

## Chapter 4: Leadership Development Requirements (LDR) Program Management, Operational Supplement

1 May 2023

### Foreword

This supplement is provided as an addition to AFJROTCI 36-2010 and is not intended to be used as a standalone document. Instructors should familiarize themselves with the contents of both documents. For more information on specific LDR activities, please visit the WINGS / Published Files / AFJROTC LDRs.

This operational supplement will define what activity is considered an LDR, an introduction to the Tier/Category System, as well as some basic reminders of LDR-related events and how they are tracked in WINGS.

For additional information, please feel free to contact the HQ-LDR Program Management Office via email at [jrotc.ldr@au.af.edu](mailto:jrotc.ldr@au.af.edu).

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## LEADERSHIP DEVELOPMENT REQUIREMENTS (LDR) PROGRAM MANAGEMENT

**1. LDR Definition:** LDR activities (formerly known as co-curricular activities) are a critical component of any successful AFJROTC unit and will be incorporated into the program. For more information see AFJROTCI 36-2010, para 7.2.3.1. LDRs (aka: Co-curricular) are activities which are a critical component of a successful AFJROTC unit and will be incorporated into the program. Operation and supervision of LDR activities are to be considered a shared responsibility between the SASI and ASI(s). LDR activities are AFJROTC-sponsored and school-approved teams and/or committees that normally plan or participate in events conducted outside classroom hours (before school/after school). These events are planned, organized, and executed by the cadet corps while being supervised by a certified AFJROTC Instructor. Units should offer a sufficient variety of LDR activities (planning committees or teams) to attract maximum cadet participation. Committees plan events such as the Military Ball, parades, award ceremonies, etc. Teams participate in drill competitions, orienteering competitions, Raiders team/competition, Color Guard, marksmanship, Saber Team, model rocketry, multicopter, RC airplane, PT Teams, APT Teams, etc. NOTE: LDR activities does not include CIA Trips, but could include community service (i.e., Color Guard presenting Colors, teams serving the community). Instructors will closely monitor WINGS “events” entries by cadets to ensure each entry is thorough and accurate.

1.1. LDR activities are AFJROTC-sponsored and school-approved teams and/or committees of cadets that normally operate outside classroom hours (before school/after school). However, some LDR activities may be incorporated into regular classroom instruction.

1.2. Operation and supervision of LDR activities are a shared responsibility between the SASI and ASI(s). These events are planned, organized, and executed by the cadet corps while being supervised by a certified AFJROTC instructor.

1.3. Units should offer a sufficient variety of LDR activities (teams and/or planning committees) to attract maximum cadet participation. Teams are groups of cadets that meet on a regular or recurring basis to practice or participate in team-related activities, events, and/or competitions. Examples include drill teams, orienteering teams, Raiders/fitness teams, Color Guard teams, marksmanship teams, saber teams, robotics teams, multicopter teams, Remote Controlled (RC) airplane teams, Awareness Presentation Teams, etc. Planning Committees are groups of cadets that work together to plan special events such as military balls, parades, award ceremonies, etc.

1.4. **All LDR activities, including practices and committee meetings should be loaded into WINGS!** Loading competitions, practices and committee meetings into WINGS is important for two reasons. First, it allows headquarters to determine how many units participate in a particular LDR activity. Second, if you do not log practices or committee meetings, how can you show which cadets are participating in that LDR activity?

1.5. LDR activities are distinctly different than other unit activities/events. They generally represent smaller groups of cadets versus the entire cadet corps. Furthermore, LDR activities may or may not include community service (CS) hours. The chart below provides examples of cadet activities that are considered LDR activities:

