



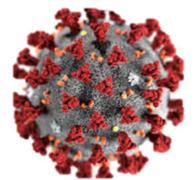
Leading the Army’s First Virtual Basic Leader Course



The 7th Army NCO Academy transitioned its resident course to a virtual classroom to accommodate Soldiers that are unable to attend due to COVID-19 travel restrictions. The virtual Basic Leader Course (vBLC) is accomplished through a video teleconference (using VGS platform) taught by 7th Army NCOA Small Group Leaders (SGLs) located in Grafenwoehr and facilitated by Assistant Instructors (AIs) in the classrooms. Classrooms are large enough to meet social distancing guidelines and limited to no more than 10 students per room. With the help of 173rd ABCT appointed Assistant Instructors (AIs) enforcing order and discipline, the first vBLC class (cycle 05-20) graduated 39 out of 39 students from Vicenza, Italy on March 2, 2020. The vBLC remains consistent with the Program of Instruction (POI) that students would otherwise have experienced in a regular resident course. While the global pandemic starts to slow down military operations, the 7th Army NCOA is capitalizing on the opportunity to modernize its classrooms and operations by incorporating student enrollment requirements performed online through NCOL CoE approved Blackboard. Not only does this mitigate the need for a tedious in-processing, but it provides more academic time for the students. As a result of all these contingencies, all academic honor awards are suspended until further notice.

Multiple “BLC Hubs” are established in Vicenza, Powidz, Poznan, BPTA, Benelux, Vilseck, Grafenwoehr, Baumholder, Kleber Kaserne, Daenner Kaserne, Hohenfels, and Ansbach. BLC Hubs must meet certain prerequisites in order to become one of the primary locations (see page 9 for more information). In order to promote and maintain professionalism within the classrooms, AIs are expected to go through a unit screening process and must meet certain criteria to be selected. Selected AIs are then trained on expectations by Academy Senior Instructors.

Coronavirus Disease 2019 (COVID-19) How Do We Protect Ourselves, Families, And Friends?



Know how it spreads

- ◆ The best way to prevent illness is to avoid being exposed to this virus.
- ◆ The virus is thought to spread mainly from person-to-person.
 - Between people who are in close contact with one another (within 6 feet).
 - Through respiratory droplets produced when an infected person coughs, sneezes, or talks.

Turn to page 3 for more information.

MESSAGE FROM THE COMMANDANT



CSM Christopher Cascardo
Commandant

Welcome to the 7th Army NCO Academy newsletter. Thank you for taking an interest in our message. As everyone warms up to our new way of life in this COVID environment, challenges evolve and give way to new opportunity. While many Army and DoD courses remain cancelled until further notice, our instructors are leading the Army's effort to deliver Professional Military Education (PME) in a virtual environment. I could not be more proud of the resiliency and innovative spirit our Academy demonstrated in developing the Army's very first virtual Basic Leader Course (vBLC). Being a member of an organization rich in such history, tradition, and determination is extremely humbling.

This pandemic will not deter or eliminate our ability to train and deliver Noncommissioned Officers to the force. USAREUR and the Army is counting on us to protect Soldiers and their families while maintaining a high-state of readiness; that is exactly what we will do. Although a few modifications were made to fit this virtual platform, vBLC remains mostly unchanged. Our motto is simple and clear: "Leaders Training Leaders;" it really is that simple. Leader training and development is the most critical component to our NCO Corps and our Army. Our Cadre remain dedicated professionals, committed to returning well-trained, adaptive leaders back to their formations. We execute a rigorous selection, training, and certification program that allows us to maintain this commitment.

Our team proudly accepts the charge of delivering performance oriented and academic excellence. We vow to challenge our students both physically and mentally in a positive environment, emphasizing collaboration, critical thinking, and life-long learning. We have assembled an incredible team of professionals to help shape the future of our NCO Corps and are always looking for talented NCOs to join us in that effort. Please visit our webpage (<https://www.7atc.army.mil/NCOA/>) for details about becoming a Small Group Leader, or reach out to anyone on our Point of Contact list on page 11.

