



OFFICE OF THE NATIONAL COMMANDER
NATIONAL HEADQUARTERS
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
MAXWELL AIR FORCE BASE, ALABAMA 36112-5937

26 April 2021
Waiver Memo 21-02

MEMORANDUM FOR ALL UNIT COMMANDERS & ACTIVITY DIRECTORS

SUBJECT: Waiver Memo 21-02 Encampment for NCSA Requirement

1. **Paragraph 8.7.5.1 Encampment Waiver for NCSAs.** Due to the public health situation caused by the COVID-19 pandemic, the encampment requirement for national-level activities is waived on a case-by-case basis. The activity director, in coordination with the Cadet Programs National Cadet Special Activity Team, will decide if the requirement should be removed. The decision as to whether the requirement should be removed will be based on whether military skills or experience gained at encampment is needed for success at the activity. This case-by-case exception remains in effect until this waiver is rescinded.
2. The [CAP COVID-19 Information Center](#) webpage contains further policy guidance regarding COVID-19 mitigation for multi-day and overnight activities, including the memorandum of 26 April 2021 titled, "Updated COVID-19 Risk Management for Multi-Day and/or Overnight Training Activities & Follow-Up Planning."

A handwritten signature in black ink that reads "Mark E. Smith".

MARK E. SMITH
Major General, CAP

cc:

CAP/CV/XO/CCC/COO/AE/CP/DO/GC/GVR/LG/MAC/SE

CAP-USAF/CC/CV/DO/DT/JA/LG/SE

All CAP Region and Wing CV/CS/AE/CP/DC/DO/DOC/DOH/DOS/DOU/DOV/GRO/LG/SE



NATIONAL HEADQUARTERS
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
105 S. Hansell St
Maxwell AFB AL 36112-6332

1 February 2021
Waiver Memo 21-01

MEMORANDUM FOR ALL UNIT COMMANDERS

FROM: CP

SUBJECT: Updated cadet promotion and CP specialty track guidance while COVID continues

Situation:

When the COVID emergency began in Spring 2020, we published several waivers and policy guidelines to empower local leaders to help cadets succeed despite their inability to meet in-person.

This memo consolidates those earlier documents and extends their expiration dates.

There is nothing fundamentally new in this memo that had not already been published in Spring 2020, except for one item: cadets are now temporarily authorized to earn the Earhart without an encampment (see Section 4 on page 4 below).

Section 1:

Interim Change Guidance – CAPR 60-1, *Cadet Program Management*

Overview. All requirements in CAPR 60-1 Section 4.3 (Cadet Activities) remain temporarily suspended until further notice to allow local leaders maximum flexibility during the current health emergency, and to help protect our most important resource - our members.

- 1. Weekly Meeting Encouragement.** Commanders should, to the best of their ability, continue delivering cadet program curricula via virtual meeting tools and encourage cadets to continue in their promotion process.
- 2. Continued Updates.** Please continue to monitor the CAP home page, GoCivilAirPatrol.com, for CAP's latest guidance related to COVID-19 and follow the guidance of your local public health officials.

Section 2:

Interim Change Guidance- CAPR 60-1 and CAPR 40-2, *Test Administration & Security*

Overview. The following accommodations for the cadet learning and promotion systems remain in effect and shall continue through 31 October 2021 in an attempt to keep cadets engaged in CAP during the COVID-19 emergency.

3. Reasonable Accommodation for Cadets

- a. Table of Accommodations.** Cadet promotion requirements vary depending on cadet grade, as shown in CAPVA 60-100, *Cadet Super Chart*. Table 1, below, identifies each requirement and its reasonable accommodation.

TABLE 1.

Item No.	Standard Cadet Promotion Requirement	Reasonable Accommodation
1	Open-book leadership achievement test	Ops normal
2	Open-book aerospace achievement test	Ops normal
3	Drill & ceremonies performance tests	Virtual* or waived at Unit CC discretion
4	Essay (Ach. 8 & Eaker Award)	Ops normal
5	Speech (Ach. 8 & Eaker Award)	Virtual*
6	Staff Duty Analysis – Technical Writing	Ops normal
7	Staff Duty Analysis – Oral Presentation	Virtual*
8	Staff Duty Analysis – Feedback	Virtual*
9	Cadet Physical Fitness Activity	Honor system
10	Cadet Physical Fitness Test	Pass CPFT as verified by a parent or other adult
11	Character Development Forum	Virtual*
12	Active participation, positive attitude, proper uniform, oath, etc.	Waived until further notice
13	Maintain current membership	Ops normal
14	Leadership Feedback Meeting	Virtual* or waived at Unit CC discretion
15	Closed-book milestone award exam (except Spaatz)	Virtual*, if practical, or unit follows Remote Hardcopy Exam instructions (see Section 3)
16	Spaatz Award exam	Permitted provided local circumstances allow and at the approval of the candidate’s Wing Commander

* **Virtual:** Any convenient technology such as Zoom, Skype, Facetime, Teams, Hangouts, teleconference, etc.

b. Recordkeeping. In the eServices Cadet Promotions Application, local leaders will indicate “pass” (or 100% or waiver date, etc., as appropriate to complete that data field) for the waived items. Although an imperfect method, this approach is available immediately, without need for reprogramming eServices.

4. Reasonable Accommodation for Cadets Lacking Web Access

- a. Identifying Cadets.** Cadets may self-identify as lacking web access, or local leaders may poll their cadets. School squadrons may classify all cadets as lacking web access.
- b. Open-Book Achievement Tests.** Local leaders may administer achievement tests verbally over the phone, if they deem such a method practical.

- c. **Accelerated Promotions.** When the cadet who lacks web access is able to return to active status upon the end of the COVID-19 emergency, he or she will be eligible to advance with just 4 weeks (28 days) time in grade, versus the usual 8 weeks. While these cadets are essentially unable to progress during the shut-down, this accommodation allows them an opportunity to eventually catch-up to their intended promotion timeline.
- **Duration.** Due to the open-ended nature of the COVID-19 emergency, the end date for the accelerated promotion accommodation is yet to be determined. Cadets should expect that it will continue for a period equal to the shut-down's duration, or the amount of time the cadet was without access, plus a margin of 30 days.
 - **Recordkeeping.** In the eServices Cadet Promotions Application, local leaders will select the "JROTC accelerated promotions" field to bypass the 8-week standard and promote at 4 weeks.

Section 3: Milestone Test Instructions with COVID-19 Waiver

Overview. The testing accommodations listed below are meant to assist testing officers and trusted adult proctors with guidance on non-standard remote milestone testing.

5. **Remote Virtual Exams.** Milestone testing should be completed online through eServices when able. Testing officers will not share their eServices passwords with cadets or parents to allow for testing online. The milestone exam may be completed in eServices in the following three scenarios.
- a. If a parent or other adult in cadet's household is a testing officer.
 - b. If a testing officer and cadet are using technology to allow remote proctoring through features that allow a "Take Control" capability for typing of the proctor password and use of an observation device to monitor the testing environment. In this circumstance, a parent or other trusted adult should be present for cadet protection if two Senior Members are not available.
 - c. If a traditional testing environment is possible with COVID-19 Wing and local guidance and both the testing officer and cadet can coordinate a location and time. In this circumstance, a parent or other trusted adult should be present for cadet protection if two Senior Members are not available.
6. **Remote Hardcopy Exams.** Milestone testing may be completed via hardcopy with a parent or other trusted adult proctoring when the cadet is not able to take a remote virtual exam. The testing officer should obtain the proctor's phone number and email and set up a time to call and brief them on the process.
- a. **Briefing.** Please discuss the following points with the test proctor and answer any questions.
 - Milestone exams are closed book. Ensure that the cadet does not have any reference materials while they are taking the exam.
 - The Wright Brothers exam is untimed while all other milestone exams have a 60-minute time limit.
 - If the cadet is taking a timed exam start a timer when they are ready to begin. Give 30-minute, 10 minute, 5 minute and 1 minute warnings as necessary. Testing must stop once time runs out on timed tests.
 - When test is completed please return to the squadron testing officer for grading. Hard copies may be scanned or photographed, documents may be emailed.
 - The testing officer will grade the exam and get in contact with the cadet to share the results.
 - Tests should be disposed of when complete. Delete digital instances of emailed tests and shred any paper test copies.

- b. **Test Process.** In most cases, the testing officer will email the test as a PDF file while ensuring that the answer key is not included. For households without internet access the testing officer may print and drop in family mailbox if convenient.
 - **Download Test.** Hard copies of the milestones can be downloaded by testing officers from the Learning Management System. Note that the file includes the answer key on the last page. Testing officers should retain this answer key for grading and remove it in the file you send to the proctor. Tests are available at: eServices > Online Learning > Learning Management System > Download Quiz > Select Milestone
 - **Answers.** Cadets may record their answers on the test, in a digital document or on paper.
 - **Grading.** Proctor will send the cadet's answers to testing officer for grading. Snapping a photo on a smart phone is likely the easiest solution.
 - **Feedback.** The testing officer provides the score to the cadet. If the cadet passes, then the testing officer should identify the question numbers the cadet answered incorrectly so that the cadet can informally correct the test to 100%. If the cadet does not pass, then the testing officer should, if possible, provide the cadet areas of study.
 - **Retesting.** Retests must occur no sooner than 7 days from the last exam. A new exam should be downloaded for each attempt. Do not reuse the same exam for retesting.

7. Special Considerations

- a. **Wright Brothers Drill Test.** The Wright Brothers exam consists of two parts. Part 1 is multiple choice and Part 2 is a practical drill test. Part 2 is waived under the current COVID-19 accommodations. Local leaders will indicate cadet passed drill on the same date as they passed the leadership test with 20 drill standards met. Although an imperfect method, this approach is available immediately, without need for reprogramming eServices.
- b. **Cadets with Special Needs.** Cadets will receive the same accommodations testing at home that they would in the squadron environment.

Section 4:

Waivers for Mitchell, Earhart & Eaker Award Requirements Due to COVID-19

Overview. This section announces updated accommodations to support cadets during the continued COVID-19 emergency. Cadet Officer School, most Region Cadet Leadership Schools, and most encampments were canceled in 2020. Those cancellations were beyond the cadets' control. This waiver is in place so as not to unfairly stall their progression. The eligibility criteria identified below limits waivers to cadets who are on the cusp of earning the Mitchell, Earhart and Eaker Awards.

8. Encampment & the Mitchell and Earhart Awards (Ref: CAPR 60-1, 5.5.2)

- a. **Extended Waiver.** Cadets may earn the Mitchell and Earhart Award without having completed an encampment
- b. **Duration.** Waiver expires 31 Oct 2021; after that time, the normal requirement resumes
- c. **Process.** Upon the cadet satisfying all Mitchell Award criteria or Earhart Award Criteria other than the encampment, the unit commander notifies the Cadet Program Registrar of the waiver via email to Registrars@capnhq.gov and a courtesy copy to the Wing/CP. Include the cadet's name and CAPID. As an eServices work-around, the registrar administratively awards encampment credit for that date at location "COVID-19."

- d. **Effect on Ribbons.** Waived cadets are not authorized to wear the encampment ribbon until they complete an actual encampment
9. **Region Cadet Leadership School & the Eaker Award** (Ref: CAPR 60-1, 5.5.3)
- a. **Waiver.** Eligible cadets may earn the Eaker Award by substituting a writing and speaking assignment in lieu of completing RCLS (see Attachment 1)
 - b. **Eligibility.** Limited to cadets holding the grade of C/Capt or C/Maj
 - c. **Duration.** Waiver expires 31 Oct 2021; after that time the normal requirement resumes
 - d. **Process.** Upon the cadet satisfying all Eaker Award criteria and completing the substitute assignment in lieu of COS/RCLS, the unit commander notifies the Cadet Program Registrar of the waiver via email to Registrars@capnhq.gov and a courtesy copy to the Wing/CP. Include the cadet's name and CAPID. As an eServices work-around, the registrar administratively awards RCLS credit for that date at location "COVID-19."
 - e. **Effect on RCLS Offerings.** This waiver is not intended to discourage regions and host wings from offering RCLS later this year, if the situation allows. Indeed, some cadets may be able to attend an RCLS, but for those who cannot – for whatever reason – this waiver is available.
10. **Encampment & RCLS Waiver Approvals.** Unit commanders shall approve the waivers mentioned above upon request from eligible cadets. Nevertheless, unit commanders retain discretion in making promotion decisions via the usual process (see CAPR 60-1, 5.7), by comparing the cadet's performance compared against the Leadership Expectations found on CAPVA 60-100, *Cadet Super Chart*.

Section 5: Waivers for Spaatz Award Due to COVID-19

Overview. During the COVID-19 emergency, Spaatz exam attempts were placed on hold and a waiver was announced for the benefit of cadets who aged-out of cadet status during the public health emergency. That emergency is continuing longer than expected and so the **waiver is extended to 31 October 2021**.

11. Eligibility.

- a. **Waiver Eligibility.** The Spaatz age waiver is hereby granted to all Eaker Award recipients who reached age 21 between the date CAP halted non-essential missions (15 March 2020) and were otherwise eligible but prevented from taking their Spaatz exam due to local restrictions preventing gatherings. This waiver is specifically not intended to give extra time for a cadet who otherwise was not eligible for the Spaatz exam.
- b. **Membership Eligibility.** Affected Spaatz candidates need to maintain a current CAP membership. At age 21, they must submit a completed CAPF 12, *Application for Senior Membership*, per the usual process. If any of these individuals attempt the Spaatz after turning 21, they will do so as senior members. No one will be permitted to attempt the Spaatz Exam as a Patron member.
- c. **Eligibility Period.** Candidates may exercise the age waiver through 31 October 2021. Candidates may reattempt the exam after 7 days, per the usual rules. Candidates will not be authorized more than three attempts in their lifetime, per usual. This waiver is intended to allow exam attempt(s) for a member who has aged out and was prevented from taking the exam due to COVID-19 Restrictions. This waiver is not intended to provide any candidate with extra time to prepare that would have otherwise been allowed by their 21st birthday. With that intent in mind, no exam will be allowed for any candidate above the age of 21ys and 6 months, or six months after the effective date of this waiver.

12. Testing Protocol.

- a. **Exam Request Process.** Candidates request their wing's permission to attempt the exam via the usual process. When making the request, candidates should cite the waiver granted by this memo.
- b. **Exam Access.** Because these 21-year-old candidates cannot access the Spaatz exam in eServices, the leadership, aerospace, and essay exams will be administered via hard copy transmitted to the proctor as a PDF. A few business days before the exam appointment, candidates will need to ask their proctors to email spatz@capnhq.gov to request a PDF version of the exam.
- c. **Safety Precautions.** Spaatz testing may take place in any phase of COVID-19 Remobilization if allowed by local officials and with the permission of the candidate's Wing Commander. Everyone involved in a Spaatz attempt should wear a mask and maintain 6' social distancing throughout their time together, and only low-risk individuals should participate. The candidate may remove their mask for the fitness portion of the exam. A family member may hold the cadet's feet for the sit ups, or they may be anchored under an object.

Section 6:

Cadet Programs Officer Handbook & Specialty Track Guide Waivers

Overview. Due to COVID-19, encampment-related tasks in the Cadet Programs Officer Specialty Track are removed for members who meet the criteria below. These changes are in response to the COVID-19 health emergency that essentially canceled nearly all encampments in 2020 and the new Volunteer University roll-out which set a deadline on grandfather clauses for senior member promotions. This waiver is in place so as not to unfairly stall member progression due to circumstances related to the COVID-19 emergency, while upholding the integrity of the specialty track program.

13. **Senior Rating Eligibility.** The task of serving on encampment staff (page 63, item #47) is removed for those members who:
 - a. Obtained the Cadet Programs Officer Technician Rating after 1 January 2018
 - b. Have fulfilled all other Senior Rating requirements
 - c. Submit their request for the Senior Rating (see section 4 below) by 31 Oct 2021
14. **Master Rating Eligibility.** The task of staff service at RCLS, a second encampment, or NCSA / CSA (page 65, #29) is removed for those members who:
 - a. Obtained the Cadet Programs Officer Senior Rating after 1 January 2018
 - b. Have fulfilled all other Master Rating requirements
 - c. Submit their request for the Master Rating (see section 4 below) by 31 Oct 2021
15. **Wavier Procedure.** Members who qualify for one of the exemptions above will need to request their rating via email. The standard eServices process is not available. Therefore, members will please:
 - a. Complete the Senior or Master Rating tracking sheet (Excel file) available in the Cadet Library.
 - b. Show their unit commander that they meet the eligibility criteria of §1 or §2 above.
 - c. For Senior Rating applicants only: Promise to make a good faith effort to provide at least 20 hours' encampment service in 2021. Members who receive this exemption will need to fulfill the encampment requirement prior to their earning the Master Rating. It is unlikely that CAP will be able to track that exemption via eServices, so some degree of an honor system will be in effect for the small number of people affected.
 - d. Obtain the unit commander's endorsement of the items above (email is acceptable).

- e. Submit the items above to the Registrars@capnhq.gov by the above deadlines, with a courtesy copy to the Wing Director of Cadet Programs. Please use “CP Officer – Senior (or Master) Rating Encampment Exemption” as the email’s subject.


CURT LAFOND
Director of Cadet Programs

Copy: Region & Wing CPs

Attachment: Substitute Assignment for RCLS Credit

ATTACHMENT 1
SUBSTITUTE ASSIGNMENT FOR RCLS CREDIT

A. Instructions for Cadets

Develop a personal leadership statement, expressed via an 800-1200 word personal essay. This essay should explain how your experiences have shaped how you approach the challenge of leadership. You should incorporate personal experience and the essay must also cite at least two concepts from *Learn to Lead*, volume 2, 3, or 4, or other articles about leadership. Then, use the essay as the basis for an extemporaneous talk of 4 to 7 minutes' duration. The extemporaneous talk may be presented on Skype, Zoom, Teams, or any similar platform, as desired. The audience should be 3 or more individuals, with at least 1 being the senior member evaluator.

Helpful Tips

- Summarize the leadership concepts in your own words
- Explain how you've seen leadership attempted in practice, in CAP or in some other setting
- Describe what leadership effect should have resulted, in ideal circumstances. What effect actually resulted? Why?
- How did that inform your personal leadership style?
- Summarize any lessons learned from the experience
- Audio-visual aids are optional for the extemporaneous talk
- Invite audience feedback to your extemporaneous talk via a brief Q&A period

B. Instructions for Squadron Leadership Officers

This assignment is graded Pass / Fail. Provide constructive feedback upon completion. Cadets may fix any significant errors and reattempt all or a portion of the assignment, if necessary.

