

Individual Major Awards Program

State of California-Military Department
Office of The Adjutant General
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UNCLASSIFIED

SUMMARY of CHANGE

CR 3-4

Cadet Individual Major Awards

- * This is a major revision to the 2019 regulation.
- * The competition is simplified to include a board interview, speech, uniform inspection, written test, and drill test.
- * Makes the competition hierarchical through the brigades. Brigades must hold a competition at their level to send cadets to the state level.
- * Schools can have their own competition or use another method to select competitors to compete at the brigade level.
- * Brigades with a strength of less than 400 cadets can send 3 competitors per category to the state level competition. Brigades with a strength of more than 400 cadets can send 6 competitors per category to the state level competition.
- * New Uniform Inspection Scoresheet
- * Curriculum questions will be pulled from the promotion Study Materials provided for each milestone promotion.

Individual Major Awards

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Official:



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History. This regulation is a major revision to a previously published regulation.

Summary. This regulation provides the procedures for the conduct of the Individual Major Awards Program (IMA) throughout all levels of competition within the California Cadet Corps (CACC).

Applicability. This regulation applies to all schools currently maintaining membership in the CACC.

Proponent and exception authority. The proponent of this regulation is the Executive Officer, CACC. The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this approval authority, in writing, to a field-grade man- day staff officer or State

Projects Officer. Activities or units may request a waiver to this regulation by providing full justification that includes a full analysis of the expected benefits. All waiver requests will be endorsed by the senior commandant officer of the requesting activity or unit and forwarded through their higher headquarters to the policy proponent.

Supplementation. Supplementation of this regulation and establishment of command and local forms are prohibited without prior approval, in writing, from the Executive Officer, California Cadet Corps. Send a draft copy of each supplement to – Youth Programs, California Cadet Corps, ATTN: Executive Officer, Building 1301, Camp San Luis Obispo, CA.

Suggested improvements. Users are invited to send comments and suggested improvements in memorandum form directly to the address listed above.

Distribution. This publication is available in electronic media only and is intended for all levels of the California Cadet Corps organization and is authorized for public distribution. Printed copies of this publication may be provided, within budget limitations, at the discretion of the Joint Force Headquarters.

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Chapter 1

General

1-1 Purpose

The Individual Major Awards Program affords all cadets the opportunity to demonstrate their proficiency and knowledge of the California Cadet Corps program through a competitive process involving different aspects of the CACC program. It is designed to annually select the Outstanding Cadets in California from among those who wish to compete.

1-2 Categories of Competition

Competitions will include the categories for which the level has competitors (i.e. in a brigade consisting only of middle schools, they will not include Senior Division categories). Cadets may compete in the category they most qualify for. Categories must have a minimum of five competitors for the competition to commence. Cadets enrolled in categories with fewer than five competitors will be moved to the next most appropriate category they are eligible for. Categories include:

- a.* Grizzly Division Outstanding Cadet
- b.* Junior Division Outstanding First Year Cadet
- c.* Junior Division Outstanding Non-Commissioned Officer
- d.* Junior Division Outstanding Overall Cadet (a separate award, but not a separate category)
- e.* Senior Division Outstanding First Year Cadet
- f.* Senior Division Outstanding Non-Commissioned Officer
- g.* Outstanding Officer (all cadet officers included)
- h.* Senior Division Outstanding Overall Cadet (a separate award, but not a separate category)

1-3 Eligibility

- a.* The following rules will govern the eligibility of cadets to compete in each category.
- b.* Divisions.
 - 1) Grizzly Division: Cadets in grades 4-5
 - 2) Junior Division: Cadets in grades 6-8
 - 3) Senior Division: Cadets in grades 9-12

If there's no Grizzly Division in a competition, 4th and 5th graders compete in Junior Division.

c. First Year Cadet. Cadets enrolled in a California Cadet Corps program for eleven months (there are assumed to be ten school months per school year) or less by 1 April of the year of the competition may compete in "First Year" categories. Time served in any California Cadet Corps program regardless of school level is counted when calculating this time. This includes any time in which a cadet may have served in a reserve status.

d. Non-Commissioned Officer. Cadets in the grades of Corporal through Command Sergeant Major may compete in the Non-Commissioned Officer category.

e. Officer. All cadet officers may compete in the "Officer" competition. Officer Candidates may NOT compete in this category, as Officer Candidate is NOT a rank. Cadets who are wearing Officer Candidate insignia at their home brigade must revert to their non-commissioned officer rank and compete in another appropriate category.

f. Overall Cadet. Any cadet regardless of age or rank may be considered. This award will compare cadets from all categories (still within the Junior and Senior divisions).

g. Cadets may compete in only one category per competition, and may be considered, based on their performance in their category, for the Overall Cadet award in their division. Judges may select from the cadets that competed in their division, or may hold another set of interviews. The top cadet in each category in a division will at least be considered for the Overall Cadet award.

