

## IMPACT REPORT: Junior Reserve Officers' Training Corps (JROTC)

### PROGRAM OVERVIEW

#### Vision & Mission

In accordance with Title 10 United States Code, Section 2031, the military services must have a JROTC program to “instill in students in United States secondary educational institutions the values of citizenship, service to the United States, and personal responsibility and a sense of accomplishment.”



#### Opportunity & Impact

JROTC is an innovative leadership and citizenship program that consistently moves forward to improve a cadet’s leadership, social, emotional, and academic skills. The program includes classroom academic studies, character education, team building, leadership opportunities, intramural competitions, experiential learning, and unique training opportunities. The expectation is that JROTC programs exceed the schools' averages in each of five quality categories; attendance, graduation, indiscipline, drop-out rate, and GPA.



## PROGRAM SUMMARY

### Student Enrollment

The target student population is high school students in grades 9 to 12 and at least 10% of total campus enrollment at designated schools. Students self-select into JROTC and the goal is to retain at least 50% of cadets enrolled in a specific grade level per school year. Students receive physical education credits toward graduation. After they have earned physical education credits, they receive elective credits.

- 4,373 cadets at 24 high school campuses.
- 850 students at 5 middle school campuses.

### List of Campuses and Staffing

- 1 Director *Military*
- 3 Senior Mgrs. *Military*
- 1 Program Instructional Specialist *Military* (Authorized cost-shared position)
- 24 Program Mgrs. *Military* (Campus)
- 36 Mgrs. *Military* (Campus)
- 1 Admin Asst.
- 1 Warehouse
- 24 Comprehensive High Schools
- 5 Middle Schools
- Student to Staff Ratio: 50:1, Per contractual agreement, schools are required to employ at least two Instructors and enroll a minimum of 100 cadets or 10% of the campus population, whichever is less.

See **Appendix A** for full list of campuses and enrollment

### Student Experience

- Receive 172 hours of curricular material
- Participate in 10 competitive activities per school year.
- Thirty-Five cadets involved in at least one competitive activity per year.
- Fifteen cadets participate in a STEM activity or competition per year.
- Twenty hours of community service per cadet per year.
- Fifty percent of upper-class cadets attend a local college or trade school campus visit.

### Instructor Expectations

- Instructors support campuses by organizing competitive activities, such as Drill Team, Color Guard, Physical Fitness, Archery, Marksmanship, JROTC Leadership and Academic Bowl, Robotics, Raider Challenge, and Ranger Swim.
- Instructor coordinates opportunities for community service, such as City of Houston and Harris County parades, Congressional Representative events, color guard presentations at local sporting events, and support for HISD (Houston Independent School District) events and activities
- Instructor coordinates participation in college visits, staff rides, historical field trips, and annual summer camps.

## PROGRAM IMPACT

We have identified five Quality Indicators used to measure the effectiveness of the program in high schools. These five Quality Indicators are attendance, graduation, indiscipline, drop-out rate, and GPA. The expectation is that JROTC programs exceed the schools' averages in each of these categories.

- Programs have visited ROTC Detachments at the University of Houston, Prairie View A&M University, and Sam Houston State University.
- Two programs (Houston and Scarborough) will attend the National Drill Championships in Daytona Beach, Florida
- Law & Justice High School will compete in the National Archery Championships
- Waltrip High School will compete in the VEX Robotics National Championships



## Scholarship Recipients

- Daniel Russell at the High School for Law and Justice earned a full scholarship to Mercer University
- Imani Taylor at Milby High School earned a full scholarship to Saint Mary's University
- Sara Solis at Sharpstown High School earned a full scholarship to Duke University
- Karina Urias at Waltrip High School earned a full scholarship to the US Military Academy at West Point
- Kembriah Parker at Washington High School earned a full scholarship to Tuskegee Institute
- Genesis Smith at Washington High School earned a full scholarship to Tennessee State University
- Daniel Zamarripa at Washington High School earned a full scholarship to Texas A&M University
- John Catano at Westside High School earned a full scholarship to Middlebury University
- Juan Cantu at Westside High School earned a full scholarship to Prairie View A&M University
- Angelina Alvarez at Wisdom High School earned a full scholarship to Texas A&M University