Essay Grading Criteria

- Accurately summarizes two selected leadership topics
- Includes discussion of the ideal results and the actual results observed via a personal experience
- Includes an assessment of how the cadet used their experiences to grow as a leader
- Correct grammar and spelling
- Proper use of topic sentences and paragraphs
- Format: Typed, double-spaced, 1" margins
- Length: 800 to 1200 words (about 4 or 5 pages)

Extemporaneous Talk Grading Criteria

- Majority of talk's content is reflected in the essay's content
- Clearly and accurately summarizes each of two leadership topics
- Well-prepared extemporaneous presentation; not read from manuscript
- Duration: 4 to 7 minutes
- Responds directly to audience during a brief Q&A period



OFFICE OF THE NATIONAL COMMANDER
CIVIL AIR PATROL
UNITED STATES AIR FORCE AUXILIARY
MAXWELL AIR FORCE BASE, ALABAMA 36112-5937

ICL 20-02
13 March 2020

MEMORANDUM FOR ALL CAP UNIT COMMANDERS

FROM: CAP/CC

SUBJECT: Interim Change Letter – CAPR 60-1, *Cadet Program Management*

1. To allow local leaders maximum flexibility during the current health emergency, and to help protect our most important resource - our members - CAPR 60-1, paragraph 4.3 (Cadet Activities) is temporarily suspended.
2. That section establishes requirements for weekly cadet squadron meetings, monthly “Saturday” activities, and wing cadet activities once per quarter.
3. All requirements in section 4.3 are hereby temporarily suspended until further notice. We intend to reinstate section 4.3 when the Coronavirus risk subsides.
4. Commanders should explore the possibility of streaming cadet program curricula in lieu of meetings and encourage cadets to continue in their on-line testing.
5. Please monitor the CAP home page, GoCivilAirPatrol.com, for CAP’s latest guidance related to the Coronavirus and follow the guidance of your local public health officials.

A handwritten signature in black ink that reads "Mark E. Smith".

MARK E. SMITH
Major General, CAP
Commander



CAP REGULATION 60-1

1 November 2019

Cadet Programs

CADET PROGRAM MANAGEMENT

This regulation defines the purposes of the CAP Cadet Program and identifies policies governing its administration.

SUMMARY OF CHANGES. This document replaces CAPR 60-1, February 2018. Sections that have been changed are highlighted in gray. For a summary of changes, see Attachment 5.

TABLE OF CONTENTS

	Page
CHAPTER 1. Introduction to the CAP Cadet Program	4
1.1. Overview.....	4
1.2. Roles & Responsibilities.....	4
1.3. Waivers.....	5
1.4. Supplements & Operating Instructions.....	5
1.5. Mission.....	5
1.6. Key Traits of Cadet Life.....	5
1.7. Cadet Oath.....	6
1.8. Program Settings.....	6
1.9. Program Elements.....	6
1.10. Program Phases.....	8
CHAPTER 2. ADULT LEADERSHIP & THE SAFETY CULTURE	10
2.1. Cadet Protection Policy.....	10
2.2. Standards for Cadet Behavior.....	10
2.3. Adult Supervision.....	10
2.4. Adult Professional Development.....	11
2.5. Policy on Drugs & Supplements.....	11
2.6. Cadet Activities in Hot & Cold Weather.....	12
2.7. Operational Missions.....	14
2.8. Aviation & Aero-Sports Safety.....	14
2.9. High Adventure Activities.....	15
2.10. Weapons.....	16
2.11. Physical Fitness Categories.....	16
2.12. Cadets at Risk of Self-Harm.....	17

CHAPTER 3. ORIENTATION, ADMINISTRATION, & DISCIPLINARY ACTION	18
3.1. Initiation Into the Cadet Program	18
3.2. Managing Cadet Records	18
3.3. Attendance & Retention	19
3.4. Progressive Discipline	20
3.5. Demotions & Terminations	21
CHAPTER 4. CADET OPERATIONS	22
4.1. Cadet Organization & Staff	22
4.2. Unit Goals	22
4.3. Cadet Activities	23
CHAPTER 5. CADET ADVANCEMENT	25
5.1. Program Structure	25
5.2. Cadet Promotion System	25
5.3. Textbooks	25
5.4. Assessment Methods	26
5.5. Special Participation Requirements	29
5.6. Sequence & Duration	30
5.7. Leadership Development & Promotions	30
5.8. Gen. Carl A. Spaatz Award Exams	31
CHAPTER 6. CADET PROGRAM AWARDS	33
6.1. Award Presentations	33
6.2. Cadet of the Month (or Quarter) Award	33
6.3. Other Cadet-Related Awards	33
6.4. John V. "Jack" Sorenson Cadet Programs Officer of the Year Award	33
6.5. Cadet Programs Mission Award	34
6.6. Awards to Outstanding Cadet & Composite Squadrons	34
CHAPTER 7. CADET ADVISORY COUNCILS	36
7.1. Purpose	36
7.2. Constitution	36
7.3. Duties	37
7.4. Adult Leader Advisors	37
7.5. Minutes & Agendas	37
7.6. Reimbursement	38
7.7. Awards	38
CHAPTER 8. CADET ACTIVITIES & SPECIAL OPPORTUNITIES	39
8.1. Support from Military Installations	39

8.2. Activity Goals & Evaluation.....	39
8.3. Cadets in Uniform.....	39
8.4. Cadet Participation at Other CAP Units' Activities.....	39
8.5. Medical Review at Check-In.....	39
8.6. Career Familiarization Opportunities.....	39
8.7. Special Activities.....	40
8.8. National Cadet Competition.....	42
8.9. Orientation Flight Programs.....	42
8.10. Academic & Flight Scholarships.....	43
8.11. Region Cadet Leadership School.....	43
8.12. Honor Guards & Cadet Honor Academies.....	44
8.13. Cadet Invest.....	44
CHAPTER 9. CADET ENCAMPMENTS.....	45
9.1. Purposes of the Encampment Program.....	45
9.2. Program Constitution.....	45
9.3. Operating Standards.....	46
9.4. Coordination with Host Agency Authorities.....	47
9.5. Encampment Visitor Program.....	48
9.6. Reporting Requirements.....	48
9.7. Equivalent Programs.....	49
Attachment 1 - COMPLIANCE ELEMENTS.....	50
Attachment 2 - REPORTING & DUE DATES PRESCRIBED IN THIS REGULATION.....	53
Attachment 3 - GLOSSARY OF REFERENCES & SUPPORTING INFORMATION.....	54
Attachment 4 – INDEX OF CADET PROGRAMS PUBLICATIONS.....	55
Attachment 5 - SUMMARY OF CHANGES.....	56

CHAPTER 1. INTRODUCTION TO THE CAP CADET PROGRAM

1.1. OVERVIEW

This regulation governs the CAP Cadet Program, in furtherance of CAP's requirement to "provide aviation education and training to ... cadet members" under Title 36, U.S.C. § 40302.

1.2. ROLES & RESPONSIBILITIES

This section summarizes key responsibilities only and is intended to help readers understand how leaders at various echelons contribute to the Cadet Program's success.

1.2.1. Board of Governors. The Board of Governors (BoG) establishes the policies governing the Cadet Program and provides strategic leadership.

1.2.2. National Commander. The National Commander sanctions all national-level cadet activities, ensures that the mission area is properly resourced, and ensures that CAP fulfills its Cadet Program mission consistent with BoG policy.

1.2.3. National Headquarters. The National Cadet Team, CAP/CP, is the office of primary responsibility for the Cadet Program and is CAP's overall focal point for program management, curriculum development, and policy planning and implementation. This office advises commanders and directors of cadet programs on cadet-related matters and provides customer service to the overall cadet community.

1.2.4. Region Headquarters. Region commanders, assisted by the Region/CP, sanction all region-level cadet activities, ensure their wings operate the Cadet Program in accordance with this regulation, facilitate the sharing of resources, and assist the wings in improving their programs.

1.2.5. Wing Headquarters. Wing commanders, assisted by the Wing/CP, ensure their groups and squadrons are staffed by qualified adults who operate the program consistent with this regulation, sanction all wing-level cadet activities, develop a wing-wide plan for conducting cadet orientation flights, and assist local leaders in improving their programs.

1.2.6. Group Headquarters (Optional). Group commanders, assisted by the Group/CP, ensure their squadrons are staffed by qualified adults who operate the program consistent with this regulation, sanction all group-level cadet activities, and assist local leaders in improving their programs.

1.2.7. Squadrons. Squadron commanders ensure their unit is staffed with qualified adults, sanction all unit-level cadet activities, establish and mentor the adult and cadet staffs, maintain positive relationships with parents, approve cadet promotions, implement the core program at local level, and ensure all personnel operate the Cadet Program in accordance with this regulation.

1.2.8. Cadet Program Officers. An informal term encompassing all adults whose primary focus is on cadets, CP officers use positive leadership techniques to supervise, instruct, and mentor cadets along their journey toward becoming "dynamic Americans and aerospace leaders."

1.2.9. Cadets. Cadets are young people who are preparing themselves for leadership and success in adult life. Cadets voluntarily participate in an Air Force-style program environment. They fulfill their Cadet Oath and abide by the Core Values to the best of their ability.

1.3. WAIVERS

For waivers relating to the Spaatz Award, see section 5.8.10 For all other matters pertaining to this regulation, submit waiver requests to CAP/CP through region headquarters.

1.4. SUPPLEMENTS & OPERATING INSTRUCTIONS

Local commanders will not add to nor subtract from the various standards articulated in this regulation, unless the affected wing and region commanders endorse the proposed supplement or waiver and CAP/CP approves it. To maintain a single CAP-wide standard as much as possible, requests for supplements and waivers will not ordinarily be approved unless the local environment is substantially unusual. By minimizing the number of supplements and OIs, CAP pursues a common standard of excellence and set of requirements while keeping the program easy for local leaders to administer.

1.5. MISSION

The Cadet Program transforms youth into dynamic Americans and aerospace leaders. CAP accomplishes its Cadet Program through a curriculum of leadership, aerospace, fitness, and character. The program follows a military model and emphasizes Air Force traditions and values. Today's cadets are tomorrow's aerospace leaders.

1.6. KEY TRAITS OF CADET LIFE

Five key traits of cadet life inform commanders of the desired look and feel of cadet activities and how they should conduct the Cadet Program.

1.6.1. The Uniform. CAP promotes teamwork and high standards of personal conduct through the cadets being granted the privilege of wearing an Air Force-style uniform. The uniform and the related traditions of rendering military customs and courtesies distinguish cadets from ordinary youth. These military aspects of cadet life are important motivators. Every activity should allow cadets to wear their uniform and properly render military customs and courtesies.

1.6.2. Aerospace Theme. CAP members often hold in common a love of flying. Aviation is the thread that runs through all three CAP missions, and CAP's affiliation with the Air Force underscores its identity as an air-minded organization. Whenever possible, every cadet activity should further cadets' enthusiasm for aerospace, as "aerospace" is broadly understood. With a little imagination, even fitness and character activities can be shown to have an aerospace connection.

1.6.3. Opportunity to Lead. CAP develops leadership skills in cadets by giving them opportunities to lead. This includes planning events, making decisions, and teaching and mentoring junior-ranking cadets, commensurate with their developmental progress and grade. The cadets' grade structure and military-style chain of command reinforces this leadership concept. Every activity should allow cadets opportunities to lead, under adult leader supervision.

1.6.4. Challenge. CAP challenges youth. It might be the physical challenge of conquering an obstacle course, an academic challenge to master aerospace and leadership concepts, a moral challenge to live the Core Values, or a personal challenge to know oneself better and gain self-confidence. Because of these challenges, the Cadet Program is intended for young adults, not children. Every activity should challenge cadets in one way or another.

1.6.5. Fun. CAP should be fun. New friends and great opportunities are the hallmarks of cadet life. The cadets who work hard in CAP reap the most benefits, but the program should not be another form of school – it needs to be fun, hands-on, rewarding, and exciting. Proper adult supervision, an emphasis on risk management, and teamwork built upon mutual respect create a safe and fun environment. Every activity should be fun, for cadets and their adult leaders alike.

1.7. CADET OATH

A cadet oath serves as a training aid and states how cadets pledge to approach the challenges of cadet life. The CAP Cadet Oath is as follows:

“I pledge that I will serve faithfully in the Civil Air Patrol Cadet Program, and that I will attend meetings regularly, participate actively in unit activities, obey my officers, wear my uniform properly, and advance my education and training rapidly to prepare myself to be of service to my community, state, and nation.”

1.8. PROGRAM SETTINGS

1.8.1. Units. Cadets experience the Cadet Program through a community- or school-based unit. Regardless of setting, there is only one Cadet Program; all cadet units use the same curriculum and operate in accordance with this regulation.

1.8.1.1. *Community-Based Units.* A community-based unit has no formal connection to a school, relying upon the community at large to support it, and operates as an out-of-school time (OST) program.

1.8.1.2. *School-Based Units.* A school-based unit is formally affiliated with a public or private school and has been assigned an 800-series unit charter number. See CAPP 60-13, *Cadets at School*, for more information.

1.8.2. Cadets Temporarily Living Abroad. Cadets living overseas and wanting to remain active in CAP may join an overseas unit. If an overseas unit is not available at the cadet’s location, CAP/CP may allow the cadet to progress through independent study, on a case-by-case basis. Independent study is available only to cadets who will be living abroad. See GoCivilAirPatrol.com/Independent.

1.9. PROGRAM ELEMENTS

To fulfill its mission, the Cadet Program is organized around four main program elements: leadership, aerospace, fitness, and character. Cadets participate in activities relating to these program elements. To advance in the program and earn awards, they must complete one task for each element per achievement, with some exceptions. This section summarizes the program elements; see chapter 5 for promotion requirements.

1.9.1. Leadership

1.9.1.1. *Goal.* The goal of the Cadet Program’s leadership element is to develop in cadets the ability to think independently and lead others in an atmosphere of teamwork and mutual respect.

1.9.1.2. *Methods.* CAP introduces youth to Air Force perspectives on leadership through self-paced study, classroom instruction, service learning, and other hands-on opportunities to apply leadership principles to real-world challenges. Adult leaders and ranking cadets acting as mentors and instructors help cadets develop their leadership potential.

1.9.1.3. *Resources.* Cadets use the Learn to Lead textbook, *AFMAN 36-2203, Drill and Ceremonies*, and CAPP 60-33, *Drill and Ceremonies*, as their main resources for completing promotion requirements. Adult leaders and experienced cadets act as instructors and mentors. Additional resources are available at GoCivilAirPatrol.com/Library.

1.9.1.4. *Test Instruments.* Cadets must pass multiple-choice tests of their leadership knowledge to complete most achievements and earn milestone awards. Some tests require cadets to perform drill and ceremonies, or complete speech and essay assignments. Cadet officers demonstrate their understanding of organizational leadership through oral and written communication projects in the Staff Duty Analysis program. Cadet performance is compared against leadership expectations, statements describing leadership norms for cadets during each of the Cadet Program’s four phases.

1.9.2. Aerospace

1.9.2.1. *Goal.* The goals of the Cadet Program’s aerospace element are to inspire in youth a love of aviation, space and technology; provide them with a foundation in aerospace’s scientific principles; and introduce them to aerospace career opportunities. Cadet “aerospace” includes the separate domains of air, space, and cyberspace.

1.9.2.2. *Methods.* CAP introduces cadets to aviation, space, and technology through self-study and group-study methods, classroom instruction, hands-on learning, and career exploration.

1.9.2.3. *Resources.* Cadets study the Aerospace Dimensions modules during Phases I and II of the *Cadet Program*, and *Aerospace: The Journey of Flight during Phases III and IV*. Adult leaders and experienced cadets act as aerospace instructors and mentors. Cadets also have opportunities for hands-on learning through a wide range of curricula, activity programs, and orientation flights. A curriculum guide is also available. See GoCivilAirPatrol.com/Library.

1.9.2.4. *Test Instruments.* Cadets must pass a multiple-choice test of their aerospace knowledge for most achievements and milestone awards.

1.9.3. Fitness

1.9.3.1. *Goal.* The goal of the Cadet Program’s fitness element is to develop in cadets a healthy, active lifestyle.

1.9.3.2. *Methods.* The Active Cadet Fitness Program includes classroom academic instruction; fitness activities, drills, and games for individuals and groups; high adventure and outdoor programming; and mentoring. Physical exercise in the Cadet Program will be used only to improve cadets’ physical fitness. Fitness training will not be used as a form of punishment or as a vehicle to teach remedial discipline.

1.9.3.3. *Resources.* The primary resource is CAPP 60-50, *Active Cadet Fitness Guide*. Additional resources are available at GoCivilAirPatrol.com/Library.

1.9.3.4. *Test Instruments.* As new cadets join CAP, unit commanders assign them to the appropriate physical fitness category, as explained in 2.11. CAP expects each cadet to exercise regularly and participate in the unit's physical fitness program. For details on the Cadet Physical Fitness Test, see 5.4.5.

1.9.4. Character

1.9.4.1. *Goal.* The goal of the Cadet Program's character element is to develop in cadets an ability to think critically about moral and ethical issues and to develop a commitment to live CAP's Core Values.

1.9.4.2. *Methods.* CAP develops character in cadets through academics, service learning, and mentoring.

1.9.4.3. *Key Content.* Three topics receive special emphasis in the character element. (1) CAP challenges cadets to become ambassadors of a drug free ethic. (2) CAP encourages cadets to develop resilience in the face of adversity. And, (3) CAP equips cadets with risk management skills so they can fulfill their goals while keeping risk as low as reasonably possible.

1.9.4.4. *Resources.* A variety of resources are available at GoCivilAirPatrol.com/Library including the authorized lesson plans for monthly character forums, drug-free activity guides, Congressional Medal of Honor Foundation character resources, and a curriculum guide for the character development program as a whole. See GoCivilAirPatrol.com/Library.

