

## JLAB 2019 JROTC UNIT BEST PRACTICE

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JROTC Unit Best Practice (one per form only): Promotion Board System

### Discussion

At Mariner High School JROTC, our promotion boards are cadet run. They are scheduled and conducted by the PCBO, the President of the Cadet Board Officer. This is a highly-valued leadership position held by an upcoming senior who went through a selection process at the end of their junior year.

The PCBO schedules promotions boards each quarter. They are held in one of the classrooms during each JROTC class period. There are very few resources required as we use tables and chairs already located in the classroom. The only physical resource outside of cadets is making copies of the promotion board grading sheet before the board, which is a PCBO responsibility.

All year, a guide outlining what cadets need to know or do to qualify for each rank is placed on the wall and on the website. For the first board of each year, a class is held as well to educate cadets on why and how a board is held. A high emphasis is placed on the relationship between promotion boards and real-life job interviews. LET 3s and 4s have an opportunity to earn an Instructor Badge by helping conduct these classes.

Cadets who are in leadership roles, such as a squad or platoon leader, are informed of the required rank to hold that position and are required to attend the board in order to stay in that leadership role.

At least a week before the board, the PCBO selects three board members primarily from the LET 3s and 4s and gets the list approved by an instructor. Selection is based on criteria such as cadets who have sat on boards before and have the best understanding of how to conduct them and demonstrated leadership qualities. A fourth cadet is selected to enter the results of each board into the computer immediately. Board members are given their topics and access to a question bank of approved questions.

The head of the board is the highest ranking cadet in that period. The board members sit at a table in the front of the room, and cadets attending the board present themselves in front of the table to report in. Both board members and those attending the board are required to be in Class B uniform. Instructors do not sit on the board or participate in the grading/selection process unless there is an issue. Results are put immediately into the computer system and cadets are told whether they are recommended for promotion or not before the end of the period.

Results from each class period are compiled and entered into JUMS. Then, within a couple of weeks, a promotion ceremony is held for each class period. Cadets are promoted in front of their classmates and then taken to another room for snacks and drinks as a reward for their hard work. The instructors pay for the food and drinks from the overall JROTC fund.

Overall, we believe we have an effective cadet-led promotion board system. Cadets learn valuable leadership skills by both conducting and participating in promotion boards.

