

Navy League Cadet Corps Proficiency Level Awards

INTRODUCTION

The Newfoundland and Labrador Division of the Navy League of Canada maintains a performance recognition program for its Navy League Cadet Corps. This program is based on proficiency levels, as opposed to the ranking of Corps. The program includes Proficiency Level Awards (PLA's) for Gold, Silver, and Bronze levels of proficiency. The following sections detail the objectives of the PLA program, as well as the standards utilized in the assessment of Corps.

ULTIMATE GOAL

The ultimate goal is for all Corps to reach the maximum level of proficiency and for all Corps to receive a Gold PLA. This would mean that all Corps have delivered excellent training programs, achieved the overall objectives of the cadet program, and produced fine cadets, citizens, and leaders. An indirect goal of the PLA's is for Corps to work together, share knowledge and resources, and help each other reach their maximum potential.

OBJECTIVES

The PLA's are designed:

1. To link performance recognition to the objectives of the Navy League Cadet training program.
2. To encourage **all** Corps to reach a maximum level of proficiency by delivering results-oriented training programs.
3. To encourage Corps members to channel their energy into the training program versus the attainment of prizes.
4. To eliminate unhealthy, ill-spirited competition and encourage collaboration amongst Corps.
5. To emphasize that the three periodic evaluations completed each year are based on the activities conducted throughout the entire period preceding the actual inspection.

PROFICIENCY LEVEL AWARDS

Assessment

Each Corps is assessed for three periods of the training year as follows:

1. Period from the commencement of training year to the Branch Inspection
2. Period from the Branch Inspection to the Division Inspection.
3. Period from the Division Inspection to the Annual Inspection.

A Branch, Division, and Annual Inspection will be held by each Corps within the applicable time frames. On each occasion, the Corps will be assessed by a Division Staff Officer (ie. Division Commander, Division Training Officer, etc.). The Inspection will provide the Corps with an opportunity to highlight its mandatory and optional training programs, activities, and community involvement for the period being assessed. All programs and activities should be linked to the objectives of the Navy League Cadet program.

Standards

Corps should implement programs based on the objectives of the Navy League Cadet Program. These objectives are outlined in the Cadet Training Standards (CTS) and are ultimately achieved through the delivery of a top-notch training program. In addition to the CTS, the Navy League Cadet Regulations, NL (8), should be upheld at all times. Corps are also expected to uphold any additional standards established by the Division. In general terms, the Newfoundland and Labrador Division Inspection Report is also a useful reference for the desired outcomes of Corps programs.

Continuity

It should be kept in mind that a corps with high standards will exhibit the same level of proficiency on an inspection night as any other night. For example, a cadet's uniform should be at the highest standard every week, not just at the three inspections. This demonstrates true pride and self-discipline. Maintaining high standards throughout the training year also decreases the level of anxiety associated with ceremonial inspections. The only difference between an inspection and any other training night is that there are guests present.

Assessment Tool

The Newfoundland and Labrador Division Inspection Report, (D-16), is utilized by the Inspecting Officer in his/her assessment of a Corps' performance. D-16 replaces the former assessment tool, NL(16). D-16 contains an outline of many of the programs, activities, and goals relating to the development of Officers and Cadets; training, administration, and supply; activities and community involvement; and procedures to be utilized by the Corps.

Scoring Guide

On the final page of D-16, there is an outline of the scoring guide used by Inspecting Officers. This guide is as follows:

<i>SCORE</i>	<i>DESCRIPTION</i>	<i>RANGE</i>
5	Outstanding; No faults whatsoever	90-100%
4	Above Average – superior (very good)	75-89%
3	Average (Good) – Standard Performance	60-74%
2	Below (Acceptable) – Faults to be corrected	45-59%
1	Unsatisfactory (Poor)	Below 45%

The Inspecting Officer will identify the description that best matches the performance observed, and then assign the number that matches that description. For example, if personal appearance were very good, there would be a 4 rating. If cadets require haircuts, then there are faults to be corrected, which would result in a 2 rating. It is imperative when a Corps reviews its assessment, that it bear in mind the descriptions in the scoring guide. Therefore, if a Corps receives a '2' rating, it should focus on the "faults to be corrected" as opposed to the number.

Maximum Scores

Utilizing NL(16), the maximum number of points awarded for the assessments are:

BRANCH INSPECTION	550
DIVISION INSPECTION	550
<u>ANNUAL INSPECTION</u>	<u>600</u>
TOTAL	1700

The total score incorporates the results of the entire training year. For example, if a Corps scores low in the Branch and Division Inspection periods, but high in the Annual Inspection, then the total score will reflect this improvement. Thus, each inspection period is important and can impact on the final result. A Corps that performs below standard at the Branch

Inspection has the opportunity to improve at each subsequent inspection. However, it should be noted that Corps are to maintain a high standard from the get-go. Regardless of the points assigned, a training program that gets off to a rough start can have a lasting impact on the development of the cadets.

Proficiency Levels

The Gold, Silver, and Bronze Proficiency Levels are based on the total score achieved by the Corps. Using the scoring guide, the total score will be converted to a percentage and compared to the scoring guide on D-16. Gold, Silver, and Bronze are equivalent to an assessment of outstanding, above average, or average (or an equivalent rating of 5, 4, and 3 respectively). Essentially, a gold level of proficiency is for a total score equivalent to an outstanding level of performance (90-100%). The following is an outline of the proficiency levels:

	<i>TOTAL SCORE</i>	<i>DESCRIPTION</i>	<i>RANGE</i>
<i>GOLD</i>	1530-1700	Outstanding	90.0-100%
<i>SILVER</i>	1275-1529	Above Average (Very Good)	75.0-89.9%
<i>BRONZE</i>	1020-1274	Average (Good)	60.0-74.9%

These proficiency levels encourage Corps to maximize performance and strive to achieve the best results possible. There are no proficiency levels designated for results for Below Average or Poor Performance (below the 60% range). This reinforces the need to meet established standards.

Recommendations

The Division Staff Officers will submit to the results of the assessments to the Division Chair, Navy League Cadets. The Chair will recommend the presentation of PLA's to the Chair, Honours and Awards.

Presentations

At the Annual General Meeting of the Newfoundland and Labrador Division, PLA's will be presented to Corps who have achieved an established level of proficiency. The Following PLA's will be presented

- Gold Level Proficiency Award
- Silver Level Proficiency Award
- Bronze Level Proficiency Award