1.9.4.5. *Evaluation Instruments.* Cadet participation in character forums is monitored informally by the senior instructor. Moral reasoning skills are evaluated through speech and essay assignments for Achievement 8 and the Eaker and Spatz Awards. Most importantly, leaders observe cadets' outward signs of moral character throughout their participation in the Cadet Program. The cadets' adherence to the Core Values is discussed during leadership feedback meetings (see 5.7).

1.10. PROGRAM PHASES

The Cadet Program is organized around four phases of learning. They are progressive in that the subject matter gradually becomes more challenging, learning objectives become more exacting with cadets growing from proficiency to mastery, and a broader set of opportunities become available to cadets as they advance. Participation in the lower phases builds the foundation necessary for success in the higher phases. Table 1.1 outlines learning goals and content areas by phase.

SUMMARY OF LEARNING GOALS & CONTENT AREAS IN THE CADET PROGRAM'S FOUR PHASES				
	Phase I The Learning Phase	Phase II The Leadership Phase	Phase III The Command Phase	Phase IV The Executive Phase
Leadership	Followership & contributing to a team	Team leadership Service learning on a squadron cadet staff	Officership & principles of indirect leadership Service learning on a squadron cadet staff and leadership opportunities in group and wing special activities	Leadership issues in the strategic domain Advanced opportunities for service learning in group and wing special activities
Aerospace	Fundamental concepts of aerospace Variety of hands-on STEM activities Awareness of STEM careers	Fundamental concepts of aerospace Variety of hands-on STEM activities Career exploration through NCSAs	Heightened understanding of aerospace fundamentals through a more comprehensive plan of study Career exploration through NCSAs	Heightened understanding of aerospace fundamentals through a more comprehensive plan of study Career exploration through NCSAs
Fitness	Learning why fitness is important & being motivated to exercise regularly Variety of fitness activities with the squadron Benchmark assessment followed by mentoring	Variety of fitness activities with the squadron Accountable for fitness performance & expected to lead by example	Variety of fitness activities with the squadron Accountable for fitness performance & expected to lead by example	Variety of fitness activities with the squadron Accountable for fitness performance & expected to lead by example Preparing to reach USAF Academy fitness expectations
Character	Introduction to the Core Values & a challenge to live up to those ideals Proper wear of the uniform and military customs and courtesies	Principles of moral reasoning & how Core Values impact everyday life Proper wear of the uniform and military customs and courtesies	Principles of moral reasoning & how Core Values impact multi-faceted moral problems	Principles of moral reasoning & how Core Values impact multi-faceted moral problems
Milestone Award	Wright Brothers Award	Mitchell Award	Earhart Award	Eaker Award Spaatz Award

Table 1.1. This table is merely descriptive of common learning goals and content areas in the Cadet Program's series of progressively challenging phases. It is not intended to restrict learning opportunities.

CHAPTER 2. ADULT LEADERSHIP & THE SAFETY CULTURE

2.1. CADET PROTECTION POLICY

CAP operates in accordance with a Cadet Protection Policy to keep cadets safe from physical, sexual, and emotional abuse and hazing. See CAPR 60-2, *Cadet Protection Policy*, for details. CAPR 60-2 also discusses when activities require a parental permission slip, and requirements to announce activities in advance.

2.2. STANDARDS FOR CADET BEHAVIOR

CAP expects every cadet to behave as a responsible young adult. Accordingly, cadets must treat one another, their senior member leaders, and all persons with common courtesy and respect. Cadets will not intentionally insult or mock other members, and will not use racial, cultural, or ethnic slurs at any time. Cadets will conduct themselves in a professional and appropriate manner at all times while at CAP meetings or activities. Cadets will not engage in inappropriate touching or public displays of affection by kissing, hugging, or holding hands (or similar conduct) while in uniform. Abusive behavior, hazing, and bullying are also prohibited; see CAPR 60-2 for details. For an overview of CAP's progressive disciplinary model, see 3.4.

2.3. ADULT SUPERVISION

Adult CAP members support cadets as mentors, instructors, supervisors, chaperones, and in countless other roles. The success of a cadet unit is largely a function of the quality of the adult leadership.

2.3.1. Role of Adult Leaders. Detailed position descriptions for the senior staff are suggested in CAPP 60-11, *Cadet Programs Officer Handbook*. CAPP 60-31, *Cadet Staff Handbook*, also discusses the adult / cadet leadership relationship.

2.3.2. Leadership for Safety. A critical duty of adult leaders is to keep cadets safe by monitoring their conduct, following sound risk management (RM) principles and exercising sound judgment. Unit commanders will take all reasonable measures necessary to protect cadets from harm while under CAP supervision. See CAPR 62-1, *CAP Safety Responsibilities and Procedures*, and GoCivilAirPatrol.com/safety for guidance.

2.3.3. Adult Leader Definition. CAP has several membership categories available to adults who serve in a supervisory and mentoring role over cadets. The term "adult leader" is used in this regulation as shorthand for all members who supervise cadets, but the term does not include cadet members.

2.3.4. Cadet Sponsor Members. Cadet Sponsor Member (CSM) is a membership category allowing parents, grandparents, and guardians of current cadets to assist their unit's cadet program. CSMs may serve as chaperones, help with transportation, and support the Cadet Program at the unit commander's discretion, but CSMs will not be assigned to senior member staff positions. For further details, see CAPR 39-2, *Civil Air Patrol Membership*.

2.4. ADULT PROFESSIONAL DEVELOPMENT

2.4.1. Specialty Track Training. The principal way for adult leaders to become effective leaders of cadets is via the Cadet Programs Officer specialty track. See CAPP 60-11, *Cadet Programs Officer Handbook & Specialty Track Guide*, and CAPR 50-17, *Senior Member Professional Development Program*, for details.

2.4.2. Training Leaders of Cadets. TLC is the centerpiece of the Cadet Programs Officers' specialty track. It consists of two one-day courses, TLC Basic and TLC Intermediate, plus a webinar-based TLC Advanced course and a web-based TLC Refresher course.

2.4.2.1. *The TLC Basic and Intermediate Courses* prepare adult leaders to lead cadets at the unit level. They are administered by the group level or higher and must be offered at least once per year in each wing. The commander of the host echelon selects the course director, who should possess a master rating in the Cadet Programs Officer specialty track. To foster a learning environment that encourages open discussion among adults, cadets are prohibited from participating in TLC. Students must complete 80% of the course to graduate. For course materials and other details, see GoCivilAirPatrol.com/tlc.

2.4.2.2. *The TLC Advanced Course* is offered only by CAP/CP to region and wing directors of cadet programs. Completion of the TLC Advanced course is not a requirement in the Cadet Programs Officer specialty track.

2.4.2.3. *The TLC Refresher* is a brief web-based course for graduates who desire to refresh their training and review any enhancements made to the Cadet Program during the previous 4 years.

2.4.2.4. *Standard of Training – Unit Level.* Because no cadet unit can succeed without adult leadership, every cadet unit shall have at least two members who have graduated from a TLC course (any level). TLC graduation credentials must have been earned within the previous 48 months to satisfy this section's requirement. Thereafter, members renew their graduation credential every 48 months by repeating a TLC, completing a higher-level TLC, completing TLC Refresher, or serving as an instructor. Wings are responsible for providing extra mentoring to non-compliant units.

2.4.2.5. *Standard of Training – Regions & Wings.* Regions and wings ordinarily will appoint only master-rated cadet programs officers to serve as the region/CP or wing/CP. DCPs who are not master-rated must develop a plan for attaining the master rating.

2.4.3. Required Staff Training. RST is a course in positive leadership that mitigates the risk of hazing. Cadet cadre and adult training staff present for the duration of an encampment or a national cadet special activity designated by CAP/CP will complete the RST each time they participate in such activities. Course materials are found in CAPP 60-72, *Required Staff Training*.

2.5. POLICY ON DRUGS & SUPPLEMENTS

2.5.1. Prescription & Over-the-Counter Medication. The administration of both legal prescription and legal non-prescription medication(s) is the responsibility of the CAP member, not the CAP Corporation.

The authority for members who have reached the age of majority to bring legal medications to CAP activities rests with that member. The responsibility for members who have not reached the age of majority to bring legal medications to CAP activities rests with that member's parent or legal guardian. See CAPR 160-1, *Operation of the CAP Health Service Program*, for further guidance on medications and medical care.

2.5.2. Energy Drinks. Energy drinks are dietary supplements containing high doses of caffeine and/or other stimulants. Because the American Academy of Pediatrics warns that energy drinks are hazardous to teens, cadets are prohibited from consuming them at CAP activities.

2.5.3. Tobacco, Alcohol & Recreational Drugs. See CAPR 60-2.

2.6. CADET ACTIVITIES IN HOT & COLD WEATHER

2.6.1. Hot Weather. CAP guards against heat-related emergencies by following the protective strategies developed by the Occupational Safety and Health Administration (OSHA).

2.6.1.1. *Monitoring the Heat Index.* When cadet activities take place outside a military installation and temperatures are forecast to be greater than 80° F, commanders and activity directors will monitor the heat index at least every three hours. See GoCivilAirPatrol.com/CadetWeather for links to smart phone applications and quick briefings on prevention.

2.6.1.2. *Protective Measures.* Commanders and activity directors will ensure all members abide by the protective measures for the respective heat index. See Table 2.1 on the next page.

2.6.1.3. *Military Installations.* For cadet activities located on military installations, commanders and activity directors will monitor heat flag conditions at least every three hours and abide by the respective protective measures. See the installation's medical or safety office for details about DoD heat flag protocols.

2.6.2. Cold Weather. CAP guards against cold- and wind-related injuries by following OSHA's protective strategies.

2.6.2.1. *Monitoring Weather Conditions.* When cadet activities take place outside a military installation and temperatures are forecast to be below 45°F, commanders and activity directors will monitor the wind chill temperature at least every three hours. See [GoCivilAirPatrol.com/Cadet Weather](http://GoCivilAirPatrol.com/CadetWeather) for links to smart phone applications and briefings on injury prevention.

2.6.2.2. *Protective Measures.* Commanders and activity directors will ensure all members abide by the respective protective measures for the respective wind chill. See Table 2.2 on page 14.

2.6.2.3. *Military Installations.* Most military installations use a flag system to communicate wind chill conditions and their respective protective measures. For cadet activities located on a military installation, commanders and activity directors will monitor the flag conditions at least every three hours, and abide by the respective protective measures.

HOT WEATHER TRAINING PRECAUTIONS				
Heat Index¹	85° – 91° F Low	91° – 103° F Moderate	103° – 115° F High	> 115° F Extreme
Mandatory Preventive Measures	Provide fresh water; use wingmen to monitor intake at 1 cup every 20 minutes; prohibit soda.	In addition to the steps prescribed for “Low”: Reschedule activities for cooler weather, if able	In addition to the steps prescribed for “Moderate”: Alert everyone to presence of high-risk conditions	In addition to the steps prescribed for “High”: Prohibit medium intensity activities
	Know location of local hospital / urgent care facility, have vehicle and driver designated, & have means of contacting 911	Use wingmen to monitor water intake at 1 cup every 15 minutes	Prohibit high intensity activities, including fitness testing	Minimize outdoor activities; train indoors with fans or air-conditioning
	Encourage cadets to wear sunscreen	At start of day or as conditions change, brief cadets how to recognize heat-related illness, how to prevent it, and what to do if someone gets sick	Adjust training activities (e.g., reschedule, lower the pace / rotate jobs)	Conduct travel greater than 200 yards via air-conditioned vehicle, not marching
	Closely monitor people who don’t live in the area and therefore are not used to hot weather at this time of year	Locate cadet activities in shady areas, if possible	Use cooling techniques: have cadets take breaks indoors with fans or air-conditioning, and/or provide cold, damp towels	Conduct only mission-critical activities outdoors, and ensure cadets rest (train/rest in minutes): - Low Intensity: 20/40
	Ensure cadets rest ² (train/rest in minutes): - Low Intensity: 50/10 - Medium Intensity: 50/10 - High Intensity: 30/30	Mandate use of sunscreen, reapplying every 4 hours	Have adults exercise closer, line-of-sight supervision; increase number of adult supervisors	
		Have wingman watch for heat-related symptoms	Watch/communicate with cadets at all times	
		Allow cadets to remove BDU/ABU blouses	Ensure cadets rest (train/rest in minutes): - Low Intensity: 30/30 - Medium Intensity: 20/40	
	Be prepared to implement the protective measures for higher risk levels, shown below	Ensure cadets rest (train/rest in minutes): - Low Intensity: 50/10 - Medium Intensity: 50/10 - High Intensity: 30/30		

Notes.
 1. Heat index temperatures assume that persons have access to shade. If training activities occur in direct sunlight with little to no shade, or if persons will be wearing heavy clothing or protective gear, risks are greater. In those situations, local leaders should consider taking the steps at the next highest risk level.
 2. For rests, allow participants downtime in the shade or move indoors to continue training.

Table 2.1

2.6.2.4. *Winter Camping.* Camping in conditions where the temperature may fall below 30°F may be conducted only as a high adventure activity (HAA, see 2.9 below) and in accordance with Table 2.3. The HAA proposal must describe plans for warming cadets, dealing with wet conditions, and evacuation to indoor facilities.

2.6.2.5. *Uniforms.* In cold weather, commanders and activity directors will prioritize protection from the elements over adherence to CAP uniform standards.

COLD WEATHER TRAINING PRECAUTIONS				
Wind Chill	40° - 20°F	20° - 0°F	(-1°) – (-20°F)	< (-21°F)
	Low	Medium	High	Extreme
Mandatory Preventive Measures	Cadets must wear an outer-garment, hat, and gloves or be able to keep hands in pockets	Cadets must wear a warm base layer, jacket, winter hat with ear protection, and gloves	Cadets must wear a warm base layer, jacket, winter hat with ear protection, and gloves	No outdoor cadet activities are authorized
	Training must be conducted in mostly dry conditions	Training must be conducted in dry conditions	Training must be conducted in dry conditions	
	A 20-minute warming break is required every 50 minutes	A 20-minute warming break is required every 50 minutes	A 20-minute warming break is required every 30 minutes	

Table 2.2

2.6.3. Training Intensity. Protective measures for hot weather and cold weather training, which are described in Tables 2.1 and 2.2, respectively, make reference to training intensity levels. Examples of low, medium, and high intensity training are listed in Table 2.3.

TRAINING INTENSITY EXAMPLES		
Low Intensity Training	Medium Intensity Training	High Intensity Training
Drill and ceremonies	Hiking with 20 lbs. of gear or less	Fitness testing & exercise at fast pace
Rocketry	Fitness training and sports	Obstacle courses
Marksmanship training	Rappelling	Hiking with 20 or more lbs. of gear
Making camp	Leadership Reaction Courses	Similar activities that involve a high degree of exertion and where the tempo cannot easily be reduced
Glider ground crews	Water survival training	
Flight line activities	Similar activities that involve moderate exertion and where the tempo can easily be reduced	
Similar activities involving little exertion		

Table 2.3

2.7. OPERATIONAL MISSIONS

Cadets may participate in emergency services training and missions, provided that they meet the criteria outlined in CAPR 60-3, *CAP Emergency Services Training and Operational Missions*.

2.8. AVIATION & AERO-SPORTS SAFETY

2.8.1 Flight Safety Training. For cadet activities that involve formal flight instruction, operational flying or intensive flight line work (but not CAP or military orientation flights), special safety requirements may apply. See CAPR 70-1, *CAP Flight Operations*, and CAPR 62-1 for details.

2.8.2 Parachuting and Ultralight Vehicles. Cadets will not fly experimental, primary category and home-built aircraft, light sport aircraft, ultralights, aerolights, motor glider, hang glider, parasail or similar aircraft. Parachuting is also prohibited as a cadet activity, but indoor skydiving (i.e.: using a vertical wind tunnel) is permitted.

2.9 HIGH ADVENTURE ACTIVITIES

With “challenge” being one of the key traits of cadet life (see 1.6.4.), commanders are encouraged to offer cadets youth-scaled, high adventure activities (HAA). HAAs include, but are not limited to, firearms training, paintball, rappelling, obstacle courses, low-ropes courses, water survival courses, winter camping, and similar endeavors. Short day hikes, compass courses and bivouacs are routine aspects of cadet life and therefore are not considered HAAs.

2.9.1 Safety Precautions. Activity directors must implement the safety precautions and risk management principles shown below when conducting HAAs to keep risk as low as possible.

2.9.2 Safety Training. Staff may be required to complete safety training in advance. See CAPR 62-1, *CAP Safety Responsibilities & Procedures*, for details.

2.9.3 Emergency Plan. The activity director (or designee) will develop a plan for responding to medical emergencies on the course. The plan must include the ability to communicate quickly with 911 or emergency responders.

2.9.4 Staff Walk-Through. Before cadets participate in HAAs, an adult leader and a representative from the organization that manages the facility or program must walk-through the course together and discuss the challenges and safety issues presented by each obstacle or activity. They will decide together which obstacles or activities are appropriate for cadets, which should be modified (if feasible), and which will be considered off-limits.

2.9.4.1 *Cadets’ Walk-Through.* An instructor must walk-through the course or activity with the cadets, explaining the proper methods for completing the various challenges presented. (For leadership reaction courses, instructors provide a general safety but do not reveal the puzzle’s solution.)

2.9.4.2 *Spotters.* Spotters or safety monitors will be stationed at each obstacle identified by the host installation, to assist cadets as needed.

2.9.4.3 *Safety and Accommodations.* Activity directors will make reasonable accommodations so that cadets who have special needs or physical limitations can safely participate in HAAs (e.g.: provide a spotter, provide a boost over obstacles, etc.). However, if the nature of the HAA makes the activity inappropriate for a cadet’s abilities, the activity director may limit that cadet’s participation.

2.9.5 Rappelling. Rappel training is an HAA encouraged as a confidence-building event. Cadets will rappel during CAP activities only under the following conditions:

2.9.5.1 *Personnel.* Cadets will rappel only under the supervision of DoD, National Guard, or fire department personnel possessing a current certification recognized by the host organization.

2.9.5.2 *Safety Equipment.* While rappelling, cadets must wear helmets, gloves, and harnesses. Cadets will use equipment only if it has been properly inspected and approved for use by the supervising rappel-masters.

2.9.5.3 *Rock Climbing.* Only indoor rock climbing using artificial rock walls is permitted as a cadet activity and is not an HAA. Outdoor rock climbing (i.e., free, sport, trad, etc.) is prohibited.