DEPUTY'S DISPATCH

The current COVID-19 pandemic has undoubtedly changed the world. Everyone is adapting to these changes and the 7th Army NCOA is no different. The Academy did not meekly take a pause during this crisis. Hoping this virus passes over quickly is a great concept, but doesn't achieve results. The quick actions and response of great leaders do. The 7th ATC and 7th Army NCOA response has been extraordinary. Leaders here thought deeply and passionately about how we could continue to develop the Army's future leaders. Collectively, we've sought out different ways of bringing BLC to the force.

Additionally, we have found a silver lining inside this stressful and difficult time. We are taking advantage of this unfortunate situation to improve our resident course infrastructure, without interrupting a Soldier's professional military education. We have developed more functional ways of executing our Basic Leader Course that was blind to us in the past. I challenge every organization to find the silver lining during this time and continue to find innovative solutions to improve your own organizational programs.



1SG William Richardson
Deputy Commandant

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CORONAVIRUS (COVID-19)

PRACTICE SOCIAL DISTANCING

COVID-19 spreads mainly among people who are in close contact (within about 6 feet) for a prolonged period. Spread happens when an infected person coughs, sneezes, or talks, and droplets from their mouth or nose are launched into the air and land in the mouths or noses of people nearby. The droplets can also be inhaled into the lungs. Recent studies indicate that people who are infected but do not have symptoms likely also play a role in the spread of COVID-19.

It may be possible that a person can get COVID-19 by touching a surface or object that has the virus on it and then touching their own mouth, nose, or eyes. However, this is not thought to be the main way the virus spreads. COVID-19 can live for hours or days on a surface, depending on factors such as sun light and humidity. Social distancing helps limit contact with infected people and contaminated surfaces.

Although the risk of severe illness may be different for everyone, anyone can get and spread COVID-19. Everyone has a role to play in slowing the spread and protecting themselves, their family, and their community.



HOW TO PROTECT YOURSELF



Clean your hands often

- ◆ Wash your hands often with soap and water for at least 20 seconds, especially after you have been in a public place, or after blowing your nose, coughing, or sneezing.
- ◆ If soap and water are not readily available, **use a hand sanitizer that contains at least 60% alcohol**. Cover all surfaces of your hands and rub them together until they feel dry.
- ◆ **Avoid touching your eyes, nose, and mouth** with unwashed hands.

Avoid close contact

- ◆ **Avoid close contact** with people who are sick.
- ◆ Stay home as much as possible.
- ◆ Put **distance between yourself and other people**.
 - Remember that some people without symptoms may be able to spread virus.
 - Keeping distance from others is especially important for people who are at higher risk of getting very sick.

Cover your mouth and nose with a cloth face cover when around others

- ◆ You could spread COVID-19 to others even if you do not feel sick.
- ◆ Everyone should wear a cloth face cover when they have to go out in public, for example to the grocery store or to pick up other necessities.
- ◆ The cloth face cover is to protect other people in case you are infected.
- ◆ Continue to keep about 6 feet between yourself and others. The cloth face cover is not a substitute for social distancing.

Clean and disinfect

- ◆ **Clean AND disinfect** frequently touched surfaces **daily**.
- ◆ **If surfaces are dirty, clean them**. Use detergent or soap and water prior to disinfection.
- ◆ **Then, use a household disinfectant**. Most common EPA-registered household disinfectant will work.

For more information, please visit:

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

7th Army NCOA Implements Virtual Learning for Students

by SPC Zachary Stahlberg

The 7th Army Noncommissioned Officer Academy implemented the virtual learning basic leadership course, or vBLC, in response to COVID-19 measures, on Grafenwoehr Training Area, Germany, in March.

