

Cadet Regulation 3-4

Individual Major Awards

State of California-Military Department
Office of The Adjutant General
Sacramento, California
1 May 2014

UNCLASSIFIED

SUMMARY of CHANGE

CR 3-4

Cadet Individual Major Awards

*This is a minor revision to the 6 Feb 06 regulation.

*Clarifies the first year cadet definition.

*Clarifies that cadets may not use any visual or auditory aids during IMA speeches.

CADET REGULATION NUMBER 3-4

Effective 1 May 2014

INDIVIDUAL MAJOR AWARDS

This regulation provides the procedures for the conduct of the Individual Major Awards Program (IMA) throughout all levels of competition.

BY ORDER OF THE GOVERNOR

OFFICIAL:

David S. Baldwin
Major General
Adjutant General

LARRY K. MORDEN
COL, CACC
EXECUTIVE OFFICER

Contents (Listed by paragraph and page number)

Chapter 1

- 1-1. Purpose, *page 1*
- 1-2. Categories of Competition, *page 1*
- 1-3. Eligibility, *page 1*
- 1-4. Level of Competition, *page 2*
- 1-5. Conduct of Competition, *page 2*
- 1-6. Responsibilities, *page 3*
- 1-7. Awards, *page 3*

Appendix A

- IMA Interview Rating Form, *page 4*

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 an interview board process designed to annually select the Outstanding Cadets in California for that day.

1-2 Categories of Competition

Each year, cadets will be recognized at the State Championship as the Outstanding Cadets in each of the following categories:

- a.* Junior Division Outstanding First Year Cadet
- b.* Junior Division Outstanding Non-Commissioned Officer
- c.* Junior Division Outstanding Warrant/Junior Officer
- d.* Junior Division Outstanding Overall Cadet
- e.* Senior Division Outstanding First Year Cadet
- f.* Senior Division Outstanding Non-Commissioned Officer
- g.* Senior Division Outstanding Warrant/Junior Officer
- h.* Outstanding Senior Officer
- i.* Senior Division Outstanding Overall Cadet

1-3 Eligibility

- a.* The following rules will govern the eligibility of cadets to compete in each category.
 - b.* 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. Senior cadets must include the time served in any California Cadet Corps program regardless of school level when calculating this time. This includes any time in which a cadet may have served in a "reserve" or "auxiliary" status.
 - c.* Junior Division and Senior Division Competitions. In this regulation, where the phrase "junior division" is used, it shall refer to any cadet in grade 9 or below who is enrolled in a school with any of the following phrases in the title – elementary school, intermediate school, middle school, junior high school, or junior school. Where the phrase "senior division" is used, it shall refer to any cadet in grade 9 or above who is enrolled in a school with any of the following phrases in the title – senior high, high school, senior school, preparatory school, freshman school, college preparatory school, or middle college. Cadets enrolled in schools which serve only 9th graders shall compete in the senior division for the purposes of the awards in this regulation.
 - d.* Non-Commissioned Officer. Cadets in the grades of Corporal through Command Sergeant Major may compete in the Non-Commissioned Officer category.
 - e.* Warrant/Junior Officer. Cadets in the grade of Warrant Officer 1 and Warrant Officer 2, Second and First Lieutenant may compete in the "Junior 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 brigades must revert to their non-commissioned officer rank and compete in another appropriate category.
 - f.* Senior Officer. This competition is limited to cadets in grades of Captain through Colonel.

g. Overall Cadet. Any cadet regardless of age or rank may compete in the category.

h. Cadets may compete in only one category per year.

1-4. Level of Competition

Competition to select cadets for the State Championship will be conducted in accordance with this regulation at all levels. Schools will conduct a school level competition and the winners from each school in each category will advance to the Brigade level. Cadets winning at the brigade level will represent the brigade at the State Championships.