2.10 WEAPONS

There will be no firearms, air guns, paint guns, or any devices that could be used as weapons at cadet activities. The only exceptions to this policy are:

2.10.1 Deactivated Firearms. Cadets may use facsimile or deactivated firearms only as part of an honor guard or color guard. A deactivated firearm is one that will prevent the insertion of ammunition or the firing of a weapon. A facsimile is a copy that is not capable of firing ammunition or blanks.

2.10.2 Firearms Training. Cadets may participate in firearm training if the wing commander approves the training facility and sponsoring personnel or agency in advance and in writing, per the HAA guidelines of 2.10. Training must be sponsored and supervised by instructors holding current credentials as military range safety officers, law enforcement firearms instructors, or National Rifle Association, National Skeet Shooting Association or Amateur Trap Shooting Association firearms instructors.

2.10.3 Paint Ball and Simunitions. Cadets may participate in paint ball or simunition-type (force-on-force marking cartridge) training activities only under the supervision of a law enforcement agency or military unit and the HAA guidelines of 2.10. During these activities, cadets must wear protective equipment to include, at a minimum, head and face protection, plus any additional gear required by the host agency.

2.11 PHYSICAL FITNESS CATEGORIES

Cadets are apt to have individual differences and special needs regarding their ability to participate in fitness training and testing. Through the fitness category system CAP makes reasonable accommodations to maximize each cadet's opportunity to participate in the fitness program.

2.11.1 Fitness Category Administration

2.11.1.1 *Initial Assignment.* The squadron commander assigns each cadet to a physical fitness category when the cadet joins CAP, based on the information the cadet includes on his or her CAPF 15, Application for Cadet Membership.

2.11.1.2 *Subsequent Assignments.* If the cadet's medical condition changes, the unit commander assigns the cadet to a new category based on written guidance from the cadet's physician. For temporary assignments into and out from Category II (e.g., common cold), a physician's note is not required. See CAPP 60-50 for a suggested fitness category assignment questionnaire.

2.11.1.3 *Spatz Award Exam.* Cadets claiming a Category III or IV assignment must provide documentation supporting their restricted status, endorsed by their physician and unit commander,

before attempting the Spaatz Award exam. CAP/CP may consult with the cadet's physician to verify if the assignment to Category III or IV is warranted.

2.11.2 Fitness Category Criteria

2.11.2.1 *Category I - Unrestricted.* A cadet in this category is determined to be in good health and may participate in the physical fitness program without restriction.

2.11.2.2 *Category II - Temporarily Restricted.* A cadet in this category is determined by the squadron commander to be temporarily restricted from all or part of the fitness program activities, including the Cadet Physical Fitness Test (CPFT), due to a condition or injury of a temporary nature. Temporary conditions may include broken bones, post-injury recovery, and illness. Obesity and poor physical conditioning are not eligible for Category II status, as cadets use their time in Phase I to reach the Healthy Fitness Zone (HFZ). Cadets will not exceed six months in this category without reevaluation. Cadets temporarily restricted from a portion of the fitness program are still required to participate in the events from which they are not restricted.

2.11.2.3 *Category III - Partially Restricted.* A cadet in this category is determined by the squadron commander to be indefinitely or permanently restricted from a portion of the physical fitness program activities, including the CPFT, due to a medical condition or injury of permanent or indefinite duration (i.e.: prognosis for full recovery exceeds 6 months), as certified by a physician. Cadets are still required to participate in events they are not restricted from.

2.11.2.4 *Category IV – Indefinitely Restricted.* A cadet in Category IV is determined by the squadron commander to be indefinitely or permanently restricted from participation in the entire physical fitness program due to a medical condition or injury of a permanent nature, as certified by a physician. Cadets in this category are exempt from all physical fitness activity requirements indefinitely but should participate in modified activities to the extent able and pursue personal performance goals.

2.12. CADETS AT RISK OF SELF-HARM

At a CAP activity, if a cadet deliberately harms himself or herself, attempts to do so, or expresses intentions to self-harm, adult leaders on-scene will:

- continuously supervise the cadet, keeping the cadet within the adult staff's immediate line-of-sight, until the cadet is transferred into the custody of EMS or other authorities;
- contact 911 (only if EMS is unavailable should local leaders transport cadets to the hospital);
- immediately isolate the cadet from others, while ensuring this larger group is supervised; and
- promptly notify the cadet's parent(s) or guardian(s).

The commander or activity director will thereafter initiate the notifications required by CAPR 62-1.

CHAPTER 3. ORIENTATION, ADMINISTRATION, & DISCIPLINARY ACTION

3.1. INITIATION INTO THE CADET PROGRAM

3.1.1. Cadet Recruitment. All cadet and composite squadrons must strive for positive growth, as measured from year to year. All cadet units must conduct at least one recruiting campaign or open house each year. Units that conduct an open house similar to what is suggested in CAPP 60-21, *Cadet Great Start*, satisfy this requirement. The group or wing must provide mentoring to leaders whose units are not showing positive annual growth.

3.1.2. Cadet and Parent Orientation. Units will provide prospective cadets with a detailed, systematic orientation that transforms those young people into cadet airmen within 60 days. A parents' orientation is also required. Units using CAPP 60-21 satisfy these requirements.

3.1.3. Participation by Prospective Cadets. CAPR 39-2 explains what prospective cadets may do and are prohibited from doing at CAP activities, prior to their membership taking effect.

3.1.4. Sponsors for New Cadets. Units should match each newcomer with a sponsor, preferably a cadet, who accompanies them during meetings, introduces them to the squadron, assists in their orientation, and generally makes them feel welcome.

3.1.5. Membership. Prospective cadets apply to join CAP according to the procedures found in CAPR 39-2. Upon joining, cadets receive the "New Cadet Packet," which includes cadet texts and other resources. Prospective cadets officially become members of CAP when their name appears on the unit roster in eServices. See GoCivilAirPatrol.com/NewCadet for details about the "New Cadet Packet."

3.1.6. Cadet Uniforms. Wear of the uniform is an integral part of cadet life (see 1.6.1). Proper wear of the uniform is a pre-requisite for cadet promotion (see 5.2.3).

3.1.6.1. *Local Resources.* Squadrons may be able to assist cadets in obtaining uniform items through local sources. Nevertheless, families could incur out-of-pocket expenses.

3.1.6.2. *Curry Blues Voucher.* Cadets may be eligible to receive items for the "blues" uniform through a voucher program upon their completing Achievement 1, if federal funding is available. For details, see GoCivilAirPatrol.com/CurryBlues.

3.1.6.3. *Recommended Strategy.* It is recommended that the unit and family, working together, attempt to outfit the cadet with a utility uniform (BDUs or ABUs) as soon as possible, and then to use the Curry Blues Voucher to assist in obtaining the "blues" uniform.

3.2. MANAGING CADET RECORDS

3.2.1. Master Record. The eServices system creates a master record of the cadet's major accomplishments. Units maintain hard copy files for administrative items not currently tracked in eServices.

3.2.2. Cadet Progression Records. Units use the Cadet Promotions Application in eServices to track cadets' progression and approve promotions (or sustain cadets in grade). This system is connected with the online achievement test system, so cadets' test scores automatically flow into their individual records, and eServices alerts units when a cadet becomes eligible for promotion.

3.2.3. Inspecting & Transmitting Cadet Records. Cadets and their parents may inspect their personnel files. Personnel files will be given only to the gaining unit if the cadet transfers units.

3.2.4. Problem Records. Occasionally, cadet records are found to be incomplete, especially if a cadet transfers units or new leaders take charge of a squadron. In such instances, the new commander should contact the cadet's previous leaders to obtain help in clarifying the record. If that option is not available, the new commander may exercise discretion in reconstructing the cadet's record as best as possible, recording approximate dates for completing tests, achievements and the like. Cadets shall not be penalized for poor recordkeeping, but commanders must take reasonable steps to uphold the integrity of cadet awards. In no circumstance may a unit commander backdate a Mitchell, Earhart, Eaker, or Spatz Award.

3.3. ATTENDANCE & RETENTION

3.3.1. Expectations of Cadets. Cadets participate in CAP to the extent that they are interested and able, but active participation is a prerequisite for promotion.

3.3.1.1. Attendance & Promotion Eligibility. Active participation is a promotion requirement because direct, in-person involvement in the Cadet Program is the most effective way for cadets to demonstrate their learning. "Active participation" is not precisely defined because the reason for, frequency of, and duration of absences varies greatly. Commanders should consider cadets "active" if they participated in four meetings or activities during the previous eight weeks.

3.3.1.2. Attendance & Leadership Opportunities. A cadet's ability (or inability) to attend meetings on a regular basis may affect his or her opportunity to serve in a leadership position. Members of the cadet staff need to be dependable, regular participants. Unit commanders exercise their judgment on these matters on a case-by-case basis.

3.3.1.3. Occasional Absences. If a cadet knows he or she will be absent, the cadet is expected to notify local leaders through the chain of command.

3.3.1.4. Extended Absences. If the cadet will be absent for multiple weeks, the cadet is expected to file a leave of absence with the unit commander, in writing, indicating the expected date of return. During a leave of absence, participation in special activities beyond the weekly meeting is at the discretion of the unit commander.

3.3.1.5. College Students. Cadets who are college students living away from their home unit may, with permission of the unit commander, assist their squadron or another CAP unit with special projects via online activity. Cadets who make such contributions, even without attending weekly meetings during the academic year, satisfy the active participation promotion requirement.

3.3.2. Tracking Participation & Contacting Absent Cadets. All cadet and composite squadrons will maintain participation rosters and monitor their cadet retention rate. When cadets do not attend any activities within the previous 30 days, the unit commander will ensure that the cadet is contacted. For cadets who have been chronically absent, it is sufficient to contact them only twice (i.e.: at 30 days and then at 60 days). An optional Participation Tracker is available in eServices.

3.4. PROGRESSIVE DISCIPLINE

Commanders will respond to cadet misconduct through a system of progressive discipline that is positive, incremental, and seeks both accountability and behavioral change from the cadet. To discipline is to teach self-control and that actions have consequences. CAP prohibits corporal punishment, including the use of exercise as punishment. Suspension and revocation of flying privileges is implemented separately from progressive cadet discipline, per CAPR 70-1.

3.4.1. Soft, Private Interventions are appropriate responses to low-level misconduct, which does not harm others and exemplifies the acting-out, noncooperation, or disobedience sometimes exhibited by adolescents. Interventions of this type create little to no embarrassing outward effects visible to the cadet's peers. Appropriate responses include:

Verbal reminders, informal mentoring, closer supervision, praise for changed behavior, written reprimands, and similar interventions implemented discreetly to respect the cadet's privacy and protect him or her from embarrassment.

3.4.2. Moderate, Semi-Public Interventions are appropriate responses to mid-level misconduct that does not harm others, or when lesser interventions have failed. Although implemented discreetly and respectfully, these interventions' outcomes are unavoidably public. Appropriate responses include:

Delayed promotions, exclusions from activities, and temporary suspension from a cadet staff position and the privileges associated with that position.

3.4.3. Heavy, Public Interventions are appropriate responses to egregious acts, sustained mid-level misconduct, or when lesser interventions have failed. Although implemented discreetly and respectfully, the outcomes are unavoidably public. With one exception, early dismissal from an activity, these heavy interventions require written notification to the cadet's parent or guardian that the cadet's misbehavior requires their attention and that continued misconduct could result in membership termination. (Early dismissal from an activity requires a telephone call, not a written notice.) Commanders will record heavy interventions via a memo to the cadet and parents, with a copy placed in the cadet's personnel file. Appropriate responses include:

Removal from a cadet staff position, early dismissal from an activity, demotion in cadet grade, and membership suspension.

3.4.4. Membership Termination. CAP terminates cadet membership in response to violent behavior, criminal activity, an egregious incident of misconduct, or as a last resort following multiple lesser but substantial misbehaviors. For details, see CAPR 35-3, *Membership Termination*.

3.5. DEMOTIONS & TERMINATIONS

Demotions are a special type of a heavy, public intervention appropriate for the rare instance when a cadet's misconduct has been egregious. As stated in 3.4, the goal is to achieve accountability and behavioral change from the cadet. To discipline is to teach self-control and that actions have consequences.

3.5.1. Scope of Demotion. The unit commander may temporarily demote a cadet a maximum of two steps in the Cadet Program. For example, a C/TSgt who completed Achievement 4 may be demoted to C/SrA, which constitutes two steps: (1) Achievement 4 to Wright Brothers Award, and (2) Wright Brothers Award to Achievement 3, which corresponds to C/SrA.

3.5.2. Mentoring & Response. Before temporarily demoting the cadet, the unit commander must first meet with the cadet to discuss the alleged misconduct and give the cadet an opportunity to respond to the allegations.

3.5.3. Notification. The unit commander notifies the cadet of the temporary demotion in writing, with a copy to the cadet's parents or guardian and the commander at the next echelon. This notice indicates the temporary demotion's effective date, scope (i.e.: what grade insignia the cadet is to wear during the demotion period), behavioral requirements necessary for returning to the original grade, and a copy of this section of the regulation (3.5).

3.5.4. Right of Appeal. The cadet may appeal the temporary demotion to the commander of the next echelon, whose decision is final. Cadets should state their case in a simple memo addressed to the commander of that next echelon, with a copy to their unit commander. Appeals will be responded to within 10 calendar days. While the appeal is pending, the cadet retains the original grade.

3.5.5. Re-Earning Grade. The cadet will need to re-earn the temporarily demoted steps through satisfactory performance, as evaluated by the unit commander. (For example, a cadet who had been grossly insubordinate would need to show a willingness to follow directions and CAP rules).

3.5.5.1. *Tests.* The cadet is not required to re-take and pass any tests to regain the grade.

3.5.5.2. *Continued Mentoring.* During the demotion period, the senior staff will continue to mentor the cadet. Within 45 days from the temporary demotion's effective date, the commander will provide leadership feedback to the cadet, in person, using the CAPF 60-90, *Cadet Leadership Feedback* series forms, if the cadet had not already re-earned the lost grade.

3.5.5.3. *Termination.* If the cadet's performance does not warrant a full restoration by the end of 90 days, the unit commander may initiate termination (see CAPR 35-3).

3.5.6. Effect on Ribbons and Awards. The demotion affects only the cadet's grade. All ribbons previously earned may continue to be worn. Demoted cadets retain their milestone awards.

3.5.7. Administrative Tracking. Demotion actions are tracked locally in hard copy documents placed in the cadet's personnel file, not via eServices, which continues to display the cadet's original grade. Commanders will provide a copy of the demotion memo to CAP/DP.

CHAPTER 4. CADET OPERATIONS

4.1. CADET ORGANIZATION & STAFF

The unit commander assigns ranking cadets to the unit's cadet staff so that they may put into practice the abstract leadership concepts they study in their textbooks. As discussed in 1.6, the opportunity to lead and challenge are key traits of cadet life. Commanders shall encourage the maximum use of their cadets both in planning and conducting the Cadet Program. See CAPP 60-31 for guidance on cadet staff term limits, cadet staff selection procedures, and how the adult leaders' roles change as cadets advance.

4.1.1. Design Considerations. There is no standard organizational structure for a cadet staff. Each unit will design a staff structure that is appropriate for its mix of cadets, consistent with the broad principles set forth in CAPP 60-31. Cadets must meet the grade eligibility requirements shown in Table 4.1 below to serve in cadet staff positions. To afford units flexibility, minimum grades for some positions are set lower than their doctrinally pure levels (e.g., flight commander is an officer position by doctrine, but a C/MSgt may be assigned.)

4.1.2. Advanced Positions. Cadets may not serve in the adult leader staff positions listed in CAPR 20-1, *Organization of Civil Air Patrol*, but may serve as cadet assistants to those officers.

4.2. UNIT GOALS

Every unit containing cadets will establish annual goals that describe the activities, projects and new endeavors the unit plans to accomplish in support of its cadets during the coming year. For example, squadrons identify goals for the local program and wings identify goals for the wing-level program.

CADET DUTY OPPORTUNITIES BY GRADE				
Cadet Staff Position	Minimum Grade	Suggested Minimum	Maximum Grade	Suggested Maximum
Element Leader	C/Amn		C/CMSgt	C/TSgt
Flight Sergeant	C/SSgt		C/CMSgt	C/CMSgt
Flight Commander	C/MSgt	C/2d Lt	C/Capt	
First Sergeant	C/MSgt		C/CMSgt	
Support Staff Assistant	C/A1C		C/SrA	
Support Staff NCO	C/SSgt		C/CMSgt	
Support Staff Officer	C/2d Lt		C/Col	
Cadet Deputy Commander (Support)	C/2d Lt	C/1st Lt	C/Col	
Cadet Deputy Commander (Operations)	C/2d Lt	C/1st Lt	C/Col	
Cadet Commander	C/2d Lt	C/1st Lt	C/Col	

Table 4.1.

4.2.1. Specificity. Goals must be specific and measurable and should reference the previous year’s performance metrics. For suggestions on how to create “SMART Goals,” see CAPP 60-31.

4.2.2. Goal Monitoring. The unit’s leadership team shall revisit their annual goals quarterly, recording that monitoring activity on the goals document.

4.3. CADET ACTIVITIES

Squadrons should meet weekly for approximately 2 to 2½ hours. Some school-based squadrons meet more frequently, and other schedule paradigms are allowed, provided cadets receive approximately 8 contact hours per month, at a minimum. The cadet staff, with adult leader guidance, plans the program.

4.3.1. Weekly Squadron Meetings.

4.3.1.1. *Content Requirements.* Commanders will ensure that their unit’s weekly meetings fulfill the minimum training content outlined in Table 4.2. The unit may deviate from those guidelines if holidays, inclement weather, special activities or the like interfere with the unit’s normal schedule.

4.3.1.2. *The Squadron Training Plan.* Unit meetings shall be well-planned and sequenced such that the activities of one meeting lay a foundation for the activities of succeeding meetings, whenever possible. See the “Squadron Training Plan” at GoCivilAirPatrol.com/Library for a suggested plan.

4.3.1.3. *Scheduling Requirements.* The commander will ensure that a detailed schedule is developed, coordinated among the staff, and published approximately 1 week before each weekly unit meeting. This schedule must identify what the unit aims to accomplish during its next meeting. CAPF 60-83, *Squadron Meeting Planner*, is an optional tool.

