

NDCC Program Budget Update Summary

Budget Book Outcomes [\(p. 32, Section A\)](#)

Contemporary High School Programming: JROTC/NDCC Program \$150,000

This proposal reinstates the Junior Reserve Officers Training Corps (JROTC)/[National Defense Cadet Corps \(NDCC\)](#) Program at Monticello High School. The program will also be available to Albemarle and Western Albemarle High students with transportation provided. JROTC/NDCC has a long and proud tradition of service to the nation through the betterment of its youth. Public and private educational institutions apply for JROTC/NDCC units and commit to share costs and meet standards. A minimum of 100 cadets in grades 9 – 12 organized into a chain of command make up a JROTC/NDCC unit. Two instructors, normally consisting of one retired officer and one noncommissioned officer, teach a rigorous curriculum and supervise cadets in all their activities.

Metrics:

INPUTS By the end of the first semester, the following deliverables will be completed to get the proposal started: • Communication plan and community outreach • Completed contract/MOU • Transportation plan (**Completed**)

ACTIVITIES By the end of 2019/20 school year, the following deliverables will be complete to demonstrate the proposal is in progress: • **The program will have an enrollment of thirty students. The student demographics at the program will match the school system's high school demographics.** • **Design & Implement student satisfaction survey** • **New enrollment of 30 current 9th graders in the spring of 2020.** The student demographics at the program will match the school system's high school demographics. **[This was not completed; the program design changed. 9th graders are not accepted into the program. The enrollment was 25 for the 2020-21 school year.]**

OUTPUTS The following short-term SMART goal that will help demonstrate successful implementation of the proposal: • JROTC/NDCC will recruit and maintain diverse representation across our schools. Within four years, the program enrollment will be 120 students or more. **[Four years have not passed since this budget initiative, but the program is not on track for this goal.]**

OUTCOMES The following long-term SMART goal will help determine success/effect/impact of the proposal: • Students graduating from the JROTC/NDCC program will pursue careers in the military at the same rate as other programs benchmarked nationally. **[Only about 20%](#) of all**

JROTC participants nationally go on to join the military. NDCC/JROTC is not a military prep program; the mission is to prepare students to become better citizens.]

Evaluation* Activities

1. Pulled enrollment numbers
2. Conducted interviews with staff

*Presenting program summary as the program has changed since the budget initiative.

Findings: The program is still in an implementation phase and will continue to be shaped by its role in the Global Leadership, Law, and Social Justice Career Learning Community. This summary is provided to update the Board on the current state of the program.

Recommendation: Staff should revisit program goals and make a new recommendation on expected enrollment. Staff should also communicate with the NDCC instructors about their place in the Global Leadership pathway as well as work collaboratively to align the goals of this program with pathway/CLC goals. Design and implement student satisfaction surveys; reach out to military-affiliated students and families and provide program information; change enrollment goal to 100 students since that is the goal to move from NDCC to JROTC (and receive funding).

Additional Information for review:

Enrollment:

Enrollment last three years by grade			Grade Level			
	Base School	All Grades	9	10	11	12
2020-2021	AHS	6	0	4	0	2
	MOHS	15	0	2	8	5
	WAHS	4	0	1	2	1
	Total	25	0	7	10	8
2021-2022	AHS	11	0	7	1	3
	MOHS	19	1	3	7	8
	WAHS	3	1	0	1	1
	Total	33	2	10	9	12

2022-2023	AHS	12	0	6	6	0
	MOHS	19	2	10	5	2
	WAHS	6	0	3	2	1
	Total	37	2	19	13	3

SCHOOLYEAR	Total	Female	Male	AS	BL	HL	MR	WH	ECODIS	SWD	EL
2020-2021	25	7	18	0	4	2	0	19	4	3	0
2021-2022	33	7	26	0	5	6	0	22	7	5	4
2022-2023	37	7	30	0	3	7	1	26	9	10	6
% of 2022-2023 total		19%	81%	0	8%	19%	3%	70%	24%	27%	16%

Below for Comparison: Total Enrollment High School Students October 2022

	High School Students	
Total Enrollment	3361	
Asian	190	6%
Black	383	11%
Hispanic	503	15%
White	2087	62%
Two or more races	192	6%
Econ Disadv	918	27%
ELs	257	8%
SWD	422	13%

Graduates who have joined the military or moved onto ROTC in College:

GRADUATES FROM SCHOOL YEAR 2020-2021

4 Students: Army ROTC-UVA; Army ROTC-Virginia Tech; Air Force ROTC-UVA; Army ROTC-JMU **[4 out of 8 seniors = 50%]**

GRADUATES FROM SCHOOL YEAR 2021-2022

3 Students: Army ROTC - Nebraska; Air Force ROTC-Virginia Tech; Army - Enlisted

[3 out of 12 seniors = 25%] still within national averages

Registration #s for next year (as of 2/14/23) Total 31

History of the program in Albemarle County Public Schools:

The program began to enroll students in the Spring of 2020, which was the beginning of the COVID-19 pandemic. Instructors met with students virtually to recruit students for the program. In addition, during the 2020-21 school year, instruction was almost entirely virtual/online including activities like physical training (PT) and drill and ceremony.

The program should have two instructors; one retired officer and one retired enlisted soldier. The ACPS program began with one instructor in 2020, a retired colonel. He started the program for several months before hiring the enlisted instructor. They worked together for a short time during the 2020-21 school year. The officer instructor resigned before the 2021-22 school year began and the enlisted instructor ran the program on his own for most of the year. ACPS hired a new officer instructor, hired in the spring of 2022. After the officer instructor was hired, the enlisted instructor took a new position outside of the county and a new enlisted instructor had to be hired for the 2022-23 school year. LTC (Retired) Rich Montiero and 1SG (Retired) Richie Pozo have been working well together for the 2022-23 school year. Despite the heavy turnover in instructors the program has established a [Raider Team](#), Color Guard, held a successful [Dining Out](#) and plan to hold another one this spring, and visited all Freshman Seminar classes in the Winter of 2022-23 to tell students about the program. They also held a Remembrance Ruck March in March 2021 and 2022 and have had outdoor experiences including orienteering, STEM activities, and leadership challenges.

Finally, after the program was funded in the FY19/20 budget, the design changed to align with the Career Learning Community initiative and no freshmen were invited to attend the course. This contributes to lower enrollment numbers. This history is provided to show that the program is still in its infancy and should be evaluated further after the CLCs have been established for several years. Staff can consider its role and goals within the CLC framework.

Historically, according to staff who have worked in ACPS for many years, there was a JROTC program at Monticello and it ended because the enrollment was perpetually low. This program should continue to consider how it will be different from the previous program experience and should capitalize on marketing the program as part of the Global Leadership CLC.

Additional information on the ACPS website: <https://mohs.k12albemarle.org/students/jrotc>

Currently, there are 56 military-affiliated students whose base school is Albemarle High School; 31 at Western Albemarle High School, and 17 at Monticello High School. The instructors should reach out to these students, specifically, as traditionally students whose parents are in the military are [twice as likely to want to join](#). **Only 3 of these students are currently in the JROTC program.**

Additional Studies:

<https://www.jstor.org/stable/27751481>

https://www.rand.org/content/dam/rand/pubs/research_reports/RR1700/RR1712/RAND_RR1712.pdf