Cadet Activity	LDR Credit	Comm Svc Credit
Participating in a Bataan Death March	No	Yes
Marching in a Veterans Day parade	No	Yes
Color Guard Team marching in a parade	Yes	Yes
Drill Team marching in a parade	Yes	Yes
Attending a military ball, dining-in/out, commander's call, or awards ceremony	No	No
Planning committee for a military ball, dining-in/out, or awards ceremony	Yes	No
Saber Team performing at a military ball	Yes	No
Attending a unit potluck or picnic	No	No
Conducting or participating in a unit/cadet staff meeting	No	No
Attending a CIA trip	No	No
Completing a Civil Air Patrol orientation ride	No	No
Flight Simulator practice and training	Yes	No
Participating in Remote Controlled Aircraft activities before/after school.	Yes	No

1.6. Instructors will closely monitor WINGS “Events” entries by cadets to ensure each entry is thorough and accurate. LDR activities that do not follow the guidance outlined in AFJROTC 36-2010 and this supplement should be rejected.

2. LDR Tier/Category System: LDR activities are subdivided into Tiers. The subsequent paragraphs provide an explanation of each Tier/Category, along with examples. Figure 4 depicts the Tier/Category system and the LDR activities within the WINGS Events module, including an “Other” field for unit specific LDR activities not listed. If you have questions or suggested changes, please contact your Regional Director.

2.1. Tier I (STEM Based): Any LDR that has a Science, Technology, Engineering, Mathematics (STEM) or academia-related base AND has an outside partnership that includes a national-level competition opportunity. Examples are Astronomy, CyberPatriot, JROTC Leadership and Academic Bowl (JLAB), Remote Controlled (RC) Aircraft, Robotics, Rocketry, StellarXplorers, Unmanned Aircraft Systems (UAS) aka Drones/Multicopter, **Flight Simulators** and Weather Forecasting.

2.2. Tier II (Activity Based): Any LDR that may or may not have a STEM or academia-related base but does have an outside partnership and/or local level or above competition opportunity. Examples are Archery, Armed Drill Team, Color Guard, Kitty Hawk Honor Society (KHHS), Marksmanship, Orienteering, Raiders/Fitness Team, and Unarmed Drill Team.

2.3. Tier III (Unit Based): Any LDR that is local level only and primarily benefits the cadet corps, school and/or local community. Examples are Awareness Presentation Team, Chorus, Flag Detail (raising/lowering flag and other flag-related activities), Green Team (environmental & beautification efforts), Honor Guard, Model Building Team, Morale Team, Other (unit-specific LDR activities not listed) Planning Committee, Saber Team, Spirit Squad, Sports Team, and Tutoring (not KHHS).

Below is a listing of some more popular LDR activities:

- **Archery:** The first step to starting a National Archery (NASP) in the Schools Program in your school is to get approval from your school administration to offer the program during the school day. NASP Basic Archery Instructor (BAI) trainings are offered regularly throughout the year at many locations in each state.
- **Awareness Presentation Team (APT):** APT is an academic endeavor designed to provide positive role models for elementary and middle school students. The APT covers topics such as peer pressure, conflict resolution, bullying, sexual issues, domestic violence, drug & alcohol awareness, and gang violence.
- **Drill Team:** Drill teams have been often categorized as a “leadership lab”. Drill promotes leadership, discipline, and teamwork. It is widely considered the backbone of military instruction and therefore plays an important part of the AFJROTC curriculum. Drill teams are typically broken into two categories 1) Armed drill and 2) Unarmed drill. Teams typically consist of 9-to-12-members and a commander. Teams generally develop routines using regulation drill or exhibition drill movements and compete at the local, Air Force, and National level. Additional information can be found in the WINGS / Published Files /AFJROTC LDR / Drill page.