1-4. Levels of Competition

a. IMA is a hierarchical competition, which may be conducted at battalion, regiment, brigade, and state level. Brigades may elect to open their competition or to limit competitors to one or more per category from each battalion in the brigade. Schools (battalions) may conduct a battalion level competition and the winners from each battalion in each category will advance to the brigade level. Battalions may also choose their candidates for the brigade competition by another method to select competitors to compete at the brigade level. Military institutes consisting of more than one battalion may elect to simply conduct a brigade level competition. Brigades must hold a competition at their level to send cadets to the state level.

b. Brigades with a strength of less than 400 cadets can send 3 competitors per category to the state level competition. Brigades with a strength of more than 400 cadets can send 6 competitors per category to the state level competition.

1-5. Competition Events

a. Competitions will consist of five events:

1. Interview by an appointed board. The board will assess the cadet's appearance and general uniform, poise, composure, confidence, Cadet Corps basic knowledge, knowledge of current events, and knowledge of CACC curriculum. Cadets will display proper military bearing during the interview. Proper reporting and dismissal procedures will be judged.

Conduct of the Board. The board will begin with the cadet reporting to the senior member, after which the cadet will be given the choice of sitting or standing for the duration of the interview. The senior board member will introduce the members of the board and the board will commence with one or more questions from the prepared list. Cadets will be asked questions on CACC Cadet Knowledge (from Cadet Handbook) and knowledge of CACC Curriculum (two questions from each of the 4 core instructional groups and two about CACC Regulations). In addition, each cadet will be asked one or more questions on current local, state, national, and/or international current events. All cadets in a particular category must be asked the same questions by board members to ensure consistency and fairness in scoring. The oral presentation may be scored separately or during the interview. Once the interview is complete, the cadet will be dismissed, after which the members of the board may, at their discretion, deliberate their ratings.

2. Oral Presentation. Each cadet will prepare and present an oral presentation of not less than 3 minutes and not more than 5 minutes. Cadets may use note cards without a penalty; however, cadets will be evaluated on the basis of their presentation skills that should include the ability to deliver a presentation without relying on note cards to read text verbatim. The cadet must select from a list of at least four speech topics published in a State/Brigade Circular not less than 30 days prior to the competition.

3. Uniform Inspection. Each cadet will be inspected in the Class B Uniform

4. Written Exam. An exam covering Cadet Corps basic knowledge and appropriate core CACC curriculum. The exam will consist of not less than 25 multiple choice questions.

5. Drill Test. A performance-based test on standard individual, squad, or platoon drill movements. When circumstances require the competition to be held virtually, the Drill Test may be a separate written test.

Note: Cadets with verified IEP or ADA constraints are encouraged to compete in IMAs. They (or their commandant) will make their IEP constraints known when they apply to compete. The project officer running the competition will develop alternatives that fit the cadet's IEP. In cases where no alternative is available, the affected category will be waived and the cadet's overall performance will be based on those areas the cadet is able to compete in. Score for the area not competed will be the average of all competitors' scores.

b. Grading Criteria. The grading sheets included in the Appendices to this regulation will be used in grading cadet performance in each category. Categories vary slightly on the number of points a cadet is able to earn, therefore some categories are weighted slightly more than others.

c. Curriculum Questions. Cadets will be responsible for mastery of the content of the designated Strands of the CACC Curriculum according to their place in the cadet program. Project officers developing the standards questions will pull them from the information provided in the Study Material for the CACC promotion tests for the next level in the promotion system from the cadet's current level. First Year Cadet questions will come from the C/SGT exam material, NCO questions will come from the C/2LT exam material, and Officer questions will come from the C/MAJ exam material. Information from the Cadet Handbook will always be covered in every competition.