“COVID-19 has forced us to alter our training and utilize technology to enhance the capabilities of our future leaders,” said Sgt. 1st Class Cody Reece, the Chief of Training for the 7th Army NCOA. “We can’t allow this pandemic to interfere with our training capabilities or the progression of our Soldiers’ military careers.”

Soldiers from across Europe go to a specific location within their major area components. These locations, known as “hubs,” essentially provide the same classroom setting that resident students would expect if they were at the Academy.

“They are still required to go to a classroom environment to get their education,” said 1st Sgt. William Richardson, the 7th Army NCOA Deputy Commandant. “We have 14 learning hubs across four countries to ensure that everyone in the European Theater has access to the vBLC.”

“The classrooms are limited to 10 students, ensuring they can maintain their social distancing,” said Reece. “We have one Assistant Instructor for every five students.”

The inspiration behind this innovative and new form of education came from the 7th Army NCOA and its dedicated team of Instructors. They worked together to develop this training platform, ensuring that it is just as rigorous as the resident course. With the help of Sgt. Maj. Christopher West, the Basic Leadership Course director for the Non-commissioned Officer Leadership Center of Excellence, he and his team established a new Blackboard platform to ensure the success of the vBLC.

“He didn’t want there to be a backlog or standing order of merit list of specialists waiting for BLC to get promoted,” said Reece. “The Army is doing everything it can to encourage training and career progression. We are just taking extra precautions because we care about the safety of our Soldiers and their families.”

The first vBLC began March 10, and the students graduated April 2.

“None of our content has changed,” said Richardson. “They are still learning everything they would in BLC and the selection process is the same as it was before, the only difference is that it is being taught virtually.”



SGT John Obrien conducts virtual training with his students.
Photo by SPC Zachary Stahlberg

There have been many challenges in getting the vBLC started, but the hard work of the 7th Army NCOA cadre and their dedication to training the Army’s future leaders showed that nothing will stop Soldiers from accomplishing their mission.

“What the 7th Army NCOA has done to adapt to the current pandemic in the world has been phenomenal,” said Richardson. “The Academy has worked hard to implement the new course delivery platform, allowing Soldiers to continue progressing their careers. Not only the speed in which we were able to respond, but also the quality of what we were able to produce gives me a sense of pride to be part of something so historic within this Academy and the Army.”

Command Sgt. Maj. Christopher Cascardo, the 7th Army NCOA Commandant, said that implementing virtual learning shows how the 7th Army NCOA staff and students can adapt and continue the U.S. Army mission.

“This pandemic will not deter us from providing professional military education to future leaders,” said Cascardo. “If anything, it demonstrates the importance of being an adaptable leader in a complex world.”

Cadre Participates in the Allied Winter Instructor Course in Norway



SSG Thomas Bunoan
Small Group Leader

Cold weather operations can have a significant effect on how people conduct their daily routines, train, and socialize. The Norwegian Centre of Excellence Cold Weather Operations Center focuses on conditioning their armed forces and multi-national partners on how to survive and fight in snow covered climates. They embrace the philosophy, in their Allied Winter Instructor Course (AWIC), that if one can fight and survive in cold then they can conduct combat operations in any climate. The Centre of Excellence (CoE) instructs on disciplined daily routines to ensure maximum survivability, and they rehearse simple yet beneficial tactics to be successful in winter combat zones. They preach that having a good spirit is paramount to conquering the snow. Crucial daily drills are important throughout cold weather operations because the environment can change quickly, and Soldiers need to be flexible in all types of scenarios.