- **JROTC Leadership & Academic Bowl (JLAB):** JLAB is a nationally recognized academic competition created exclusively for JROTC students. By participating, cadets learn the values of citizenship, leadership, academic competition, and college opportunity.
- **Color Guard:** Color Guard is a highly professional and patriotic team that combines precision drill and proper flag courtesies. Primary functions include casing and uncasing, presenting, folding, posting, and retiring the colors. Team members must be dedicated to learning the Manual of Arms and flag etiquette. Additional information can be found in the WINGS / Published Files /AFJROTC LDR / Drill page.
- **CyberPatriot:** CyberPatriot is the National Youth Cyber Education Program. At the center of CyberPatriot is the National Youth Cyber Defense Competition. The competition puts teams of high school and middle school students in the position of newly hired IT professionals tasked with managing the network of a small company.
- **Flight Simulator:** Unit must have a robust flight simulator program that includes academic instruction, SASI/ASI supervision/oversight, curriculum designed and tracked by cadet leaders, and hands-on training on a flight simulator that helps to prepares participating cadets for real-world flight instruction. The unit SASI will certify the flight simulation program meets the intent of LDRs (planned, organized, executed by cadets; supervised by instructors), before approving the logging of Flight Simulation as an LDR activity.
- **Kitty Hawk Honor Society (KHHS) Program:** The Kitty Hawk Honor Society (KHHS) program is the official National Honor Society of AFJROTC and SFJROTC and has three primary objectives:
  1. Uphold high academic standards
  2. Promote school and/or community service
  3. Develop leadership skills.

KHHS also recognizes academic excellence and furthers members' educational knowledge. Units are encouraged to recruit their best and brightest cadets to lead the Honor Society program. Instructors have the flexibility to adjust the program organizational structure, eligibility requirements, membership process and program operations based on the needs of their unit. If adjustments are made, instructors should continue to adhere to the three primary program objectives.

- **Marksmanship Program:** Marksmanship is a LDR activity where cadets can receive training in marksmanship and the safe handling of an air rifle. Participation is optional and at the discretion of the school administration. Competitions are held to promote training, good sportsmanship, and a high standard of performance in the safe use of an air rifle.
- **Military Model Building (Aerospace Science STEM Course):** Static modeling is the designing and/or building of small model rockets or planes. A static model program can provide cadets an exciting introduction to concepts of aerospace engineering and design.
- **Orienteering:** Orienteering is a competitive international sport that combines racing with navigation. It is a timed race in which individual parties use a specially created highly detailed map to select routes and navigate through divers and often unfamiliar terrain and visit control points in sequence. Courses can also be for walking/hiking in the woods, with difficulty levels from beginner to expert.

- **Planning Committee:** Planning committees, as defined earlier are small groups of cadets that work together to plan, organize, and execute special events such as military balls, parades, award ceremonies, etc. Additionally, a planning committee might assist the instructor(s) in setting up a CIA trip. **Remember cadet participation in the special event or CIA trip itself does not count as an LDR activity, only the planning committee's time/effort in planning, organizing, and executing the CIA trip.**
- **Raiders:** Raiders is a very popular athletic competition held within JROTC programs. Raiders is designed for small groups of physically fit and mentally tough cadets who compete in various outdoor activities preferably in a very primitive-type location with solid amenities to ensure safety of the participants. Raiders events vary depending on location/competition, but typically involve some type of personal fitness/strength test, distance team running, obstacle course, and rescue/first aid challenge. Other events may include rope bridge building, land navigation, and mental acuity tests.
- **Robotics:** Robotics involves the design, construction, operations, and use of robots in a sports-like competition. During this process cadets will learn key STEM principles and robotics concepts. At the culmination of this course, they will compete head-to-head against their peers in the classroom, or on the world stage in the VEX Robotics Competition, the largest and fastest growing international robotics competition for high school students.
- **Rocketry (Aerospace Science STEM Course):** Model rocketry is the designing, building, and flying of small rockets that are made of paper, plastic, balsa wood, or any other lightweight material. Model rockets constructed in this manner are approved for use by AFJROTC cadets.
- **StellarXplorers:** StellarXplorers inspires and attracts high school students to pursue studies and careers in STEM-related fields through a challenging, space system design competition involving all aspects of system development and operation with a spacecraft/payload focus.

3. Proper entry of LDR events into WINGS: The following are reminders of how to properly enter LDR events into the Events module, and common errors to avoid.

3.1. LDR Default Non-CS (community service) hours associated with the event is the time spent in conducting LDR activities, such as meeting, planning, practicing and/or training. These hours are not considered CS and should be loaded as LDR (non-CS hours).