MONTHLY TRAINING REQUIREMENTS		
Program Element	Sample Activities	Minimum Contact Hours
Leadership	Classroom instruction, drill and ceremonies, team leadership problems, and similar activities	1.5 hours Two 45-min. sessions suggested
Aerospace	Classroom instruction, “AEX” activities, tours, rocketry, cyber defense, and similar activities	1.5 hours Two 45-min. sessions suggested
Fitness	Classroom instruction, fitness games and activities, fitness testing, and similar activities	1 hour
Character	Character activities using approved resources only	1 hour

These guidelines provide a baseline for cadet training, expressing CAP’s desire for units to offer activities in each of the four main program elements each month. Units may exceed these guidelines and fill any remaining contact hours with electives (e.g. special projects, emergency services training, community service, etc.). Units may be required to conduct safety training (see CAPR 62-1, *CAP Safety Responsibilities and Procedures*).

Table 4.2.

4.3.2. Weekend Events. At least once per month, except for November and December due to major federal holidays, every community-based unit will offer an opportunity to participate in a special event beyond the weekly meeting. Events hosted by a neighboring unit or higher headquarters satisfy the requirement. See Table 4.3 for a sample plan.

4.3.2.1. *Activity Calendars.* Units will maintain a web-based calendar listing all cadet events the unit plans to host or participate in during the coming year, updating the calendar throughout the year as necessary. At a minimum, all special events (except events that are small in scope and involve only a small portion of the unit) should be announced at least two weeks in advance to allow families time to plan accordingly.

4.3.2.2. *Wing and Group Support.* Wings (or groups, on the wing's behalf) will host at least one cadet-focused activity per quarter. For orientation flight requirements, see 8.9.

4.3.2.3. *Special Activity Schedules.* Any time the unit conducts a special event beyond the weekly squadron meeting, the unit commander or activity project officer shall provide a schedule for the event. CAPF 60-80, *CAP Cadet Activity Permission Slip*, includes fields to record basic information about the activity. See chapter 8 for more information about special activities.

SAMPLE PLAN FOR OFFERING AT LEAST ONE WEEKEND ACTIVITY PER MONTH		
The Goal: To ensure cadets have an opportunity to attend at least one weekend activity per month.		
This goal can be met without overwhelming local resources if squadrons cooperate with the wing or group and neighboring squadrons. In the example below, the squadron is hosting one event per quarter, and yet their cadets have an opportunity to participate in a special activity every month.		
Month	Sponsored by Our Squadron	Sponsored by Wing, Group, or Another Squadron
Q1 January February March	Field trip to local aviation museum	(Wing) NCO Academy Spring bivouac with XYZ Squadron
Q2 April May June	Memorial Day parade	(Wing) Orientation Flights Model rocketry with XYZ Squadron
Q3 July August September	Red Ribbon Leadership Academy	(Wing) Encampment Ironman fitness activity with XYZ Squadron
Q4 October November December	Veterans' Day parade	(Wing) Orientation Flights

Table 4.3.

CHAPTER 5. CADET ADVANCEMENT

5.1. PROGRAM STRUCTURE

The Cadet Program is a system of sixteen achievements organized in four phases (see 1.10). Milestone awards mark the completion of each phase. The Gen. Carl A. Spaatz Award marks the pinnacle of the Cadet Program. The CAPVA 60-100, *Cadet Super Chart*, illustrates the requirements for each achievement and award, which typically involves successfully completing one task in each program element – leadership, aerospace, fitness, and character – as an assessment of the cadet’s learning.

5.1.1. Core Curriculum. The set of learning activities all cadets participate in along their journey toward the Spaatz Award constitutes the core curriculum and is displayed on CAPVA 60-100.

5.1.2. Electives. Beyond the core curriculum, cadets participate in additional activities, at their option. Examples of electives include ground team training, model rocketry, Cyber Patriot, etc.

5.2. CADET PROMOTION SYSTEM

5.2.1. Promotions Authority. Advancement, and the promotions in grade that accompany it, become official when the squadron commander (or designee) endorses the cadet’s record in the Cadet Promotions Application in eServices. In most instances, cadets receive a promotion in grade when completing a new achievement or award (see CAPVA 60-100).

5.2.2. Cadet Grade. The only grades authorized are those shown in CAPVA 60-100. Temporary promotions or demotions are not authorized, except per the demotion process of 3.5. Cadets will wear their earned grade on their uniform at every CAP activity.

5.2.3. General Advancement Pre-Requisites. In addition to fulfilling leadership, aerospace, fitness, and character requirements, during each achievement or milestone award the cadet must (1) be a current cadet member of CAP, (2) possess a CAP uniform and wear it properly, (3) have recited the Cadet Oath from memory (see 1.7), and (4) participate actively in unit meetings (see 3.3.1).

5.2.4. Milestone Award Certificates. A special award certificate recognizes cadets who earn milestone awards. CAP/DP automatically provides Mitchell, Earhart, Eaker, and Spaatz certificates to the unit. Units print the Wright Brothers certificate on demand via eServices.

5.3. TEXTBOOKS

5.3.1. Leadership. For leadership education, cadets study *Learn to Lead*, a four-volume textbook, working through the chapters sequentially (because the subject matter progresses, building upon earlier learning), and AFMAN 36-2203. Cadets study and train on selected drill commands that are identified at the end of each chapter in *Learn to Lead*, volumes 1 and 2.

5.3.2. Aerospace. For aerospace education, Phase I and II cadets study *Aerospace Dimensions*, working through the modules in any order desired (because the subject matter is modular). Phase III and IV cadets study *Aerospace: The Journey of Flight*, working through the text three chapters at a time, in any order.

5.4. ASSESSMENT METHODS

5.4.1. Written Tests & Exams

5.4.1.1. *Achievement Tests.* Academic knowledge of leadership and aerospace is assessed through achievement tests of 25-questions each, in multiple-choice format. Achievement tests are 30-minute timed and open-book, with a passing score of 80%. In the event of a failure, the cadet must wait at least 7-days to re-test, but if necessary, a testing officer may waive the waiting period due to technical difficulty.

5.4.1.1.1. *Online Tests.* Achievement tests are available in an online environment via the learning management system (LMS) in eServices. Because the tests are open-book, cadets are free to attempt them at home on their own. Software manages the time limit, scores the exam, and records the results.

5.4.1.1.2. *Hard Copy Tests.* Achievement tests are available to cadets in hard copy format. Testing officers obtain the hard copy by downloading and printing it from the LMS in eServices. When administering the exam, the testing officer manually enforces the time limit, scores the test, and records the results. As with the online environment, hard copy achievement tests remain open-book. If the unit desires to keep hard copy tests in inventory for continued reuse, they will be inventoried and secured in accordance with CAPR 40-2, *Test Administration & Security*.

5.4.1.2. *Milestone Award Exams.* At the conclusion of Phases I, II, and III, the cadet's cumulative learning is assessed through a closed-book, timed milestone award exam, with a passing score of 80%. In the event of a failure, the cadet must wait at least 7-days to re-test. The testing officer may waive the waiting period if the cadet experiences technical difficulties with the software. Testing officers administer milestone award exams to cadets via an online system or hard copy.

5.4.1.2.1. *Online Exams.* Milestone award exams are available in an online environment via the LMS in eServices. While software manages the time limit, scores the exam, and records the results, testing officers must nevertheless supervise the cadets to enforce closed-book conditions.

5.4.1.2.2. *Hard Copy Exams.* Milestone award exams are available to cadets in hard copy format. Testing officers obtain the hard copy by downloading and printing it from the LMS in eServices. Exam software creates a unique exam for each cadet by choosing exam questions at random from a large question bank. When administering the exam, the testing officer enforces a time limit, closed-book conditions, and manually scores the exam. Hard copy exams are to be used only once and then destroyed; they will not be kept in inventory.

5.4.1.3. *Cadets Having Special Needs.* CAP will make reasonable accommodations for cadets who have special educational needs. Examples of accommodations include testing orally, extending time limits, dividing the test into segments, and reducing the choices on a multiple-choice test. Before authorizing an accommodation, the unit commander will discuss the cadet's needs with the cadet's parents. For further information, see GoCivilAirPatrol.com/TestAccommodations.

5.4.1.3.1. *Schoolwork.* Most schools use an Individualized Educational Program (IEP) to support special needs students. If a parent chooses to share the IEP information with CAP, the unit commander will adhere to all reasonable accommodations set forth in the IEP and will keep that document confidential.

5.4.1.3.2. *Spatz Accommodations.* Only CAP/CC is authorized to grant accommodations for the Spatz Award exams. See 5.8.9.1.

5.4.1.4. *Test Banking.* Cadets may not test beyond their next achievement. For example, a C/TSgt may take Achievement 5 tests, but not Achievement 6 tests. The software used for the online achievement tests will automatically prevent test banking, but local leaders need to be mindful of the test banking prohibition if a cadet tests via hard copy.

5.4.1.5. *Inventory and Security.* Unit testing officers may download hard copy tests and exams for their unit's Cadet Program, via eServices. Hard copy materials must be inventoried and secured, or destroyed (if so required), in accordance with CAPR 50-4.

5.4.2. Drill Tests. Some leadership tests require cadets to perform drill and ceremonies. Test materials are located in CAPP 60-34, *Drill and Ceremonies Practical Tests*, a publication that does not require being stored under lock and key. Cadets may help proctor drill tests under adult leader supervision. Cadets who are unable to drill due to a disability or injury will complete drill tests to the extent possible. The commander may waive all or part of a drill test for Physical Fitness Category II, III or IV cadets (see 2.11).

5.4.3. Essay & Speech Assignments. During Achievement 8 and the Eaker Award, essay and speech assignments assess cadet learning. For further information, see GoCivilAirPatrol.com/ranks.

5.4.4. Staff Duty Analysis (SDA). During Phases III and IV, leadership education expands to include a service learning activity called the staff duty analysis. The SDA includes four components – service, technical writing, oral presentation, and feedback – each to be completed in sequence.

5.4.4.1. *Service Requirement.* During each achievement of Phase III and IV, the cadet serves for at least eight weeks (56 days) in any staff position available to cadets, as approved by the unit commander. Cadets having three or more years' JROTC experience or one semester of college ROTC experience per 5.6.2.3 may serve just four weeks (28 days).

5.4.4.2. *Technical Writing Assignment.* During each achievement of Phase III and IV, the cadet completes a technical writing assignment to demonstrate competence in communications and critical thinking in a staff environment. Cadets select a document type from a list of options, and sample documents are provided as learning resources. No document type may be repeated. For details, see CAPP 60-32, *Staff Duty Analysis*.

5.4.4.3. *Oral Presentation.* Cadets convert their service-learning experience and technical writing document into a five- to ten-minute oral presentation, and make themselves available for questions and answers before an audience designated by the leadership officer. For further information, see CAPP 60-32.

5.4.4.4. *Evaluation & Feedback.* The entire SDA experience is graded comprehensively pass/fail. See CAPP 60-32 for a scorecard. The leadership officer ensures the cadet receives positive, constructive, and specific feedback on their SDA performance. This component may be combined with an end-of-achievement CAPF 60-90 series feedback session.

5.4.5. Cadet Physical Fitness Test (CPFT). The CPFT is based on the Presidential Youth Fitness Program. Test standards are keyed to age and gender. Test events include two cardiovascular or running events (1-mile run and “the pacer”), plus two strength events (push-ups and curl-ups), and a flexibility event (the sit-and-reach). To allow for individual differences, a “run plus 2 of 3 rule” governs, whereby the cadet must meet CPFT standards for either the 1-mile run or pacer, plus the standards for any two of the three remaining events. Detailed instructions on how to perform each exercise are found in CAPP 60-50.

5.4.5.1. *Test Frequency.* Squadrons will provide opportunities for cadets to attempt the CPFT at least quarterly.

5.4.5.2. *Phase I Participation.* In Phase I, cadets learn of CAP fitness expectations and prepare to attain “Healthy Fitness Zone” (HFZ) status, or if already in the HFZ, to surpass a personal best record. For Achievement 1, the cadet attempts the CPFT to establish a baseline for mentoring purposes only. The cadet reattempts the CPFT within 180 days to remain eligible for promotions in Phase I, and mentoring continues. Additionally, for Achievements 2 and 3, the cadet must participate actively in at least one 45-minute fitness activity per achievement, such as a fitness game, calisthenics, or academic class.

5.4.5.3. *Participation at the Wright Brothers Award & Beyond.* The cadet’s obligation to participate actively in at least one 45-minute fitness class, test, or activity to become eligible for promotion continues. Further, beginning with the Wright Brothers Award, the cadet becomes accountable for his or her CPFT performance. To fulfill promotion requirements, the cadet must have attained the HFZ in a running event plus two of the three remaining events within the previous 180 days.

5.4.5.4. *CPFT Scoring for Medically Restricted Cadets.* Cadets whose HFZ credentials expire when they are assigned to Category II and restricted from all CPFT events (i.e.: cadet has the flu) receive a one-time 90-day extension. Cadets assigned to fitness Category II or III and are therefore restricted from a portion of the CPFT receive a “pass” for each restricted event (i.e.: asthmatic cadet receives a “pass” on the run due to restrictions, and so must succeed on two of the three remaining events). For details on fitness categories, see 2.11.2.

5.4.5.5. *Inclement Weather.* If inclement weather prevents cadets from attempting the CPFT before their HFZ credentials expire, the unit commander may authorize a 30-day extension.

5.4.6. Participation in Character Activities. Cadets must participate actively in at least one character activity of approximately 45 minutes' duration, per achievement. No formal test is required.

5.4.6.1. *Program Control.* Because character education is a comparatively more sensitive subject than leadership, aerospace, or fitness, CAP controls the curriculum and instructional staff more closely than it does the other program elements. Only the pre-approved materials at GoCivilAirPatrol.com/character may be used, though members may submit materials for consideration (see webpage for details). Further, only a chaplain, character development instructor, or unit commander will lead a character forum.

5.4.6.2. *Secular Purpose.* Character forums explore topics that are relevant to the moral formation of cadet-aged youth. They serve a secular purpose and are not religious meetings. Instructors are prohibited from proselytizing.

5.5. SPECIAL PARTICIPATION REQUIREMENTS

As illustrated on CAPVA 60-100, Achievement 1, the Mitchell Award, and the Eaker Award each include a special participation requirement.

5.5.1. Cadet Wingman Course. For Achievement 1, the cadet must complete the "Cadet Wingman Course" in lieu of a character forum. See GoCivilAirPatrol.com/wingman for course materials.

5.5.2. Encampment. To earn the Mitchell Award, the cadet must successfully complete an encampment. For details on the encampment program, see chapter 9.

5.5.3. Leadership Academy. To earn the Eaker Award, the cadet must successfully complete a leadership academy in **one of the formats identified below.**

5.5.3.1. *CAP Programs.* Cadet Officer School (COS) or Region Cadet Leadership School (RCLS)

5.5.3.2. *College Programs.* One semester of college ROTC, a service academy, or a military junior college (any branch). To obtain credit, the cadet forwards to CAP/CP (through the unit commander) a transcript or letter from the institution indicating that they have completed one semester's studies.

5.5.3.3. *Other Programs.* Cadets may request CAP/CP consider a leadership program not listed above for potential credit. CAP/CP awards credit only if the program (a) includes academic content on leadership and officership; (b) is delivered in both an academic and practical setting; (c) includes at least 32 contact hours, with 16 of those hours in-residence, and (d) has not already been used to fulfill the encampment requirement (see 9.7). To obtain credit, the cadet forwards to CAP/CP (through the unit commander) a graduation certificate and synopsis of the curriculum.

5.5.3.4. *Overseas Squadrons.* Cadets assigned to Overseas Squadrons will receive special consideration when applying for COS/RCLS financial assistance through the Cadet Lift program. Normal pre-requisites and application procedures apply.

5.6. SEQUENCE & DURATION

5.6.1. Sequence. Cadets complete achievements and milestone awards sequentially, as illustrated on CAPVA 60-100.

5.6.2. Time in Grade. Cadets advance through the program at their own pace, spending a minimum of eight weeks (56 days) between each achievement and award. There are three exceptions to this rule.

5.6.2.1. *Achievement 1.* Cadets may complete Achievement 1 immediately upon their joining CAP.

5.6.2.2. *Spatz Award.* Cadets may attempt the Spatz Award immediately upon earning the Eaker Award. See section 5.8.2 for procedures.

5.6.2.3. *Accelerated Promotions.* Cadets who have earned Service Academy, ROTC or Junior ROTC course credit may advance at twice the normal rate, with just four weeks (28 days) between achievements and awards. Standard promotion requirements apply; only the rate of advancement is affected.

5.6.2.3.1. *JROTC Cadets.* The accelerated rate is available after one year's JROTC credit through Phase I, with two years' credit through Phase II, with three years' credit through Phase III, and with four years' credit through Phase IV.

5.6.2.3.2. *Service Academy & ROTC Cadets.* The accelerated rate is available to Mitchell Award recipients after their completing one semester and remains in effect indefinitely, until the cadet withdraws from the service academy or ROTC.

5.7. LEADERSHIP DEVELOPMENT & PROMOTIONS

The "Leadership Expectations" shown in CAPVA 60-100 outlines in broad terms what level of leadership skill the cadet must be demonstrating during each phase of the Cadet Program. Commanders will use those goals as a guideline (not a definitive, absolute list of required skills) when making promotion decisions and mentoring cadets. By approving a promotion, the commander is attesting to the cadet's ability to accept the increased responsibilities that accompany the promotion.

5.7.1. Leadership Feedback. Commanders must ensure each cadet receives constructive feedback using the CAPF 60-90 series, *Cadet Leadership Feedback*, at least once per phase. The CAPF 60-90 series includes six forms: one for each phase in the Cadet Program, plus two forms tailored for encampments. Adult leaders and cadet officers may conduct CAPF 60-90 series evaluations (cadet officers may evaluate cadets who are junior to them in grade). Commanders may approve or disapprove the evaluation; ultimately the commander must ensure the cadet's progress is evaluated properly.

5.7.2. Feedback Meetings. At least once per phase, commanders will ensure the cadet participates in a feedback meeting, which is a mentoring opportunity and discussion about the cadet's performance in the Cadet Program. Feedback meetings will operate according to CAPP 60-31, *Cadet Staff Handbook*, 2.7, and must meet the following criteria:

- A completed CAPF 60-90 series form must serve as the basis for discussion.
- Feedback meetings will not re-test cadets on material they already passed through written tests.
- Commanders must apply local promotion practices consistently, with all similarly-situated cadets subject to the same process.