The CoE teaches and encourages input from joint allied partners to establish regimented routines when conducting cold weather operations. Some of the most important routines taught are boiling water in the morning and evening, establishing clean and dirty sections when setting up bivouacs, following strict work and rest cycles, and conducting cold weather specific checks, such as: TEXAS, SIBERIA, and LAS VEGAS. The TEXAS check maintains combat readiness by conducting daily weapons cleaning and lubrication timelines prior to storage and rest in an austere environment. The team leader conducts the SIBERIA check to inspect for cuts, bruises, and white spots amongst the team prior to resting. LAS VEGAS is inspecting the accountability and serviceability for sensitive and highly valuable resources like NVG's or SKL's. Routines like these help combat the monotony and the effects the cold has on the body. They keep team members vigilant on the effectiveness of their equipment, health, and confidence in the cold. Team members need to understand the importance and benefits of these routines to be successful in the cold because complacency in cold weather conditions can have serious effects on nutrition, energy levels, combat effectiveness, and many other factors.

Surviving in the cold is simply not enough for the armed forces; they need to maintain and be battle ready at all times.

Four factors that must always be considered when planning combat operations in the cold are: human, weather, terrain, and snow pack. Leaders must always assess the capability of the enemy and their units experience in the snow; for example a commander needs to assess how experienced is the unit on skis and snow marching. Weather is constantly changing in cold climates because the snow pack is alive and has many layers due to the heat from the Earth. Also, leaders need to hone navigation skills to traverse snow covered mountains, and understand opportune areas to attack and take shelter from enemy forces. The CoE provides a variety of lessons to include: CASEVAC, Avalanche Rescue, and Snow Compression tests so that leaders can be prepared for unplanned circumstances in the battle field. Consistent and tough training is vital to improve the confidence in service members.

The Norwegian forces believe that equipment only contributes to 20% of success in cold weather operations; 80% comes from training and having a good spirit, mental endurance and resiliency to endure the cold. Open communication and morale building is pivotal to survival in the cold; playing ice hockey, ski based games, and sharing meals are some examples to building successful teams. Team members would build moral by surprising their team mates with home cooked treats and stories during the AWIC 12 day field exercise where sections would travel over 50 KM through mountainous snow laden terrain. Mentorship and encouragement is pivotal in cold weather to build confidence levels and motivate those of varying skill levels.

Operating in cold weather environments is challenging and worthwhile training to gauge and unit's mettle. Surviving in the cold requires discipline, commitment, and a good spirit. However, surviving is not enough for Soldiers, they need to understand the specific and unique tactics and factors required to fight in a cold weather environment. Finding ways to motivate and build morale is pivotal in a cold weather environment. There is no room for complacency when dealing with the cold, and the Norwegian COE instill that point severely to their students.



UPCOMING CLASS DATES

CLASS#	START DATE	GRADUATION
07-20	18-MAY-20	12-JUN-20
08-20	06-JUL-20	31-JUL-20
09-20	10-AUG-20	03-SEP-20
10-20	14-SEP-20	09-OCT-20

Remote Small Group Leadership



SGT John O'Brien
Small Group Leader

Small Group Leaders (SGLs) at Noncommissioned Officer Academies across the force have been exposed to an interesting challenge since the outbreak of COVID-19. We are capable of teaching the Basic Leader Course (BLC) curriculum, but how do we lead our squads remotely? The phrase 'Leaders Training Leaders' is printed on a wooden archway that overlooks the drill field of the 7th Army Noncommissioned Officer Academy. Thousands of Noncommissioned Officers have stood beneath it at some

point in their career as students at BLC, working with Instructors to develop their skills as leaders in today's Army. Across the campus, on another archway that stands over an exit of the academy, are written the words 'Depart to Lead.' However, for the foreseeable future, no students will enter nor depart the Academy grounds. Instructors will teach students from afar, primarily through the incorporation of Assistant Instructors positioned at multiple remote locations across Europe. The business world has started to explore the dimensions of remote leadership in the wake of COVID-19; we can start by focusing on building clarity, communication, and connection in our "virtual" classrooms.

