The purpose of the CPL, NCO, and Officer Academies is to facilitate the transition from one level of cadet leadership to the next, with an emphasis on the military pillar. All cadets attend the Academies, regardless of whether or not they have been identified as being a rank-holder in the upcoming year. In this way, all cadets are exposed to the key learning outcomes articulated in *A Guide for the Leader Development Program* (GLDP) and are prepared to assume a chain of command position if one becomes available.

The Academies consist of five sessions conducted as LTPs between the return from spring furlough and the end of academic classes, and three practical application exercises conducted during Graduation Week. All three Academies have the same basic curricula, although due to resource constraints, the classes are conducted in different orders. As a result of the first five sessions of the Academies, cadets 1) understand the Commandant’s intent and expectations for the rank they are preparing to assume, 2) understand the GLDP military pillar key learning outcomes associated with that rank, 3) understand the general roles and responsibilities associated with that rank (i.e., “Officer Business” and “NCO Business”), 4) understand the specific roles and responsibilities of each chain of command position associated with that rank, and 5) have participated in some interactive exercise tailored to that rank. For corporals, that exercise is a drill and ceremonies confidence building exercise. For the NCOs, it is a train-the-trainer exercise on how to conduct PT. For the officers, it is a discussion panel of cadet and active and retired military officers.

The three sessions during Graduation Week are designed to create opportunities for the cadets to practice their developing skills in situations that simulate routine cadet activities during the academic year. These are all-ins, formations, and PT. These exercises are conducted at the company level and serve two purposes. The first is to give the rising unit leadership an opportunity to become familiar with unit-level execution of the task. Secondly, the training outline includes various role-playing scenarios that give individual leaders an opportunity to exercise their fledgling skills.

The Academies begin a process that is taken to an additional level of specificity during Cadre and Reconstitution training. Both these periods include two sessions that further refine cadet understanding of their duty positions. The sessions are organizationally similar, but the cadre session is tailored to the cadre period and the reconstitution session is tailored to the academic year.

The first session is a quick review of the general rank and specific duty position roles and responsibilities taught during the Academy, followed by a mission analysis exercise in which each cadet identifies the specified, implied, and essential tasks associated with his duty position. During the second session, the cadet develops (or if she has received a continuity book from her predecessor, confirms) the specific tactics, techniques, and procedures or unit SOP she will use to execute those duties. These products are submitted to the cadet’s direct supervisor and TAC for feedback.

While the Academies are being conducted, the rank board process is completed and results are announced. As an additional transition tool, each company develops and presents a training brief to the Commandant using the unit METL. The out-going commander is overall responsible for developing this briefing with the active participation of the in-coming commander. Because seniors do not participate
in the Academies, the development of this training brief is the focus of senior LTP activity during the time the rest of the corps is attending the Academies. The out-going commander focuses her effort on the assessment of the company’s present readiness in each mission essential task, and the in-coming commander focuses his effort on the strategy for next year to improve that readiness. As part of the training brief, the Commandant assesses that a successful transition and exchange of information is occurring between commanders. Additional information on the training brief and unit METL is available in the “How to Train at The Citadel” manual.