1-5. Conduct of Competition

a. *General.* The cadets in each category will be selected through a competitive process involving an interview of approximately fifteen minutes before a board of at least three members. The interview will be utilized to assess the cadet's appearance, composure, knowledge of the Cadet Corps, knowledge of current events, and the subjects covered in the California Cadet Corps curriculum, as well as the ability to give an oral presentation.

b. *Oral Presentation.* Each cadet will prepare and present an oral presentation of not less than 2.5 minutes and not more than 3.5 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 Circular not less than 90 days prior to the State competition. Cadets are required to make their oral presentations; board members may not opt to omit the oral presentations due to time constraints. Cadets may not use "props" or visual/technological/auditory aids of any type during their presentation.

c. *Board Members.* The board should be composed of personnel not directly associated with the cadets participating in the competition. 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. One board member should ideally be a member of a military unit.

d. *Grading Criteria.* The grading sheet included in Appendix A to this regulation will be used in grading cadet performance. Questions in each of the Standards areas should be developed to guide the board in this part of the interview. The grading sheet total score will be used to determine the winners.

e. *Standards Questions.* Cadets will be responsible for mastery of the content of the following Strands of the CACC Curriculum:

- (1) Junior Division Outstanding First Year Cadet – Strands 1-6
- (2) Junior Division Outstanding Non-Commissioned Officer – Strands 1-12
- (3) Junior Division Outstanding Warrant/Junior Officer – Strands 1-24
- (4) Junior Division Outstanding Overall Cadet – Strands 1-24
- (5) Senior Division Outstanding First Year Cadet – Strands 1-12
- (6) Senior Division Outstanding Non-Commissioned Officer – Strands 1-18
- (7) Senior Division Outstanding Warrant/Junior Officer – Strands 1-36
- (8) Outstanding Senior Officer – Strands 1-48
- (9) Senior Division Outstanding Overall Cadet – Strands 1-48

f. *Military Bearing.* Cadets will display proper military bearing in the Class "B" uniform during the interview. Proper reporting and dismissal procedures will be followed.

g. 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 in each of the eight Cadet Corps Standards topics. 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. After the questioning period, cadets will be asked to deliver their prepared speech. Board members may opt to ask follow-up questions to the speech. The cadet will be dismissed, after which the members of the board may, at their discretion, deliberate their ratings.

1-6. Responsibilities

a. Unit Level Competition. A unit level competition for each school will be completed no later than 1 March each year. Commandants and Principals are responsible for conduct of the unit level competition. Each unit headquarters will publish permanent orders to announce awards received by the competitors.

b. Brigade Level Competition. The brigade level competition will be completed no later than 1 April each year. 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 bulletin by no later than 1 February each year. Topics for the oral presentations will be included in the bulletin. The Headquarters will arrange and, within limitation of the budget, pay for the transport of brigade level competition winners and adult chaperons for brigades outside commuting distance (50 mile radius) from the site of the Championships. Those residing within commuting distance will be expected to attend without reimbursement for expenses.

1-7. Awards

a. School/Unit Level. Individual winners by category will be awarded the appropriate ribbon. See 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.

APPENDIX A

IMA INTERVIEW RATING FORM

NAME _____ BRIGADE _____

CATEGORY _____

AREA	Poor		Fair		Average		Above Avg		Outstanding	
	1	2	3	4	5	6	7	8	9	10
Uniform Appearance	1	2	3	4	5	6	7	8	9	10
Haircut and Hygiene	1	2	3	4	5	6	7	8	9	10
Poise, Posture and Mannerisms	1	2	3	4	5	6	7	8	9	10
Standard 1: Patriotism	1	2	3	4	5	6	7	8	9	10
Standard 2: Academics/Citizenship	1	2	3	4	5	6	7	8	9	10
Standard 3: Military Subjects	1	2	3	4	5	6	7	8	9	10
Standard 4: Fitness and Wellness	1	2	3	4	5	6	7	8	9	10
Standard 5: Drill and Ceremonies	1	2	3	4	5	6	7	8	9	10
Standard 6: First Aid/CPR	1	2	3	4	5	6	7	8	9	10
Standard 7: Map Reading	1	2	3	4	5	6	7	8	9	10
Standard 8: Leadership	1	2	3	4	5	6	7	8	9	10
Knowledge of Current Events	1	2	3	4	5	6	7	8	9	10
ORAL PRESENTATION:										
Organization and Ideas	1	2	3	4	5	6	7	8	9	10
Verbal Expression	1	2	3	4	5	6	7	8	9	10
Self Confidence	1	2	3	4	5	6	7	8	9	10

Signature of Interviewer _____ Total Score _____