3.2. An LDR event may include LDR Default CS hours. If applicable, enter the Default CS hours in the Default CS hours box associated with the event. CS hours would be the estimated time spent during the LDR event where cadets are performing community service.

3.3. Instructors should validate their proposed LDR events with the definition guidance outlined in paragraph 1 and Figure 4 of this document to avoid erroneously entering non-LDR events in WINGS.

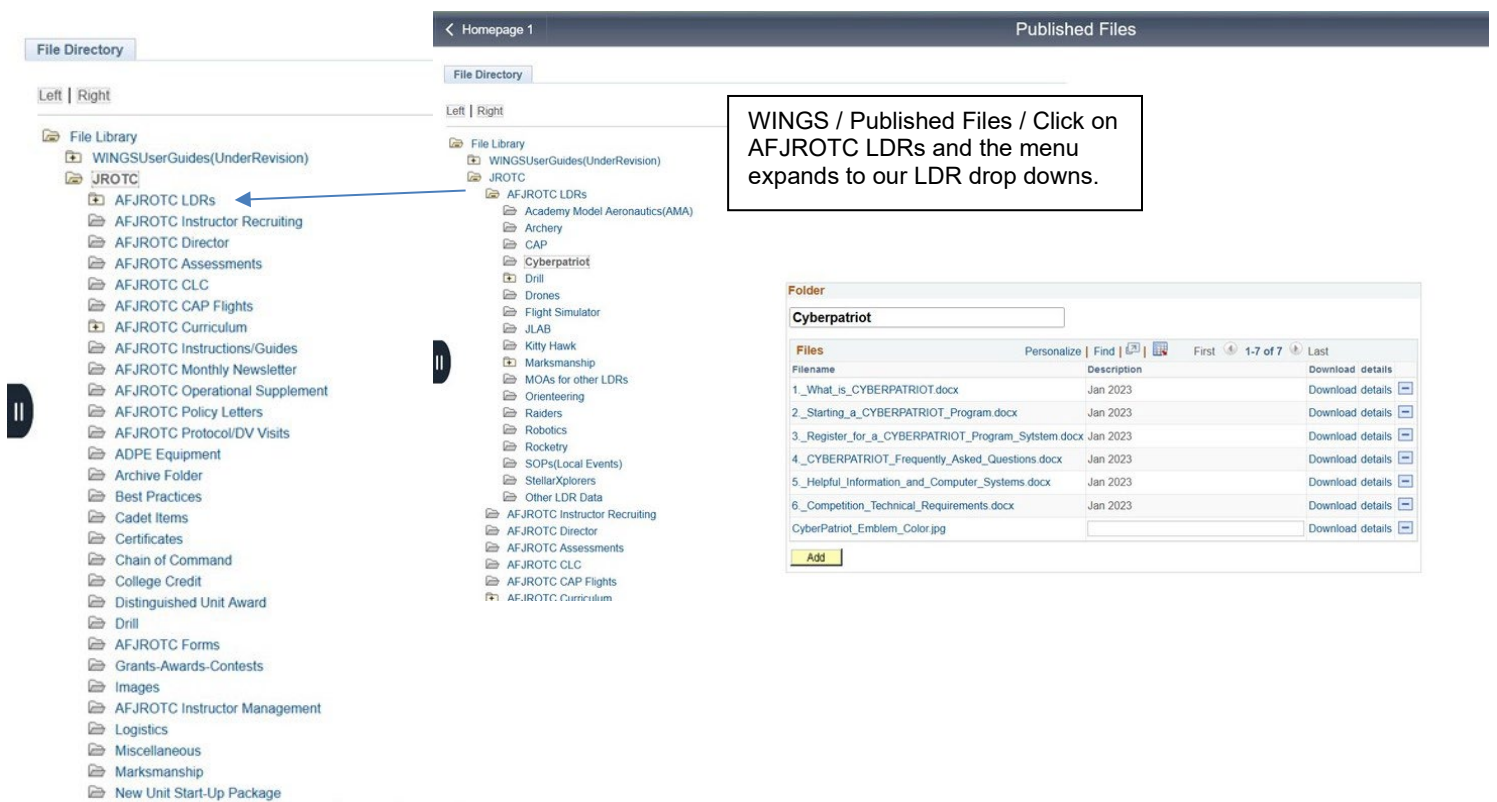
3.4. For further details on how to properly enter an LDR event and hours, please review the Events guide under WINGS / Published Files / Wings Guides & Videos / JROTC Guides & Videos.