## PROGRAM HIGHLIGHTS



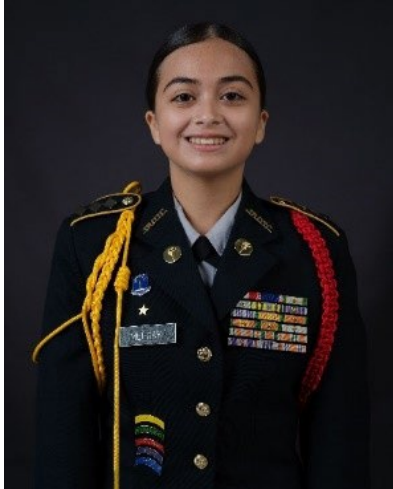
Cadet Andrew Gil (Scarborough High School) received an offer letter to attend the United States Military Academy at West Point.

Josh Paguinto (Bellaire High School) earned a three-year ROTC scholarship to the University of Texas at Austin.



- Cadet Karla Torres (Scarborough High School) selected as the guest speaker at the 2022 JROTC Leadership and Academic Bowl Championships opening ceremonies.

## STUDENT STORY HIGHLIGHTS

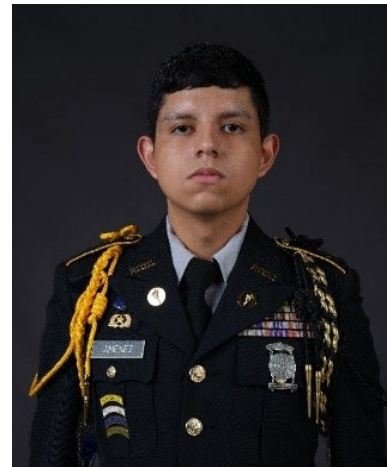


### Heidi Escobar Melgar, Scarborough High School

Cadet Escobar is a dual credit student that will graduate with an Associates of Arts Degree and a 4.3 grade point average. Cadet Escobar is a member of the Unarmed Drill Team, JROTC Leadership and Academic Bowl Leadership Team, National Honor Society, and a Special Advisor to the Senior Army Instructor. She is also the Captain of the Dance Team, Vice President of her Senior Class, and a Youth Group Leader at her church. Cadet Escobar has been awarded the Superior Cadet Award, George C Marshall Award, and Mac Arthur Leadership Award. After graduation, she will attend the University of Texas at Austin to pursue a degree in Business.

### Erik Jimenez, Houston MSTC

Cadet Jimenez is ranked sixth out of over 500 students while maintaining a 4.5 grade point average. He is a member of the National Honor Society. In JROTC, Cadet Colonel Jimenez competed on various teams to include the Color Guard, the JROTC Academic Bowl, marksmanship, and the drill team. He will lead his color guard team at the Army National Drill Championships in May 2023. His awards in Army JROTC include the Superior Cadet Award and Superior Instructor award. Cadet Colonel Erik Jimenez will be the first member of his school to be accepted into the Military Academy at West Point. He will major in Engineering and pursue a career as an officer in the United States Army



### Haggai Gonzales, Height High School

Cadet Colonel Haggai Gonzales serves on the Heights High School Leadership Council, is the team captain for the marksmanship program, a member of the archery team, and Color Guard. Among his many achievements in the JROTC program, Cadet Colonel Gonzales has been awarded the Superior Cadet Award, 5th Brigade Citizenship Award, Army Recruiting Command Award, Cadet of the Month, Cadet of the Year, and was twice awarded the District Leadership Award. Cadet Colonel Gonzales enlisted in the Army National Guard as a Simultaneous Membership Program and accepted a four-year Minute-Man Scholarship to Sam Houston State University where he will study Criminal Justice.