1-6. Board Members and Judges

a. Board Members. The board should be composed of personnel not directly associated with the cadets participating in the competition if possible. The XO at state level, Brigade Advisor at brigade competitions will approve the assignment of judges. When necessary, commandants with cadets who are competing may be used as long as the XO/BA is satisfied the commandant is able to remain impartial (amid other judges in each area). As wide a range of backgrounds as possible is encouraged, including members of the civic, educational, business, and media communities. Where possible, a separate board will be established for each category of competition. When the same board interviews more than one category of competition, the entrants for each category will be interviewed consecutively, with a break between categories.

b. HQCACC will coordinate through Youth & Community Programs Task Force to obtain judges from the Army and Air National Guard and CA State Guard, along with civilian judges from any source. Brigades will invite community partners, non-CACC teachers and administrators, and local military personnel to form their boards. When necessary, commandants may sit on boards.

1-7. Responsibilities

a. Unit Level Competition. Commandants and Principals are responsible for conduct of the unit level competition, and for coordinating with their brigade to fit into the brigade competition as necessary. Each unit headquarters will publish permanent orders to announce awards received by the competitors.

b. Brigade Level Competition. Brigade Advisors will be responsible for conduct of the Brigade level competition. Each Brigade headquarters will publish permanent orders to announce awards received by the competitors.

c. State Level Competition. The Executive Officer may appoint a senior Cadet Corps officer to serve as the coordinator for the annual State Level Individual Major Awards Competition. The Headquarters, California Cadet Corps will announce the State Championships by circular by 1 October each year. This is a

HQ, CACC function, not a 10th Corps function. Topics for the oral presentations will be included in the circular. The Headquarters will arrange and, within limitation of the budget, pay for the transport of competitors and adult chaperons to the site of the state-level competition. Those residing within commuting distance will be expected to attend without reimbursement for expenses.

1-8. Awards

a. School/Unit Level. Individual winners by category will be awarded the appropriate ribbon IAW CR 1-1.

b. Brigade Level. The first-place winner in each category will be awarded the gold oak leaf device to affix on the appropriate ribbon. The second-place winner will be awarded a silver oak leaf cluster and the third-place winner a bronze oak leaf cluster.

c. State Level. The first-place competitor in each category at the State Championships shall be awarded a gold medal and gold star attachment to the appropriate ribbon. Second place winners in each category shall be awarded silver medals and silver star attachments. Third place winners shall be awarded bronze medals and bronze star attachments. If the budget allows, cadets will also receive trophies for this achievement.

1. The **Stillwell Saber** will be awarded to the Outstanding Overall Cadet.
2. The **Forbes Trophy** will be awarded to the Junior Division Outstanding Overall Cadet.
3. The **Jerry Brown Trophy** will be awarded to the Grizzly Division Outstanding Cadet.
4. In times of limited budget, every effort will be made to continue this tradition through donations.

Chapter 2

State Level Competition

2-1 Purpose

The Individual Major Awards Program at state level affords all cadets the opportunity to demonstrate their proficiency and knowledge of the California Cadet Corps program through a competitive process involving different aspects of the CACC program. It is designed to annually select the Outstanding Cadets in California from among those who wish to compete. It will normally be held in January.

2-2 Location

The state level competition will be conducted at a location that can best support the competition, taking into account transportation requirements, availability of key personnel, billeting and messing as needed, availability of rooms and training area to conduct the individual events that make up the competition. HQ CACC will make every effort to provide transportation, billeting and messing to competitors and chaperones free of charge. When necessary, the competition may be conducted virtually.

2-3 IMA Circular

A circular (or WARNORD) will be published by HQ CACC no later than 1 OCT announcing the following:

- a. Dates of Competition
- b. Location of Competition
- c. Events to be Competed
- d. Process to Apply
- e. Topics for Speeches
- f. Study Guide
- g. Administrative Instructions & Packing List

2-4 Events

The state level competition will include all competitive events from paragraph 1-5a in the competition.

2-5 Public Affairs

Every effort will be made to publicize the results of the state level competition to an audience that includes all CACC brigades and units, parents, schools, social media, and CA National Guard publications. HQ CACC will coordinate for coverage from HQ CANG Public Affairs, and will invite media to attend. VIPs at every level of government should be invited to judge.