4. **WINGS / Published Files / AFJROTC LDR page** provides all supporting documentation on various LDRs, gives answers to frequently asked questions, and offers supplemental and regulatory resources to gain the most benefit for your unit’s LDR activities.

4.1. To visit the AFJROTC LDR page, log into WINGS / Published Files.

**Figure 1**

**WINGS / Published Files / AFJROTC Page**



**Figure 2****LDRs by Tiers in WINGS (Total of 31 LDRs)**

<b>Tier I - STEM Based</b>	<b>Tier II - Activity Based</b>	<b>Tier III - Unit Based</b>
Astronomy	Archery	Awareness Presentation Team
CyberPatriot	Armed Drill Team	Chorus
Flight Simulator	Color Guard	Flag Detail (raising/lowering flag and other flag-related activities)
JROTC Leadership & Academic Bowl (JLAB)	Kitty Hawk Honor Society (KHHS)	Green Team (environmental & beautification efforts)
Remote Controlled (RC) Aircraft	Marksmanship	Honor Guard
Robotics	Orienteering	Model Building Team
Rocketry	Raider/Fitness Team	Morale Team
StellarXplorers	Unarmed Drill Team	Other (unit specific LDR activities not listed)
Unmanned Aircraft Systems (UAS) aka Drones/Multi-copter		Planning Committee (does not include unit/cadet staff meetings)
Weather Forecasting		Saber Team
		Spirit Squad
		Sports Team
		Tutoring (not KHHS)

## Notes:

1. Not every single unit specific LDR can possibly be listed in WINGS. If you have a Tier III LDR that is unique to your unit, please use the “Other” LDR tab to enter events for those teams. Remember military balls, change of commands, commander’s calls, awards banquets, Bataan Death March, CAP flights, etc., **are not** LDR activities and must not be listed under the “Other” LDR tab.
2. There are not separate entries for Armed or Unarmed Exhibition Drill Teams. Those teams are considered sub sections of the main Armed or Unarmed Drill Team.

4.2. Below is a sample of a WINGS Event Entry Form to help cadets enter information into WINGS properly. Customize this form for your unit's LDR activities.

**Figure 3**

**WINGS Event Entry Form**

EVENT	LDR TYPE		
<input type="checkbox"/> LDR <input type="checkbox"/> CS <input type="checkbox"/> CIA <input type="checkbox"/> Other _____  <input type="checkbox"/> Competition  <input type="checkbox"/> Practice	<u><b>TIER 1</b></u> <input type="checkbox"/> JLAB <input type="checkbox"/> Multi-copter <input type="checkbox"/> Rocketry  <input type="checkbox"/> Other _____	<u><b>TIER 2</b></u> <input type="checkbox"/> Color Guard <input type="checkbox"/> Armed Drill Team <input type="checkbox"/> Unarmed Drill Team	<u><b>TIER 3</b></u> <input type="checkbox"/> APT <input type="checkbox"/> Flag Detail <input type="checkbox"/> Planning Committee <input type="checkbox"/> Spirit Squad

**Date Event:** \_\_\_\_\_ **Time of Event:** \_\_\_\_\_ - \_\_\_\_\_

**Default Non-CS Hours:** \_\_\_\_\_ **Default CS Hours:** \_\_\_\_\_

**Event Description:** \_\_\_\_\_

Cadet Participants			

**Events Officer Signature:** \_\_\_\_\_

**Date entered WINGS:** \_\_\_\_\_