## CHALLENGES & NEXT STEPS

- Increasing administrators awareness about JROTC as more than a class, it is a program.
  - The program is more than cadets escorting VIPs, cadets raising, and lowering flags, and instructors serving as campus disciplinarians or quasi-administrators.
- Instructor staffing remains a challenge.
  - There does not exist a large pool of highly qualified personnel willing to teach high school students. Given the low density of the instructor pool, competition is keen between school districts for talented personnel.
- Increasing administrators awareness that the curriculum has four sequential levels
  - 1<sup>st</sup> year through 4<sup>th</sup> year, regardless of student grade level. All students enter the program at Level 1. Instructors teach all four levels during a school day.
- Notable middle school administrators have expressed interest in adding a Leadership, Citizenship, Development Corps Program (middle school JROTC) on their campus
  - There is no Department of Defense cost share for this program so funding is a campus responsibility.
- Funding inequities within the program and compared to other districts:
  - There is no financial incentive or additional stipends for instructors to move from teacher to administrator because all are paid minimum instructor pay.
  - Senior Instructors are authorized to be paid department head pay, however, not all campuses follow this protocol.
  - Instructors are authorized to be paid coaching pay; not all campuses do so, and the amount varies.

## Partnerships

- US Army
- US Navy
- US Air Force
- College Options Foundation
- Various Veterans Organizations
- Various Military Affairs Organizations
- University ROTC Programs: (University of Houston, Rice University, Texas A&M University, Prairie View A&M University, Stephen F. Austin University, and Sam Houston State University)
- US Army Recruiting Command Strategic Operations Detachment
- American Legion Boys State
- American Legion Auxiliary Girls State
- Association of the United States Army
- Harris County Constable, Precinct One
- Harris County Community Emergency Response Team

## GOAL ALIGNMENT

### Board Goal Progress

Support twenty-four area comprehensive high schools and five middle schools by providing career and academic classes for students to increase the percentage of graduates that meet the criteria for College/Career/Military Readiness as measured in Domain 1 of the state accountability system.

#### Program Goals:

- Achieve 4,750 cadet enrollment for SY23-24
- 100% Instructor positions filled by August 31, 2023
- Achieve JROTC Department staff reorganization (job titles and associated salary adjustments, add a Program Instructional Manager to the JROTC Department staff)
- Funding is approved and a contractor has been assigned to build an Obstacle Course and Leadership Reaction Course at the JROTC Department Headquarters.

#### Short-term Goals/Outcomes:

- Students serve in leadership positions on campus and in the community
- Students understand the role of the military in American society
- Students pass the state physical fitness assessment
- Graduating seniors earn at least one scholarship

#### Mid-Term Goals/Outcomes:

- Cadets have fewer disciplinary issues than their peers and exceed campus average in graduation rate and grade point averages
- Students improve their conflict resolution skills, teamwork, and other soft skills.
- Students develop an appreciation for college or careers after high school
- Students prioritize their physical fitness
- Students demonstrate leadership and resiliency
- Ninety graduating students earned \$9.5M in scholarships for SY 22-23

#### Long-Term Goals/Outcomes:

- Graduates of the JROTC program develop into valued members of society
- Graduates bring strong character, work ethic, and leadership ability to a variety of career paths.
- More stakeholders view JROTC not as a military springboard but as a developer of future leaders in many disciplines.
- Graduates succeed in a global economy.
- Increase enrollment by 10% by 2025

## Appendix A SY 2023 Campus Enrollment

Schools	School Enrollment	Cadet Enrollment
Austin	1556	229
Bellaire	3149	133
Chavez	2271	197
Furr	1172	176
Heights	2459	154
Houston	2755	215
HS/LJ	439	172
Kashmere	719	142
Lamar	3200	63
Madison	1997	261
Milby	2073	114
North Forest	962	183
Northside	1141	156
Scarborough	780	218
Sharpstown	1780	326
Sterling	1357	83
Waltrip	1608	148
Washington	758	213
Westbury	2209	111
Westside	2847	140
Wheatley	612	169
Wisdom	2163	186
Worthing (NDCC)	822	78
Yates	879	181
E-STEM*	611	325
		<b>4373</b>
<b>Middle Schools</b>		
Black MS		115
Hamilton MS		85
Cullen MS		125
Edison MS		100
McReynolds MS		85
		<b>510</b>

- *Worthing High school is a Navy National Defense Cadet Corps (NDCC) program. The difference between an NDCC and JROTC program is that the high school is responsible for funding versus Department of Defense sponsorship or cost-share.*
- \*The HISD Board of Education designated the E-STEM Marine Corps JROTC program as a stand-alone entity.