Clarity between Instructors who are no longer interacting face-to-face every day, and especially from Instructors to their remote Assistant Instructors and students is vitally important. In this transition to remote facilitation, we as leaders must "prioritize the development of clear boundaries and guidelines" (Wingard 2020). By providing a clear vision of what the Basic Leader Course is and what the expectations are as Instructors, we can build better partnerships with our Assistant Instructors and students. The curriculum and even the name of BLC has changed countless times since its inception. One thing has not changed: this course has always been instructed by proven Noncommissioned Officers who teach, demonstrate, and live the values in the curriculum. This is essential because the values in that curriculum are the values of our Corps. The more clearly we can explain and enforce our values and expectations with our partners and students, the more effective we will be as 'Leaders Training Leaders'.

Communication is one of the Army's most beloved topics. We devote a significant portion of BLC to the concept of effective communication because it is linked directly to the many components of good leader-

ship. But in the world of the virtual classroom, we lose the ability to communicate face-to-face and shift in many ways to remote managers for our squad. A poll of remote workers recently found that the most effective leaders in distant locations "are good listeners, communicate trust and respect, inquire about workload and progress without micromanaging, and err on the side of over communicating" (ibid.). Despite the fact that we will not be in the same room as our Assistant Instructors and students, we have multiple tools at our disposal to communicate effectively in and out of the classroom. Small Group Leaders will need to use their judgement to determine whether to email a student directly. Some SGLs may find creative uses of the discussion boards on Blackboard to get more direct communication with their students. The modes of communication may have changed for now, but its necessity has not.

Without this shift in our ways of communication, we could lose the connection with our Soldiers that is one of the major factors of our success as leaders and Instructors. The relationships we develop with our students has often given us the understanding and credibility we need to give them vital feedback. But this is at risk. Leaders who have little experience with virtual teams often encounter stress initially with keeping the group on track. This causes a tendency for these leaders to "become exclusively task-focused" (ibid.). Building and maintaining a human connection for us now means getting to know the people on the screen. The more we view them as distant figures just checking boxes towards graduation from BLC, the more power we strip from ourselves as leaders. For many SGLs, moving to the virtual classroom doesn't start with the students, it starts with our Assistant Instructors. The better we connect with our partners in remote locations, the more we empower our team and extend our influence in the physical classroom.

The transition to virtual Basic Leader Course does not mean a shift from 'Leaders Training Leaders' to 'Instructors Training Leaders'. By providing our team of Assistant Instructors and students clear guidance, communicating effectively, and building strong connections, we can each improve the quality of education for our remote squads.



Reference:

Wingard, Jason (2020, March 13). *Leading Remote Workers: The Coronavirus' Impact On Effective Management*. Forbes. <https://www.forbes.com/sites/jasonwingard/2020/03/13/team-working-at-home-because-of-coronavirus-heres-how-to-lead-them-effectively/#350974013162>

The Road to the Sergeant Morales Club



SSG Sa'eed Cruz
Small Group Leader



Personal growth is no new concept, and within the military, growth is necessary to stay competitive. As I prepared for this board, I noticed that it is not only confidence I needed but also competence. Since learning about the club, I always felt the desire to play a major role within it. The Sergeant Morales Club represents the NCO Corps' strong heritage and traditions. Your attributes and competencies are tested on this path; it is not for the faint of heart. The journey to the club really takes NCOs out of their comfort zone, which is why it only houses a small percentage of the corps. The Creed of the Noncommissioned Officer states, "I will strive to remain technically and tactfully proficient," and by becoming a member, I feel proved I am willing to fulfill this important duty. By distinguishing myself, I hope to inspire my peers, and surround myself with NCOs who have the same desires and bring others into the same circle, which is to be a well-rounded NCO. Being at the 7th Army NCO Academy has given me endless opportunities to inspire future leaders. This is not only a personal achievement for them to strive for, but at the same time, they gain a wealth of knowledge while they prepare to challenge the board.