2-6 10th Corps

The 10th Corps Commander will decide whether 10th Corps Staff cadets are eligible to compete in IMA, or whether the 10th Corps Staff will assist HQ CACC in running the event. If 10th Corps cadets do compete, those 10th Corps staff who elect not to compete will assist in running the competition. Each event will have adult judges and will ensure complete impartiality by all judges, cadet or adult.

Chapter 3

Brigade Level Competition

3-1 Purpose

The Individual Major Awards Program at brigade level affords all cadets the opportunity to demonstrate their proficiency and knowledge of the California Cadet Corps program through a competitive process involving different aspects of the CACC program. It is designed to annually select the Outstanding Cadets in the brigade from among those who wish to compete. It is an opportunity for each brigade to bring their top cadets together for not just the competition, but a team-building and morale event celebrating their accomplishments in the Cadet Corps.

3-2 Timing

The brigade level competition is generally held sometime in the Fall, but the Brigade Advisor has flexibility on timing. It must follow school level competitions throughout the brigade, and be prior to the state level competition. It may be conducted as an open-application event open to all cadets to compete, or limited either to the winners of battalion competitions or to a specific number of competitors. It is normally a one-day event with no billeting and only lunch required.

3-3 Location

The brigade level competition will be conducted at a location that can best support the competition, taking into account transportation requirements, availability of key personnel, and availability of rooms and training area to conduct the individual events that make up the competition.

3-4 IMA Announcement

A circular (or WARNORD) will be published by the brigade no later than 30 days prior to their competition announcing the following:

- a. Date of Competition (should already be on calendar)
- b. Location of Competition
- c. Events to be Competed
- d. Process to Apply
- e. Topics for Speeches
- f. Study Guide
- g. Administrative Instructions

3-5 Events

The brigade competition will consist of the events listed in paragraph 1-5a. The events may be judged consecutively or simultaneously, depending on the number of judges available and the number of competitors.

Chapter 4 Judging

4-1 Judges

Judges will be drawn from every conceivable source: The California Cadet Corps itself, former cadets or commandants, current or former members of the military or California National Guard (including CA State Guard), civilian employees of the Guard, politicians and their staff, school and district administrators and teachers, local veterans' groups. The ideal number of judges would be three per event or category, with expertise in the subject area of the event (i.e. don't put a civilian with no military experience judging uniform or drill), and a variety of background among the judges on an event team. Event judges should judge all categories of competitor (i.e. the Drill Judges score ALL the competitors, not just the Junior Division NCOs). In cases of large numbers of competitors, multiple teams of judges in the same event may be used as long as all competitors in a category are judged by the same judging team. If the number of competitors in a category is small, multiple categories may be judged (in the Interview or Oral Presentation) by one set of judges. The judges will judge all competitors in one category before moving to the next category.

4-2 Acquisition of Judges

HQ CACC or the Brigade Support Team will invite people to serve as judges at least two months prior to the scheduled IMA. For judges from the Military Department, a request for tasking should be submitted through the Youth and Community Programs Task Force. Other judges or organizations may be sent requests for judges by letter or email. Brigade Advisors and Commandants should be asked to solicit volunteers from their districts and schools. Judging is an excellent way to see the results of the Cadet Corps program, and a way to show administrators what we're teaching our Cadets.

4-3 Preparation of Judges

Judges should be sent information on the conduct of the IMAs, including this regulation. The information should include specifics on what they'll be judging, including links to appropriate curriculum areas and the Cadet Handbook. Drill judges should be sent a link to TC 3-21.5 and CACC Curriculum on drill (M3 and M7). Uniform judges should be sent a link to CR 1-8 and CACC Curriculum on Class B Uniforms.

4-4 Care for Judges

Judges should be briefed and given a chance to ask questions prior to the start of the competition. They should have access to drinks and snacks, and access to latrine facilities. If at all possible, judges should be given a memento of their experience (CACC swag). The XO or Brigade Advisor should send them a letter or email thanking them for their contribution to the cadet program, or at least personally thank them for their contribution while they're at the competition.