5.7.3. Sustaining a Cadet in Grade. Commanders will sustain a promotion-eligible cadet in grade if the cadet's performance or maturity does not demonstrate an ability to accept increased responsibility commensurate with the promotion. Using the appropriate CAPF 60-90 series form, the commander (or deputy commander) will offer constructive feedback to help the cadet develop his or her leadership skills. The commander must also schedule a follow-up review to be held within 60 days.

5.8. GEN. CARL A. SPAATZ AWARD EXAMS

The Cadet Program's highest honor, the Gen. Carl A. Spaatz Award, honors the first chief of staff of the U.S. Air Force and first chairman of the CAP National Board.

5.8.1. Eligibility. To be eligible to test, the cadet must have earned the Eaker Award, be a current cadet member, and receive approval from their unit and wing commanders.

5.8.2. Requesting the Exams

5.8.2.1. *Action by Cadet.* The cadet submits to the wing commander (endorsed by the unit commander and copied to wing/CP) a request to attempt the exam. The email includes the cadet's name and CAPID, and indicates the test attempt (first, second, third), and whether the cadet has served in the active duty military. The cadet also includes some proposed dates and locations for testing, marked by order of preference.

5.8.2.2. *Action by Wing.* If the wing commander grants approval, the wing/CP connects the cadet with a test administrator. If the wing commander disapproves the cadet's request, then he or she must provide the cadet with a written explanation of the decision within 30 days. Disapproval by wing is subject to appeal (see 5.8.3).

5.8.3. Appeal & Action by Region. If a wing commander denies a cadet permission to test, the cadet may appeal to the respective region commander. The region commander must uphold or overturn the wing commander's decision in writing within ten calendar days of receiving the cadet's appeal. The region commander's decision is final.

5.8.4. Test Proctor. The Spaatz exam proctor must be a senior member who is not related to the cadet or assigned to the same squadron. A second senior member will also need to be present during the test period for cadet protection purposes.

5.8.5. Subject Matter. The Spaatz Award exam is a battery of four tests: leadership, aerospace, fitness, and character. A study guide is available at GoCivilAirPatrol.com/spaatz.

5.8.5.1. *Leadership & Aerospace.* The leadership and aerospace tests are closed-book, 60-minute timed, multiple-choice, with a passing score of 80%.

5.8.5.2. *Fitness.* The fitness test is based on the USAF Academy's candidate fitness assessment (CFA). The cadet must pass the crunch, push-up, and 1-mile run events. The passing score is keyed to the average score attained by academy applicants, regardless of age. Detailed test instructions are found at GoCivilAirPatrol.com/spaatz. For information regarding cadets with medical limitations, see 2.11.1.3.

5.8.5.3. *Character.* Character development is assessed through a 1-hour essay exam graded pass/fail.

5.8.6. Exam Conditions. When attempting the Spaatz exam, the cadet must complete in a single day all tests not yet passed, except the proctor may postpone the fitness test due to inclement weather.

5.8.7. Reporting. Test proctors upload the cadet's essay and enter fitness test results via the Learning Management System. The test software automatically reports the leadership and aerospace scores.

5.8.8. Award Processing. CAP/DP validates that the cadet has met all award requirements and processes the award. When the Spaatz Award posts to the cadet's record in eServices, the cadet is promoted to cadet colonel. The wing and unit commanders will make arrangements for an appropriate award ceremony.

5.8.9. Failures. In case of failure, eServices notifies the cadet, proctor, and wing. The cadet may re-attempt the failed tests no sooner than 7 days after the previous attempt. Only three attempts are authorized. Cadets must follow the procedures outlined in 5.8.2.1 to request permission to retake the exam. Cadets who wish to take issue with their exam experience (i.e.: dispute test questions or report technical problems) must report their concerns to CAP/CP within 48 hours of the test attempt.

5.8.10. Special Circumstances & Waivers. CAP's policy is to award the Cadet Program's highest honor to those eligible cadets who can demonstrate excellence by passing all four portions of the Spaatz exam.

5.8.10.1. *Accommodations for Special Needs.* Cadets may request special educational accommodations (such as those described in 5.4.1.3) by submitting their request to CAP/CP, who evaluates it on a case-by-case basis and makes a recommendation to CAP/CC, who alone has authority to grant or deny the requested accommodations.

5.8.10.2. *Waiver Process.* Only CAP/CC may grant a waiver or accommodation affecting the Spaatz Award exam. Cadets who believe they face exceptional circumstances warranting relief from the normal testing procedures must submit their waiver request in writing and through channels to CAP/CC (copied to CAP/CP) for approval. Cadets will not attempt the exam until any pending waiver requests are resolved; waivers will not be granted after the fact.

5.8.10.3. *Benefit of the Doubt.* Commanders will construe reasonable waiver requests favorably. When confronted with ambiguous scenarios, commanders will choose from among the possible interpretations that are prima facie reasonable the one that is most advantageous to the cadet.

5.8.10.4. *Age 21 Rule.* A cadet will not be permitted to test after reaching age 21 unless the wing commander denied the request to test and that decision was overturned on appeal per 5.8.2.3. In those situations, if the cadet's 21st birthday occurs before the cadet can reasonably schedule the exam, that 21-year-old former cadet may attempt the exam within 30 days of the appeal decision. In such rare instances, only one attempt at the exam will be administered after the cadet's 21st birthday. Before administering an exam to a cadet over age 21, the exam proctor must coordinate with CAP/CP so that the software can be reset.

CHAPTER 6. CADET PROGRAM AWARDS

6.1. AWARD PRESENTATIONS

As soon as possible after a cadet earns an award, the unit commander will organize an award ceremony. The ceremony should be meaningful, appropriately honor the award recipient, and take into account the recipient's preferences.

6.1.1. Dignitaries Recommended for Cadet Awards. Commanders should consider the following guidelines for including dignitaries in cadet award presentations.

6.1.1.1. *Individual Achievements:* Cadet commander, unit commander, or deputy

6.1.1.2. *Wright Brothers Award:* Unit commander or local dignitary

6.1.1.3. *Mitchell Award:* Group commander, wing official, or local dignitary

6.1.1.4. *Earhart Award:* Wing commander, elected official, or dignitary of similar stature

6.1.1.5. *Eaker Award:* Region commander, elected official, or dignitary of similar stature

6.1.1.6. *Spatz Award:* National Commander, National Vice Commander, other CAP general officer, military flag officer, governor, member of Congress, or dignitary of similarly high stature

6.1.2. Senior Officials. Commanders will coordinate with CAP/CP, through the chain of command, before inviting a senior military or government official (O-9 or assistant secretary or higher, and officials of national-level organizations) to participate in an award ceremony.

6.2. CADET OF THE MONTH (OR QUARTER) AWARD

Units are encouraged to use the Cadet of the Month Award (or Cadet of the Quarter Award) to motivate cadets (especially Phase I "in-ranks" cadets) to excel in CAP. This program uses an objective point system to track cadet participation, achievement and CAP service. For detailed guidance, see [GoCivilAirPatrol.com/SpecialCadetAwards](https://www.goCivilAirPatrol.com/SpecialCadetAwards).

6.3. OTHER CADET-RELATED AWARDS

In addition to achievements and milestone awards, cadets may qualify for other honors in CAP. For more information, see CAPR 39-3, *Award of CAP Medals, Ribbons, and Certificates*, and [GoCivilAirPatrol.com/SpecialCadetAwards](https://www.goCivilAirPatrol.com/SpecialCadetAwards).

6.4. JOHN V. "JACK" SORENSON CADET PROGRAMS OFFICER OF THE YEAR AWARD

This award, named in honor of Jack Sorenson, celebrated as the architect of the revised cadet program that CAP has enjoyed since 1964, recognizes the cadet programs officer who has contributed most to the CAP cadet program during his or her lifetime. It is presented annually at the wing, region and national levels.

6.4.1. Eligibility. Adult leaders who work directly with cadets at the unit level (Cadet Programs Officers) or serve on the Cadet Programs staff at a higher echelon are eligible for this award.

6.4.2. Nomination Process. Any CAP member may nominate an eligible member for the award. Nominations must describe why the individual is deserving of the award and be submitted in narrative format, per the timeline below:

- By 15 January - Nominations are due at wing headquarters for the wing-level award.
- By 15 February - Wings submit their nomination to the region for the region-level award.
- By 15 March - Regions submit their nomination to CAP/CP for the national-level award.
- By 15 April - National Headquarters coordinates the selection of the national-level award winner with the appropriate individual(s) or committee, as designated by the National Commander. The National Commander is the approving authority for the award.

6.5. CADET PROGRAMS MISSION AWARD

This award recognizes the wing with the most outstanding Cadet Program in each region, measured, in part, against five objective criteria: membership growth, retention, flying, encampment attendance, and cadet advancement (promotions). Subjective evaluations may also be considered. It is suggested that the two commanders review the Quality Cadet Unit Award and/or Squadron of Merit reports in eServices to help them select the winning wing.

6.5.1. Selection Process. The region commander and CAP-USAF liaison region commander work together to select the most outstanding Cadet Programs wing in their region. The CAP region commander notifies CAP/CP of the joint selection by 15 March annually.

6.5.2. Award and Recognition. The eight winning wings (one from each region) are recognized at the CAP Annual Conference each summer.

6.6. AWARDS TO OUTSTANDING CADET & COMPOSITE SQUADRONS

Three award programs promote excellence in Cadet Programs by recognizing high-performing cadet and composite squadrons.

6.6.1. Squadron of Merit. The Squadron of Merit (SOM) is selected annually by the wing commander based on the unit's performance during the preceding calendar year. Performance metrics are available in eServices to assist the commander in making the selection, but commanders may consider subjective matters in making their decisions. Wings submit the name of their winning squadron to CAP/CP, with a copy to the Region, by 15 March. For further details, see GoCivilAirPatrol.com/SomSod and CAPR 39-3.

6.6.2. Squadron of Distinction. The Squadron of Distinction (SOD) is selected annually by the region commander based on the unit's performance during the preceding calendar year. Performance metrics are available in eServices to assist the commander in making the selection, but commanders may consider subjective matters in making their decisions. Regions submit the name of their winning squadron to CAP/CP by 15 March. For further details, see GoCivilAirPatrol.com/SomSod and CAPR 39-3.

6.6.3. Quality Cadet Unit Award (QCUA). The QCUA motivates cadet and composite squadrons to pursue objective goals that correlate with a successful squadron-level Cadet Program. QCUA differs from the SOM/SOD program in that an unlimited number of squadrons may win annually. CAP/CP announces objective award criteria annually via GoCivilAirPatrol.com/qcu. The award year runs from 1 September through 31 August. All cadet and composite squadrons are automatically considered for the award. CAP/CP announces winners by 30 September annually.

CHAPTER 7. CADET ADVISORY COUNCILS

7.1. PURPOSE

Cadet Advisory Councils (CAC) will be established at the national, region and wing levels. Group commanders may establish CACs, with the wing's approval. The three purposes of the CAC are to:

- Provide a forum where cadets gain leadership experience at higher organizational levels.
- Aid the commander in monitoring and implementing the Cadet Program.
- Make recommendations to the commander for improving and running the Cadet Program.

For additional guidance on the CAC program, see CAPP 60-34, *Cadet Advisory Council Guide*.

7.2. CONSTITUTION

7.2.1. Allotment of Seats. Commanders may appoint one primary representative and one assistant to serve on the CAC at the next higher echelon.

7.2.1.1. Region commanders appoint two Phase IV or Spaatz cadets.

7.2.1.2. Wing commanders appoint two cadet officers.

7.2.1.3. Composite and cadet squadron commanders appoint two cadet NCOs or officers. If the unit does not have qualified cadets available, the position(s) may remain vacant.

7.2.2. Appointment. Commanders appoint their representatives via the cadet duty assignment module in eServices between 1 August and 15 September annually, for the term beginning on 1 October.

7.2.3. Term Limits. Cadets may serve a maximum of 36 months at an echelon. The suggested best practice is for the cadet to serve one year as an assistant representative, one year as a primary representative, and one year as chair or vice chair, if selected for a leadership role.

7.2.4. Program Year. The CAC program year runs concurrent with CAP's fiscal year, 1 October through 30 September. For the sake of continuity, the outgoing cadet chair and vice chair should participate in the incoming council's first meeting.

7.2.5. CAC Officers. The CAC will have a cadet chair and a vice chair and/or recorder. The echelon commander may appoint cadets to these positions or allow the council to fill them through elections.

7.2.5.1. The cadet chair should have served on the CAC during the previous term, for the sake of continuity.

7.2.5.2. For the National CAC (NCAC), Eaker Award recipients who could serve a full term before turning 21 are eligible to apply for the chair and vice chair positions, upon approval of their unit, wing, and region commanders. The chair and vice chair are appointed by CAP/CC.

7.2.6. Double-Service Discouraged. Because the CAC exists to provide cadets with advanced leadership opportunities, the program should operate so as to involve the maximum number of eligible cadets. Therefore, concurrent appointments to multiple CACs is discouraged. (Example: The wing chairperson should not concurrently serve as the wing's representative to the region.)

7.2.7. Frequency of Meetings. Each council shall convene as specified by the respective echelon commander. However, councils will convene at least quarterly. Councils may conduct meetings in-person, telephonically, or through web-based applications.

7.3. DUTIES

7.3.1. Advisory Nature. The CAC has no authority to establish policy. Councils send their recommendations to the echelon commander, through the director of cadet programs, in the format of staff study reports or position papers. If feasible, the council should personally brief the commander on its recommendations at least once per term.

7.3.2. Service to the Echelon Commander. The echelon commander, or CAC advisor, may direct the CAC to deliberate on a particular Cadet Program issue (not related to an official complaint or the inspection program) and require the CAC to submit their recommendations in writing.

7.3.3. Procedures & Training. Commanders may establish bylaws or operating instructions for their echelon's CAC, without approval from National Headquarters. "Leadership in Committee," available at GoCivilAirPatrol.com/cac, provides an introduction to parliamentary procedure and should be used to train new cadets as they join the council.

7.3.4. Role of Assistant Representatives. Assistant representatives have no vote, unless the primary representative is absent. Assistants should participate in all CAC meetings, if feasible.

7.3.5. Personal Conduct. If any council member's performance or conduct drops below CAP standards, the echelon commander or appointing commander may remove the cadet from the council.

7.4. ADULT LEADER ADVISORS

The echelon's director of cadet programs, or designee, will supervise the CAC and act as its advisor. The advisor assists the commander by guiding the CAC while allowing it to function as a forum for cadets.

7.5. MINUTES & AGENDAS

The chair will forward the CAC meeting agenda to all representatives and advisors at least 10 days prior to the scheduled meeting. The chair will also ensure that minutes of CAC proceedings are forwarded to the CAC members, the echelon commander, and the next echelon's director of cadet programs within 30 days. For help preparing meeting minutes and agendas, see CAPP 60-33.

7.6. REIMBURSEMENT

Each year, National Headquarters will allot funds to help offset the travel expenses of the NCAC primary representatives and officers.

7.7. AWARDS

During their term of office, primary representatives and CAC officers may wear a shoulder cord (see Table 7.1). Shoulder cords must be of the same style and shade as that stocked for CAP by Vanguard.

Upon successful completion of their term of office, primary representatives and CAC officers may wear the CAC ribbon, with the echelon commander's approval.

AWARDS & IDENTIFICATION FOR CAC PRIMARY REPRESENTATIVES			
Appointing Authority	CAC Echelon	CAC Ribbon	Shoulder Cord
Regions	National	Ribbon with gold star	Gold
Wings	Region	Ribbon with silver star	Blue
Groups or Squadrons	Wing	Ribbon with bronze star	Red
Squadrons	Group	Basic ribbon only	Green

Table 7.1

CHAPTER 8. CADET ACTIVITIES & SPECIAL OPPORTUNITIES

8.1. SUPPORT FROM MILITARY INSTALLATIONS

Activities that rely upon military installations for support will follow the guidance in 9.4 to ensure support needs are properly coordinated through CAP-USAF.

8.2. ACTIVITY GOALS & EVALUATION

Each activity must have an educational or training goal and at least one objective that is specific and measurable. Commanders and/or activity directors should seek feedback from cadets and staff on ways to improve local activities. For major events, activity directors should provide their commander with an "after action report" that discusses the activity's successes and lessons learned. They should keep those documents in a continuity file to aid future activities.

8.3. CADETS IN UNIFORM

Discipline tends to remain high and horseplay is minimized if cadets remain in uniform during activities.

8.3.1. Off-Duty Attire. When BDUs, ABUs, or blues are not appropriate, such as during fitness activities, laundry time, downtime, etc., unit commanders and activity directors may designate a standardized casual "uniform," such as khakis and a special tee shirt, versus non-standardized civilian attire of the cadets' choosing.

8.3.2. Gender-Based Directives. Under no circumstances will an activity's attire rules differ by gender. (e.g., "Semi-Formal Dress Uniform for males, gowns for females" is impermissible, but "Semi-Formal Dress Uniform or 'black tie' civilian attire" for all cadets is permissible because both genders are given the same options.)

8.4. CADET PARTICIPATION AT OTHER CAP UNITS' ACTIVITIES

Units sometimes open their activities to cadets from outside units. To participate at an activity hosted by a CAP unit other than their own, cadets must obtain permission from their parent, home unit commander, and be accepted by the hosting unit. Commanders will ordinarily approve cadets' requests to attend these activities, denying requests only for good cause. If approving a cadet to attend an activity hosted by another wing, the unit commander will inform the wing DCP.

8.5. MEDICAL REVIEW AT CHECK-IN

Because the time between a cadet applying for an activity and when the activity begins may be several weeks, directors of overnight activities will ensure that upon arrival cadets are asked if their medical conditions have changed due to recent injuries or illnesses.

8.6. CAREER FAMILIARIZATION OPPORTUNITIES

Commanders are encouraged to provide cadets with opportunities to explore careers in aerospace, the military, and public service in general. Examples of career familiarization opportunities include job shad-

owing, ride-alongs, behind-the-scenes tours, role-playing, guest speakers and similar activities. For guidance on high adventure activities, see 2.9.

