedures, Glider
73-3 Operations Procedures, Balloon

Glider Program Initiative

- ✓Vision and Strategy
- ✓Regulatory Changes
- ✓Best Practices
- ✓Risk Management
- ✓Glider Training Mgmt
- ✓Budgeting
- Goals and Objectives
- Tow Aircraft Evaluation
- Enhanced WMIRS Support



Feedback & Questions




CIVIL AIR PATROL
CELEBRATING
Our Partnerships