Leaders seek your guidance when they know you are a member of this prestigious club. It is an honor and a great responsibility to lead amongst our ranks. At the same time,

this leadership role forces me to remain up-to-date on rules, regulations, ALARACTs and MILPER messages in an effort to offer sound guidance. As a Small Group Leader, I experience this daily with my peers, and my students. Hence, they are not always provided with correct guidance. It is disappointing to hear my Soldiers repeat some regulations we as leaders provide them with back at our units. I also understand, as a Staff Sergeant Select, I have a span of influence and I must use this for the betterment of the Army. The Morales Club's mission is to make the community stronger, which in turn makes the Army better as well. Once a month we serve dinner to the community at the USO, clean up around post with the VFW and provide gift cards to Soldiers in need during the holidays. There is no better feeling than helping and knowing you are making a difference in another person's life. While there are many personal benefits to the club, we focus on the selfless ones. The club membership is for myself; however, the actions attained afterwards are for my Soldiers, peers and community. The membership means nothing if the knowledge not sustained. As the saying goes, "steel sharpens steel" and this mantra is my thought process.

WARRIOR'S PERSPECTIVE



ESSAY AWARDEE



SPC Carlos Rodriguez
2-503rd IN, 173rd
Class #04-20

"To foster a more safe and effective work environment at my unit, I would reiterate on the open door policy to report sexual misconduct. Reminding Soldiers the Army's Intervene, Act, and Motivate (I. A.M.) STRONG campaign is a mission everyone should engage to prevent sexual assault before it occurs. I would take every report serious and make sure the Chain of Command is aware of any incident."

★★★ NCO 2020 ★★★



CPL Michael Carreiro
1-3 ARB, 12th CAB
Class #04-20

"Change is almost always difficult, but it is necessary. The first thing you have to do when implementing the NCO 2020 strategy is to first understand what it is trying to improve. NCO 2020 is trying to pull away from the outdated ways of doing things. For example, no more death by power point. Education and awareness is imperative to change. One thing that can help facilitate change is being the example. It is transforming yourself into the leader Soldiers want to follow. A more intelligent Army is a more powerful Army. I would take everything I know as a leader and try to instill it in future leaders."

This is My Squad

Building a Cohesive Unit and Taking Ownership of Your Team

Junior NCOs own the culture of small units and are empowered to care for their Soldiers and Families. Leaders look at what their strongest and most cohesive teams do and replicate those traits across their sphere of influence. Soldiers and Families are proud to be a part of their squads. Officers trust NCOs to create a work environment where Soldiers want to come to work, train, and grow. The American people understands that the U.S. Army is America's Army, continues to trust the Army, and are better connected to the Army's people.

Strategic Approach

"This is My Squad" is a **leadership philosophy** and **communication platform** to cultivate a culture of care, pride and ownership in small units across the total Army. Squads are not limited to the Infantry company – All Soldiers and Families have a squad they can be proud of. Army leaders will communicate "This is My Squad" themes and messages primarily through face-to-face engagement via the NCO support channel, installation visits and virtual forums. Organizations will amplify "This is My Squad" engagements through owned and external channels.

Desired Effects

Junior NCOs

EMPOWER to care for Soldiers and solve problems
INFORM of their authority as NCOs

Senior NCOs

EDUCATE to identify positive team characteristics
EMPOWER to replicate excellence

Officers

BUILD trust in junior NCOs
MAINTAIN trust in senior NCOs

Junior Enlisted Soldiers

BOLSTER pride in their squads
INSPIRE to be NCOs

Families

BOLSTER relationships with units
BOLSTER trust in the Army

American People

MAINTAIN trust in the Army

Channels

NCO Support Channel – NCOs at all levels will be the primary channel for communication

Face-to-Face – conduct in-person and virtual engagements focusing on junior NCOs, SGMs and Spouses

External Media – engage primarily with niche online and traditional outlets that target the Total Army

Owned Media – leverage organic, Army and subordinate platforms with positive, relatable and inspiring content