8.7. SPECIAL ACTIVITIES

To support the long-term development of cadets and ensure a rich and dynamic program, CAP offers a variety of special activities for cadets, including National Cadet Special Activities (NCSAs), Accredited Cadet Special Activities (CSAs), and National Flight Academies (NFAs).

8.7.1. Application Procedures. CAP/CP announces special activities and their pre-requisites and application procedures at GoCivilAirPatrol.com/ncsa. Cadet participants and adult staff must receive the endorsement of their wing commander before being accepted to any NCSAs, CSAs, or NFAs.

8.7.2. Wing Approval & Selection Boards. Wings are responsible for screening special activity applicants and approving via eServices only those members who have demonstrated the maturity and ability to succeed at their requested activity(s). Wings may hold a selection board to allow their commander to gain a better understanding of the cadets who are applying for cadet activities.

8.7.3. Graduation and Awards. Cadets must successfully complete 80% of the course requirements, actively participate in at least 80% of the contact hours, and the activity director must determine they have satisfactorily met the course objectives to be eligible to graduate. Staff are eligible for attendance credit upon serving for 80% of the activity's duration. Members who successfully complete an activity during a year it had been approved as an NCSA receive credit for the activity in eServices and become eligible for the Cadet Special Activities ribbon (see CAPR 39-3).

8.7.4. Early Dismissal. Activity directors may expel cadets from activities, sending them home early due to misconduct. See 3.4.3.

8.7.5. National Cadet Special Activities. NCSAs are special programs hosted by National Headquarters that enable cadets to explore civilian and military aerospace careers, develop leadership skills, or enhance their emergency services skills.

8.7.5.1. *Criteria.* NCSAs are approved by CAP/CC and defined by the following characteristics:

- Designed for cadets in their second cadet year (or beyond) who have completed encampment at the time of their application, meet the activity's minimum age requirement, and will not reach age 21 until after the termination of the activity.
- Developed with defined learning objectives and include at least 40 hours of curriculum/training.
- Reliant upon outside agencies for considerable portions of course content, format, guidelines and/or instructors.
- Available to cadets from any location without regional preferences.
- Difficult or ineffective to replicate at the regional or local level.
- Managed by CAP/CP.

8.7.5.2. *Activity Directors.* CAP/CP nominates senior members to serve as activity directors for NCSAs, subject to CAP/CC approval. Activity directors serve under the day-to-day supervision of CAP/CP. Activity directors must comply with the guidelines set forth in CAPP 60-74, *NCSA and CSA Director Guide*. Activity directors nominate adult leaders to serve as escorts or staff officers, subject to CAP/CP approval.

8.7.6. Accredited Programs. National Headquarters accredits two types of locally-operated special activities, Cadet Special Activities (CSAs) and National Flight Academies (NFAs). Some of the benefits activities enjoy through accreditation include national-level publicity and recognition through the CSA ribbon.

8.7.6.1. *Cadet Special Activities.* CSAs are outstanding cadet activities hosted by wings or regions to enable cadets to explore aerospace careers, develop leadership skills, or enhance their emergency services skills. Accreditation is granted one year at a time. To qualify as a CSA, the activity must:

- Be endorsed by the host region commander.
- Operate according to a defined curriculum that specifies its learning objectives.
- Include at least 25 hours of curriculum/training.
- Accept cadets from across the nation.
- Have demonstrated at least two years' successful operation before accreditation.
- Receive the endorsement of an accreditation panel selected by CAP/CP, upon a review of the activity's curriculum and program materials.

8.7.6.2. *National Flight Academies.* NFAs are glider and/or powered flight programs that provide primary flight instruction. These programs are conducted at the wing and region level. Accreditation is granted one year at a time. To qualify as a NFA, the activity must:

- Be endorsed by the host region commander.
- Conform to the national powered or glider curriculum.
- Accept cadets from throughout the nation.
- Receive the endorsement of an accreditation panel selected by CAP/CP, upon a review of the activity's operating plan.

8.7.7. Management of Accredited Programs

8.7.7.1. *Process.* National Headquarters accepts accreditation requests through 30 September for the subsequent summer season. For application details and additional program guidance, see GoCivilAirPatrol.com/NationalAccreditation. Activities must be approved each year. A list of accredited CSAs and NFAs is published at GoCivilAirPatrol.com/nca.

8.7.7.2. *Supervision.* The host region commander appoints their CSA and NFA directors. The Region/CP or designee provides day-to-day supervision of the activity director. The sponsoring wing or region maintains the curriculum of CSAs and oversees the budget and financial expenditures of their CSAs and NFAs.

8.7.7.3. *Recognition.* CSA and NFA graduates and staff are eligible to wear the Cadet Special Activities Ribbon per CAPR 39-3 and 8.7.3 above.

8.7.8. International Exchanges

8.7.8.1. *The International Air Cadet Exchange.* A component of the NCSA program, IACE fosters international understanding, goodwill and friendship among young people who have a common interest in aviation. CAP represents the United States in the International Air Cadet Exchange Association. Program and eligibility details are found at GoCivilAirPatrol.com/IACE.

8.7.8.2. *Other International Exchanges.* Units may conduct exchange programs with international cadet organizations, under the guidelines specified below. These guidelines apply to exchanges where CAP cadets travel abroad, and where CAP receives international guests in the US.

8.7.8.2.1. *Proposal.* The commander of the CAP sponsoring unit must submit a proposal detailing (a) the name of the partner organization, (b) lodging, meal, and transportation arrangements, (c) activities planned, and (d) adult supervision plans.

8.7.8.2.2. *Approval.* The project officer forwards the exchange proposal, including unit, wing and region commander endorsements, to CAP/CP, who will ensure it does not adversely impact the IACE program. CAP/CP coordinates with CAP/DP and CAP-USAF, as needed. Final authority to approve or disapprove an exchange proposal rests with CAP/CC. Project officers should allow 30 days for national-level coordination.

8.7.8.2.3. *Canada & United Kingdom.* Exchanges with Canada and the United Kingdom (with whom CAP has excellent, longstanding relationships) may proceed after obtaining only the wing commander's approval.

8.7.8.2.4. *Related Policies.* Project officers are reminded that CAP aircraft cannot leave the United States without CAP/CC approval. The wearing of Air Force-style uniforms overseas requires CAP/DP coordination. Cadet Protection Policy standards apply (see CAPR 60-2) during the exchange. Flying for international guests is not authorized outside of IACE without CAP/DO coordination.

8.8. NATIONAL CADET COMPETITION

At the National Cadet Competition (NCC), a component of the NCSA program, cadets display their commitment to the Core Values through academics, drill, fitness and other events. Program details are found at GoCivilAirPatrol.com/NCC.

8.9. ORIENTATION FLIGHT PROGRAMS

Cadets have opportunities for flying through two orientation flight programs: CAP and military.

8.9.1. **CAP Orientation Flights.** The CAP cadet orientation flight program's primary goal is to introduce youth to general aviation through hands-on orientation flights.

8.9.1.1. *Eligibility.* Cadets may fly as much as possible, but only flights conducted in accordance with CAPP 60-40, *Cadet Orientation Flight Program Guide*, will be reimbursed. More than one cadet may fly per sortie, depending upon the aircraft's capability. Cadets are authorized an unlimited number of backseat flights; they do not lose any of their syllabus flights by observing another cadet's flight from the backseat. The program is limited to current CAP cadets under 18 years of age. For cadets age 18 and older, the only orientation flights authorized are military orientation flights.

8.9.1.2. *Program Coordination.* Each wing will develop an annual, written plan to maximize flying opportunities for cadets in every unit within the wing. The plan will adhere to a "push" model, whereby the wing takes the initiative to program flying opportunities for each squadron, versus a "pull" model where squadrons attempt to obtain aircraft and pilots on their own. Wings may assign this responsibility to either their CP or operations (DO) section.

8.9.1.3. *Use of Syllabus.* A successful orientation flight will fulfill at least 80% of the objectives found in CAPP 60-40. Pilots must adhere to the syllabus and meet the safety guidelines and other requirements found in CAPR 70-1, *CAP Flight Management*. Orientation flights will not be credited toward any pilot ratings (solo, private pilot, etc.).

8.9.1.4. *Reporting Process.* The pilot or person designated by the wing commander must record the flight in eServices within ten days of the flight date. Wings have 30 days to validate the data. See CAPP 60-40 or GoCivilAirPatrol.com/CadetFlying for more details.

8.9.1.5. *Reimbursement.* Orientation flights are reimbursed per CAPR 173-3, *Payment for Civil Air Patrol Support*. Cadets are never charged a fee to fly in the CAP orientation flight program.

8.9.2. Orientation Flights in Military Aircraft. CAP's military orientation flight program furthers cadets' understanding of aviation and airpower through flights in military aircraft, when DoD resources are available. While flights are educational, CAP does not provide a syllabus, and the learning objectives are at the discretion of the military unit. The military unit bears all flying costs and CAP does not reimburse any expenses. For policy guidance on military flights, see CAPR 76-1, *CAP Member Movement via Military Aircraft*.

8.10. ACADEMIC & FLIGHT SCHOLARSHIPS

Academic and flight scholarships are available to CAP members on a competitive basis. Scholarships are announced each fall online. The number of scholarships and their value is based on the total amount of scholarship funds available each year. See GoCivilAirPatrol.com/scholarships for information about eligibility requirements and application procedures.

8.11. REGION CADET LEADERSHIP SCHOOL

A region cadet leadership school (RCLS) is a course in officership, indirect leadership, and other themes consistent with CAP's leadership expectations for Phase III cadets.

8.11.1. Curriculum. The minimum contact hour requirement is 40 hours. Suggested lesson plans, readings, and other resources are found at GoCivilAirPatrol.com/RCLS

8.11.2. Eligibility. To participate, cadets must have completed an encampment and hold the grade of C/MSgt or above.

8.11.3. Course Frequency. Each region must offer at least one RCLS per year or conduct a school in cooperation with a neighboring region. Wings may host RCLS, with approval from region headquarters.

8.11.4. Graduation Credit. To receive graduation credit, cadets must participate actively in 80% of the school, in the judgment of the activity director. Within ten days of the school's conclusion, the activity director will submit a roster of graduates to CAP/DP.

8.12. HONOR GUARDS & CADET HONOR ACADEMIES

Unit honor guards are opportunities for cadets to serve their communities and promote a drug-free ethic through excellence in drill and ceremonies. The "Cadet Honor Academy" publication provides a curriculum for region and wing-level schools. See GoCivilAirPatrol.com/honor for details.

8.12.1. Program Leadership. Commanders may assign the cadet leadership officer the responsibility of selecting and training the guard. Units may train in one or more elements of an honor guard. For guidance, see CAPP 60-62, *Civil Air Patrol Unit Honor Guard Program*.

8.12.2. Awards. Cadet members of honor guards are authorized to wear a silver shoulder cord. The cord must be of the same style and shade as the silver cord stocked for CAP by Vanguard Industries (vanguardmil.com). Adult leaders will not wear honor guard shoulder cords.

8.13. CADET INVEST

Cadet Invest is a family of cadet financial assistance programs. Some of the programs are intended for economically disadvantaged cadets, others are available to all cadets by merit. Cadet Invest program offerings vary based on funding availability but typically include:

- **Curry Blues Voucher.** Assists cadets in obtaining a uniform. See 3.1.6.
- **Cadet Encampment Assistance Program (CEAP, say "seep").** Provides tuition and/or uniform assistance to cadets attending an encampment.
- **Cadet Lift.** Provides tuition and/or travel assistance to cadets attending week-long career explorations (NCSAs).
- **Take-Off Program.** Provides tuition and/or travel assistance to cadets attending a National Flight Academy. Recipients are known as TOP cadets.
- **Cadet Wings.** Fully supports cadet flight training leading to a private pilot license.
- **College Scholarships.** Provides cash awards to students attending a post-secondary school.
- **Endowed Flight Scholarships.** Supports flight training, per donor instructions.

For application instructions and eligibility requirements, see GoCivilAirPatrol.com/CadetInvest.

CHAPTER 9. CADET ENCAMPMENTS

9.1. PURPOSES OF THE ENCAMPMENT PROGRAM

9.1.1. Mission. The purpose of the cadet encampment is for cadets to develop leadership skills, investigate the aerospace sciences and related careers, commit to a habit of regular exercise, and reinforce their moral character.

9.1.2. Vision. The vision for the cadet encampment is “an immersion into the full challenges and opportunities of cadet life.”

9.2. PROGRAM CONSTITUTION

9.2.1. Authorization. Only National Headquarters, regions, wings, and overseas squadrons may authorize an encampment. The Director of Cadet Programs (or equivalent) is the functional supervisor of the encampment program.

9.2.2. Program Guidance. CAP encampments will be conducted in accordance with CAPP 60-70, *Cadet Encampment Guide*. Encampments may issue operating plans, handbooks, training materials, etc., that amplify, but do not contradict or lessen, that document’s guidance.

9.2.3. Scheduling. Encampment commanders will provide CAP/CP with basic information about their encampment in advance (dates, location, fees, website, etc.), for inclusion on the national encampment calendar and to aid in program management. Encampment commanders will enter this information via an online form at GoCivilAirPatrol.com/EncampmentSchedule. Incomplete information is acceptable, with updated information added when it becomes available.

9.2.3.1. *Summer Cycle.* Commanders of “summer” encampments scheduled for June, July, or August, will provide their information by 1 February.

9.2.3.2. *Winter Vacation.* Commanders of “winter vacation” encampments scheduled for December or January will provide their information by 1 October.

9.2.3.3. *Off-Season.* Commanders of “off-season” encampments will provide their information at least 90 days in advance.

9.2.4. Duration. Encampments must offer at least 42 contact hours and should be conducted over a 6- or 7-day period.

9.2.4.1. *Type A Encampments.* Programs that operate over a single session (i.e.: a “week-long” encampment) are called Type A encampments. The Type A is the preferred format for encampment and should be offered annually if sufficient resources are available.

9.2.4.2. *Type B Encampments.* Alternatively, if the resources are not available to conduct a Type A encampment, the encampment may operate over multiple sessions within a 60-day period (i.e.: encampment over multiple weekends). These are known as Type B encampments.

9.2.5. Eligibility. To participate, cadets must have completed Achievement 1, and receive permission from their parent or guardian and unit commander via a CAPF 60-81. For Type A encampments, cadets must be at least 12 years old by the start of the activity. Unit commanders shall discuss the encampment environment with parents of their cadets, especially parents of cadets under age 14. It is conceivable that some of the youngest cadets will be best served if they attend encampment during their second cycle of eligibility.

9.2.6. Equal Access. CAP maintains a nondiscrimination policy (CAPR 36-1, CAP Nondiscrimination Policy) to promote equal access to cadet activities, among other reasons. Encampment commanders will make reasonable accommodations to cadets who possess physical, mental, or learning disabilities so that those cadets may participate in encampment to the greatest extent possible. The physical facilities at some locations might not be handicap accessible. Encampment commanders will also make reasonable accommodations for cadets to attend religious services, including permitting cadets to arrive late to and depart early from the encampment, due to their religious obligations. Cadets and their parents are responsible for coordinating their special needs with the staff as far in advance as possible.

9.2.7. Cadet Encampment Assistance Program. Special funding may be available to assist disadvantaged cadets with tuition and uniforms. If an encampment accepts CEAP funds, all surplus encampment money remaining at the conclusion of the encampment shall remain under wing control and designated for cadet programs. See GoCivilAirPatrol.com/CEAP for program details.

9.3. OPERATING STANDARDS

9.3.1. Curriculum Requirements. CAPP 60-70 outlines the encampment's curricular requirements. To become eligible for graduation credit, cadets must actively participate in at least 34 contact hours (amounting to approximately 80% of the course), adhere to the Core Values, and complete all academic assignments to the satisfaction of the encampment staff. The adult staff and cadet cadre become eligible for attendance credit upon completing 34 hours of on-site service. The encampment commander is the final authority in determining which participants earn graduation or attendance credit.

9.3.2. Curriculum Implementation. Encampments will implement the curriculum identified in CAPP 60-70. Encampments may modify the standardized lesson plans found at GoCivilAirPatrol.com/Encampment, but the revised content must nevertheless fulfill the original learning objectives.

9.3.3. Staff Organization. Encampments will organize the adult staff and cadet cadre following the Air Force-style training structure identified in CAPP 60-70.

9.3.4. Region Review of Training Plans. Compliance with this section (9.3.4) is encouraged but not required until 1 May 2020. At least 30-days prior to the students' arrival, encampments will provide the encampment training schedule and organizational chart to their Region/CP for review. The schedule will include sufficient detail to demonstrate that all content from CAPP 60-70's master list of required lessons and activities will be met. Regions quality-check the schedule and provide constructive feedback to the encampment staff, as necessary. After submitting their documents to the Region, the encampment

retains authority to adjust schedules and plans if needed. For overseas encampments, CAP/CP conducts the review.

9.3.5. Required Staff Training. Adult staff and cadet cadre must complete RST. See 2.4.2.

9.3.6. Personal Needs. Encampments will provide every participant with three full, balanced meals daily. Students will be afforded the opportunity for 8.5 hours of uninterrupted sleep nightly, and the 30 minutes preceding lights out will be reserved for personal time. Cadet cadre will have an opportunity for 8.0 hours of uninterrupted sleep.

9.3.7. Cadet Charge of Quarters (CQ) or Fire Watch. Cadet CQ programs are prohibited. Cadets will not serve as sentries or safety monitors during the overnight hours.

9.3.8. Merit/Demerit System. Encampments develop leadership skills and character in cadets through positive methods. Consequently, merit/demerit systems are prohibited because they function primarily through negative reinforcement.

9.4. COORDINATION WITH HOST AGENCY AUTHORITIES

9.4.1. CAP-USAF Liaison Region Support. Before initiating contact with a military unit from which CAP desires support, the encampment commander will contact the CAP-USAF Liaison Region (LR). This requirement is in place because LRs may be able to make entrée with the DoD officials on CAP's behalf to facilitate the needed support, and/or assign a CAP-USAF member to assist CAP in its encampment program. If the LR is unable to actively contribute to the coordination efforts or assign a CAP-USAF member to the encampment, the CAP encampment commander is authorized to coordinate directly with the military unit, following the principles of section 9.4.2.