APPENDIX A

IMA INTERVIEW RATING FORM

NAME: _____ **BATTALION/BRIGADE:** _____

DIVISION: SR / JR / GZ

CATEGORY: 1st Year NCO Officer

SCORED AREA (Circle awarded point score for each category)	Poor		Fair		Average		Above Average		Outstanding	
Reporting Procedures	1		2		3		4		5	
Uniform Appearance	1	2	3	4	5	6	7	8	9	10
Military Bearing: Poise, Posture, and Mannerisms; Confidence	1	2	3	4	5	6	7	8	9	10
Cadet Knowledge	1	2	3	4	5	6	7	8	9	10
Current Events Knowledge	1	2	3	4	5	6	7	8	9	10
Curriculum Knowledge: Up to 1 point per question, with partial credit authorized. Total of 10 points.										
Military Knowledge	Question 1:				Question 2:				Total of 10 Points	/10
Citizenship	Question 1:				Question 2:					
Leadership	Question 1:				Question 2:					
Health & Wellness	Question 1:				Question 2:					
Cadet Regulations	Question 1:				Question 2:					

TOTAL SCORE: _____

Judges' Signatures: _____
or initials _____

APPENDIX B

IMA ORAL PRESENTATION RATING FORM

NAME: _____ BATTALION/BRIGADE: _____

DIVISION: SR / JR / GZ CATEGORY: 1st Year NCO Officer

TOPIC: _____

SCORED AREA	Poor		Fair		Average		Above Avg		Outstanding	
Organization (Intro, Body, Conclusion)	1	2	3	4	5	6	7	8	9	10
Expression of Ideas	1	2	3	4	5	6	7	8	9	10
Voice & Mannerisms	1	2	3	4	5	6	7	8	9	10
Enthusiasm	1		2		3		4		5	
Knowledge of Subject	1		2		3		4		5	

TOTAL SCORE: _____

Judges' Signatures: _____
or initials

APPENDIX C

IMA DRILL PERFORMANCE RATING FORM

NAME: _____ **BATTALION/BRIGADE:** _____

DIVISION: SR / JR / GZ

CATEGORY: 1st Year NCO Officer

SCORED AREA	Poor	Fair	Average	Above Avg	Outstanding
Correct Execution - Stationary Commands	1	2	3	4	5
Correct Execution - Marching Commands	1	2	3	4	5
Sharpness of Execution	1	2	3	4	5
Military Bearing	1	2	3	4	5

**NCOs and Officer
Categories Only:**

Command Voice	1	2	3	4	5
Command Presence	1	2	3	4	5

TOTAL SCORE: _____

**Judges' Signatures:
or initials**

APPENDIX D

IMA UNIFORM INSPECTION RATING FORM

NAME: _____ **BATTALION/BRIGADE:** _____

DIVISION: SR / JR / GZ

CATEGORY: 1st Year NCO Officer

	Available	Score
Headgear & Grooming Cleanliness, How Worn, Insignia	0-10	
Shirt Cleanliness, Pressing, Insignia	0-10	
Pants Cleanliness, Pressing, Gig Line & Belt	0-10	
Shoes Cleanliness, Shine	0-5	

TOTAL POINTS

**Judges' Signatures:
or initials**

APPENDIX E

IMA OVERALL RATING FORM

NAME: _____ **BATTALION/BRIGADE:** _____

DIVISION: SR / JR / GZ

CATEGORY: 1st Year NCO Officer

EVENT	Possible Score	Individual's Score
Interview	55	
Oral Presentation	40	
Uniform Inspection	30	
Written Exam	35	
Drill Test	25	

Total Score

185	
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Ranking within category: _____

APPENDIX F

IMA RESULTS

DIVISION	CATEGORY	TOP THREE	BDE	SCHOOL
Grizzly	Outstanding Cadet	1st:		
		2nd:		
		3rd:		
Junior	Outstanding First Year Cadet	1st:		
		2nd:		
		3rd:		
Junior	Outstanding NCO	1st:		
		2nd:		
		3rd:		
Junior	Outstanding Overall Cadet	1st:		
		2nd:		
		3rd:		
Senior	Outstanding First Year Cadet	1st:		
		2nd:		
		3rd:		
Senior	Outstanding NCO	1st:		
		2nd:		
		3rd:		
Both	Outstanding Officer	1st:		
		2nd:		
		3rd:		
Senior	Outstanding Overall Cadet	1st:		
		2nd:		
		3rd:		