Outreach – engage community and MSO/VSO/NFE leaders to maintain public support for the Army

Themes and Messages

Highlight the Positive

Good leaders identify and replicate the positive attributes of their strongest teams
Embrace the Army's meritocracy culture – reward the best and the rest will follow
Understanding our most cohesive teams allows the Army to measure and increase lethality

Be Proud of Your Squad

Good leaders want their teammates to be the very best at everything they do
No matter your role in the Total Army, you have a squad you can be proud of
Junior leaders are responsible for cultivating their organization's culture

Take Action

Good leaders have the personal courage to say and do what's right
Invest time in your Soldiers, and your Soldiers will invest in you

BLC Hub Locations



The map above represents SRO established training hubs for the current BLC, class 06-20. A training hub is a consolidated location that may have more than one classroom. For example, Vilseck is only one training hub (servicing both the 18th MP BDE and 2CR) but has 5 classrooms. There are 14 hubs in total spread across 4 countries, 14 locations (military bases/kasernes), and over 20 classrooms. Each classroom is VTC/GVS enabled where NCOA cadre visually interact with students. We expect this map to slightly change for next cycle as SROs increase capacity. In order to establish new training hubs/classrooms, see the required resource list below.

Unit Resource List

- ◆ Classrooms of 10 students that meet Social Distancing guidelines.
- ◆ POC (for course duration) between NCOA and VTC site.
- ◆ Computers with internet access (can be personal computer with CAC reader).
- ◆ DSN phone numbers to classrooms and POC.
- ◆ Minimum of 2 dry erase boards (1 for every 5 students).
- ◆ Video hardware capabilities with speakers and microphone access.
- ◆ Printer capability for Assistant Instructors (AIs).
- ◆ Use of personal cellphones for video assignment requirements (assignments uploaded via YouTube, DoD Safe, or JPEG); how-to instructions are on Blackboard.

BLC ENROLLMENT PREREQUISITES

Student Requirements

- ◆ Soldiers must be a Priority 1 or 2 on the USAREUR OML.
- ◆ Soldiers must upload their pre-arrival packet, most current DA 705 and DA 5500/5501, DA 3349 (if applicable), SSD1/DLC cert via Blackboard upon receiving the Welcome Letter.
- ◆ Paperwork deficiencies must be corrected within 72 hours from Day 0.
- ◆ Soldiers who have a temporary profile will not be accepted in the course unless it is a deployment-related injury.

For more information, please visit the 7th Army NCOA website or the 7th Army ACT website:

[7ATC NCOA Website](#)

[7ATC NCOA ACT Website](#)

INSTRUCTOR REQUIREMENTS

Become a Small Group Leader

- ◆ Hold the rank of Staff Sergeant or Sergeant First Class.
- ◆ Letter of Recommendation from unit CSM.
- ◆ Successfully served as Squad Leader or equivalent.
- ◆ Passed last APFT.
- ◆ Meet Army height and weight standards.
- ◆ No physically limiting permanent/temporary profiles.
- ◆ Remaining time in country not less than 18 months from date of assignment to the Academy, or willing to extend to meet this requirement.

POC for applications is SFC Joseph Hand
@ joseph.w.hand2.mil@mail.mil

Assistant Instructor Requirements

- ◆ SSG/SFC with SQI-8 preferred.
- ◆ Dedicated for the duration of the entire course.
- ◆ Facilitate breakout sessions/understand the POI.
- ◆ Demonstrate given tasks.
- ◆ Manages students on breaks, chow times and PRT.
- ◆ Assists in uploading assignments and paperwork to Blackboard.
- ◆ Communicates daily with the Primary Instructor (PI) on Attributes and Competency grading, counselings, and basic administrative information.
- ◆ Has the resource material on hand for Concrete Experience (CE), Practical Exercise (PE), and Conduct Individual Training (CIT).

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DEPART TO LEAD



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