9.4.2. General Principles for Partnering with Host Agencies

9.4.2.1. Executive-Level Coordination. The coordination process with a potential host agency begins with the encampment commander and/or CAP-USAF member meeting with a representative of the host agency's executive office (e.g., base commander, college president, etc.) for strategic-level discussions. This senior leader should be requested to appoint a host agency project officer who will serve as CAP's chief liaison.

9.4.2.2. Host Agency Project Officer. The agency project officer would connect CAP with the various units on the installation to facilitate detailed coordination for tours, training, support, etc. The encampment commander will keep the agency project officer abreast of all CAP interactions around the base or campus.

9.4.2.3. CAP Project File. The encampment commander will provide the host agency project officer with a "CAP Project File." The file will contain the encampment's key documents such as schedules, contact information, rosters, support checklists, and other documents relative to the encampment.

9.4.2.4. *Host Agency Policies.* The encampment commander will coordinate with the host agency project officer to learn of local policies relating to safety, finance and billing, driving motor vehicles, dining facility rules, lodging rules, off-limits areas, BX access, parental access, etc., and ensure that all CAP personnel adhere to those local directives.

9.5. ENCAMPMENT VISITOR PROGRAM (EVP)

Compliance with this section (9.5) is encouraged but not required until 1 June 2020. The encampment visitor program (EVP) promotes programmatic excellence, collegial cross-talk on best practices, and standardization, especially regarding training intensity.

9.5.1. Participation. Annually, each CONUS wing that hosts its own encampment will either host visitors at its encampment or send visitors to another wing's encampment. Wings that host visits by Region/CP staff or CAP/CP staff also receive EVP participation credit. Region encampments, joint-wing encampments, and non-CONUS encampments are not required to participate in the EVP. Regions may waive EVP requirements if local circumstances make a wing's participation impractical.

9.5.2. Visiting Party. When wings visit a neighbor's encampment, the visiting wing will include in its party at least one member of its encampment senior staff or Wing/CP staff. The visiting wing may add up to three additional personnel, including cadet cadre, to their party. Visits are recorded on the encampment operations report in eServices (see 9.6.3).

9.5.3. Financial Support. EVP costs are the responsibility of the wing sending visitors to the neighbor wing. The receiving wing may charge reasonable fees to cover lodging and meal expenses. The suggested best practice is for outbound wings to include EVP costs in their overall encampment budget; therefore, tuition and other encampment revenues fund EVP expenses.

9.5.4. Guidance for Visitors. Visitors use the program materials found at [GoCivilAirPatrol.com/EncampmentVisitor](https://www.go-civilairpatrol.com/EncampmentVisitor) to observe the host encampment's operations.

9.5.5. Timing & Duration. A successful visit includes at least four contact hours on a day when students are training. Visits should coincide with student arrival day. The recommended best practice is for the visitors to arrive one day prior to students during cadre training day (if conducted), stay the night, and depart for home toward the end of students' first day. Other scheduling paradigms are allowed.

9.5.6. Coordination. Regions will assist in facilitating the exchanges. Some suggested best practices include: (1) the Region/CP hosting a teleconference each spring, prior to the summer high season, for the Wing/CPs to coordinate their visiting or hosting duties; and (2) for each wing to alternate hosting and visiting duties annually with a neighbor wing.

9.6. REPORTING REQUIREMENTS

9.6.1. Course Critiques. Shortly before the encampment concludes, the encampment commander will solicit feedback from all participants using a course critique (see CAPP 60-70) and retain those critiques in a continuity file for 1 year for the benefit of the next encampment staff.

9.6.2. Finance Report. Encampment commanders must submit all surplus funds, receipts, and supporting financial documents to the wing or region headquarters (as appropriate) within 30 days of encampment graduation.

9.6.3. Encampment Operations Report. Within 21 days of the encampment's conclusion, the encampment commander must submit a completed Encampment Operations Report via the eServices "Encampment Entry" module and notify the liaison region that the report is available for their review.

9.6.3.1. *Continuity.* Encampment commanders will provide documents supporting the report to the Director of Cadet Programs (i.e. schedules, training plans, participant rosters, etc., as specified by the report's on-screen instructions in eServices), who maintains them on file for three years. These documents provide continuity for future encampments.

9.6.3.2. *Audit.* CAP-USAF may audit encampment reports and the supporting documentation during compliance inspections and as liaison region commanders deem necessary.

9.7. EQUIVALENT PROGRAMS

CAP grants encampment credit to cadets who complete equivalent activities hosted by other cadet organizations. AFJROTC summer leadership schools (local nomenclature varies) are an equivalent program. CAP/CP evaluates other possible equivalents on a case-by-case basis. To qualify as an equivalent program, the activity must be:

- sponsored by a cadet organization,
- conducted according to a military-style training model,
- conducted in-residence, with overnight experience, and
- designed to fulfill 80% of the CAP encampment program's learning goals.

Cadets request credit for their potentially equivalent program through their unit commander to CAP/CP. Cadets are requested to include links to program descriptions, curriculum outlines, schedules, etc.

MARK SMITH
Major General, CAP
Commander

Attachment 1 - COMPLIANCE ELEMENTS

Checklist & Tab	#	Compliance Question	How to Verify Compliance	Discrepancy Write-up	How to Clear Discrepancy
SUI Tab B-1	1	Does the unit have at least two graduates of the Training Leaders of Cadets program assigned?	eServices > Member Reports > TLC Progression	(Discrepancy): [xx] (B1 Question 1) The unit failed to provide its Cadet Program with at least two graduates of the Training Leaders of Cadets program IAW CAPR 60-1, 2.4.2.4.	Via the Discrepancy Tracking System (DTS), upload a document identifying the next opportunity to participate in TLC and identify two seniors who plan to attend
SUI Tab B-1	2	Has the unit adopted annual goals?	Squadron uploads unit's goals document to eServices	(Discrepancy): [xx] (B1 Question 2) The unit has not adopted a set of annual goals IAW CAPR 60-1, 4.2.	Submit through the DTS specific and measurable goals to guide the unit through the next 6 months, at least
		Are the goals specific and measurable?	Review goals document	(Discrepancy): [xx] (B1 Question 2) Unit goals are not specific and measurable IAW CAPR 60-1, 4.2.2.	
		Does the document indicate that goals are being reviewed quarterly?	Review goals document	(Discrepancy): [xx] (B1 Question 2) Unit goals are not being reviewed quarterly IAW CAPR 60-1, 4.2.3.	
SUI Tab B-1	3	Are squadron meetings guided by a written schedule?	Provide the SUI team with schedules for the previous three months of weekly meetings	(Discrepancy): [xx] (B1 Question 3) Squadron meetings have not been guided by a written schedule IAW CAPR 60-1, 4.3.1.3.	Submit through the DTS at least one month's worth of written meeting schedules
		Do squadron meetings fulfill the minimum monthly content requirements?	Examine the schedules provided by the unit	(Discrepancy): [xx] (B1 Question 3) Squadron meetings do not fulfill the minimum monthly content requirements IAW CAPR 60-1, 4.3.1.1.	Submit through the DTS at least one month's worth of written meeting schedules
SUI Tab B-1	4	Does the unit offer at least one weekend activity per month, on its own or in cooperation with another unit?	Visit unit website and review web calendar	(Discrepancy): [xx] (B1 Question 4) The squadron is not offering at least one weekend cadet activity per month, on its own or in cooperation with another unit IAW CAPR 60-1, 4.3.2.	Submit through the DTS an activity plan for the upcoming quarter

Checklist & Tab	#	Compliance Question	How to Verify Compliance	Discrepancy Write-up	How to Clear Discrepancy
CI Tab B-1	1	Do each of the wing's cadet and composite squadrons have 2 or more graduates of the Training Leaders of Cadets course assigned?	eServices > Member Reports > TLC Progression	(Discrepancy): [xx] (B1 Question 1) Units in the wing do not have at least 2 graduates of the Training Leaders of Cadets program IAW CAPR 60-1, 2.4.2.4.	Develop and submit through the DTS a plan to offer TLC course(s) within 6 months and/or a plan to support under-staffed units with extra mentoring
CI Tab B-1	2	Is the director of cadet programs master-rated in the specialty track? If not, has he or she developed a plan to attain the master rating?	eServices > Member Reports > Specialty Track Report	(Discrepancy): [xx] (B1 Question 2) The DCP is not master-rated in the specialty track and has not developed a plan to attain the rating IAW CAPR 60-1, 2.4.2.5.	Develop and submit through the DTS the DCP's plan for obtaining the master rating
CI Tab B-1	3	Has the unit adopted annual goals? Are the goals specific and measurable? Does the document indicate that goals are being reviewed quarterly?	Wing uploads goals document to eServices Review goals document Review goals document	(Discrepancy): [xx] (B1 Question 3) The wing has not adopted a set of annual goals IAW CAPR 60-1, 4.2. (Discrepancy): [xx] (B1 Question 3) Wing goals are not specific and measurable IAW CAPR 60-1, 4.2.1. (Discrepancy): [xx] (B1 Question 3) Wing goals are not being reviewed quarterly IAW CAPR 60-1, 4.2.3	Develop and submit through the DTS specific and measurable goals to guide the wing through the next 6 months, at least
CI Tab B-1	4	Does the wing offer at least one cadet-focused weekend activity per quarter?	Visit wing website and review web calendar	(Discrepancy): [xx] (B1 Question 4) The wing is not offering at least one cadet-focused "Saturday" activity per quarter IAW CAPR 60-1, 4.3.2.2.	Develop and submit through the DTS an activity plan for the upcoming quarter
CI Tab B-1	5	Has the wing established a Cadet Advisory Council?	eServices > Personnel > Duty Assignment > Reports	(Discrepancy): [xx] (B1 Question 5) The wing has not established a Cadet Advisory Council IAW CAPR 60-1, 7.1.	Develop and submit through the DTS a plan for establishing a CAC program (i.e.: meeting schedules and at least one assignment)
CI Tab B-1	6	Does the wing have a written plan for providing orientation flights to all cadet units?	Obtain copy of plan or calendar from director of cadet programs, director of operations, or commander	(Discrepancy): [xx] (B1 Question 6) The wing does not have a written plan for providing flights to cadets in every unit IAW CAPR 60-1, 8.9.1.2.	Develop and submit through the DTS a plan for conducting orientation flights

CI Tab B-1	7	If the wing conducted an encampment, did it file an Encampment Operations Report?	eServices > Cadet Programs > Event Administration > Encampment Reports	(Discrepancy): [xx] (B1 Question 7) The wing did not file an Encampment Operations Report IAW CAPR 60-1, 9.6.3.	File the encampment report in eServices and record completion in the DTS
		Does the wing keep an encampment continuity file?	Obtain and review continuity files	(Discrepancy): [xx] (B1 Question 7) The wing is not maintaining an encampment continuity file IAW CAPR 60-1, 9.6.3.1.	Have the DCP review the requirements of 9.6 and submit through the DTS a memo recording that he or she has done so.

Attachment 2 - REPORTING & DUE DATES PRESCRIBED IN THIS REGULATION

Requirement	Due Date	Responsible Office	Reference
Sorensen Award Nomination	15 January	Unit CC to Wing	6.4.
	15 February	Wing CC to Region	
	15 March	Region CC to NHQ	
Cadet Programs Mission Award Selection	15 March	CAP Region & Liaison Region CCs	6.5.
Squadron of Merit Award Selection	15 March	Wing CC	6.6.1.
Squadron of Distinction Award Selection	15 March	Region CC	6.6.2.
Appoint Cadet Advisory Council Representatives	15 September	Unit CC Group/Wing/Region/CP	7.2.2.
Encampment Schedule	1 February	"Summer" encampments	9.2.3.
	1 October	"Winter vacation" encampments	
	90 days prior	"Off season" encampments	
Region Review of Encampment Training Plans	30 days prior to student arrival	Wing/CP	9.3.4.
Encampment Operations Report	21 days after encampment	Wing/CP	9.6.3.

Attachment 3 - GLOSSARY OF REFERENCES & SUPPORTING INFORMATION

References

Title 36, U.S. Code, 40302, *Patriotic and National Organizations*

Forms Prescribed

CAPF 15, *Application for Cadet Membership*

CAPF 60-80, *Cadet Activity Permission Slip*

CAPF 60-81, *Application for Cadet Encampment or Special Activity*

CAPF 60-82, *CAP High Adventure Activity Authorization*

CAPF 60-83, *Squadron Meeting Planner*

CAPF 60-90 series, *Cadet Leadership Feedback*

60-91, Phase I

60-92, Phase II

60-93, Phase III

60-94, Phase IV

60-95, Encampment Students

60-96, Encampment Cadet Cadre

Acronyms

BX	Base Exchange (where military clothing is sold at retail)
CAC	Cadet Advisory Council
CONUS	Continental United States (i.e.: all wings excluding Alaska, Hawaii, and Puerto Rico)
COS	Cadet Officer School
CPP	Cadet Protection Policy
CSA	Cadet Special Activity
DCP	Director of Cadet Programs (or equivalent title for groups and regions)
HAA	High Adventure Activity
IEP	Individual Education Plan
JROTC	Junior Reserve Officer Training Corps
NCSA	National Cadet Special Activity
NFA	National Flight Academy
RCLS	Region Cadet Leadership School
RST	Required Staff Training
SDA	Staff Duty Analysis
TLC	Training Leaders of Cadets

Attachment 4 – INDEX OF CADET PROGRAMS PUBLICATIONS

The Cadet Programs family of publications is transitioning its numerical designation from the 52-series to the 60-series, as part of the CAP-wide publication reengineering project. To help members acclimate to the change, the master index of all Cadet Program publications is shown below.

REGULATIONS

- 60-1 Cadet Program Management
- 60-2 Cadet Protection Policy

FORMS

Activity & Award Forms

- 60-80 Cadet Permission Slip
- 60-81 Application for Encampment
- 60-82 High Adventure Activity Request
- 60-83 Squadron Meeting Planner
- 60-84 Nomination for Cadet of the Year
- 60-85 Cadet Independent Study

Leadership Feedback Forms

- 60-90 Not Used
- 60-91 Cadet Leadership Feedback – I
- 60-92 Cadet Leadership Feedback – II
- 60-93 Cadet Leadership Feedback – III
- 60-94 Cadet Leadership Feedback – IV
- 60-95 Cadet Leadership Feedback – Enc. Student
- 60-96 Cadet Leadership Feedback – Enc. Cadre

VISUAL AIDS

- 60-100 Cadet Super Chart
2'x3' or self-print on two letter-size sheets
- 60-101 Personal Cadet Tracker
- 60-102 Cadet Programs Fact Sheet
- 60-103 Cadets 101 – Strategic Audiences
- 60-104 CPP Poster
- 60-105 Cadet Wingman Poster
- 60-106 Flight Plan Poster
2'x3' or self-print on 11x17 tabloid
- 60-107 Core Values Poster
- 60-108 Cadets' Value Proposition
- 60-109 Cadet Programs Logic Model
- 60-110 Cadet Heritage

PAMPHLETS

Parents & Adult Leaders

- 60-10 Not Used
- 60-11 CP Officer Handbook & Specialty Track
- 60-12 Parents' Guide
- 60-13 Cadets at School
- 60-14 First Talk Guide
- 60-15 CPP Implementation Guide
- 60-16 Progressive Cadet Discipline Forthcoming
- 60-17 TLC Program Guide & Director Handbook

Cadet Orientation

- 60-20 New Cadet Guide
- 60-21 Cadet Great Start

Leadership Curriculum

- 60-30 Learn to Lead Curriculum Guide
- 60-31 Cadet Staff Handbook
- 60-32 Staff Duty Analysis
- 60-33 Drill & Ceremonies
- 60-34 Drill & Ceremonies Practical Tests
- 60-35 Cadet Advisory Council Guide

Aerospace Curriculum (OPR: CP)

- 60-40 Cadet Orientation Flight Program Guide
- 60-41 Cadet Cyber & STEM Recognition
- 60-42 Cadet Wings – Program Guide Forthcoming
- 60-43 Cadet Wings – Student Guide

Fitness Curriculum

- 60-50 Active Cadet Fitness Guide

Character Curriculum

- 60-60 Character Curriculum Guide Forthcoming
- 60-61 Red Ribbon Leadership Academy
- 60-62 Unit Honor Guard Program
- 60-63 The Congressional Award

Activities Curriculum

- 60-70 Cadet Encampment Guide
- 60-71 Cadet Encampment Handbook
- 60-72 Required Staff Training
- 60-73 Region Cadet Leadership School
- 60-74 NCSA & CSA Director Guide
- 60-75 National Cadet Competition

Attachment 5 - SUMMARY OF CHANGES

- 2.5.3 Tobacco, Alcohol, Marijuana & Other Drugs.** This content has been removed from CAPR 60-1. Updated guidelines are now located in CAPR 60-2.
- 2.12 Cadets at Risk of Self-Harm.** Adds guidance on how local leaders are to respond if at a CAP activity a cadet harms, attempts to harm, or expresses plans to harm himself or herself.
- 4.2 Unit Goals.** Clarifies goal-setting requirements for units other than squadrons.
- 5.5.3 Leadership Academy.** Broadens the list of activities that can be used to satisfy the Eaker Award's leadership academy requirement.
- 5.6.2.3 Accelerated Promotions.** Similar to the benefit available to Junior ROTC cadets, extends accelerated promotion opportunities to service academy and college ROTC cadets who have earned the Mitchell Award.
- 8.7.5.2 & 8.7.7.2 Activity Directors.** In various places in this section, clarifies that NCSA directors serve under the supervision of CAP/CP, and that CSA directors serve under the supervision of their region headquarters.
- 8.13 CadetInvest.** Introduces the Cadet Invest family of financial assistance programs.
- 9.3.4 Region Review of Encampment Training Plans.** Requires Region/CPs to review encampment training plans 30-days prior to students' arrival, as a quality-check measure.
- 9.5 Encampment Visitor Program.** Introduces a new program to promote standardization, excellence, and collegial cross-talk at encampments.
- Atch 1 Compliance Checklists.** Checklists now reference use of the Discrepancy Tracking System to resolve SUI or CI discrepancies.
- Misc.** Hyperlinks have been updated to point to the GoCivilAirPatrol.com website.
- Misc.** Phase-in dates that have closed for various curricula have been removed.
- Misc.** Where publications have changed their numerical designation, those titles have been silently updated.