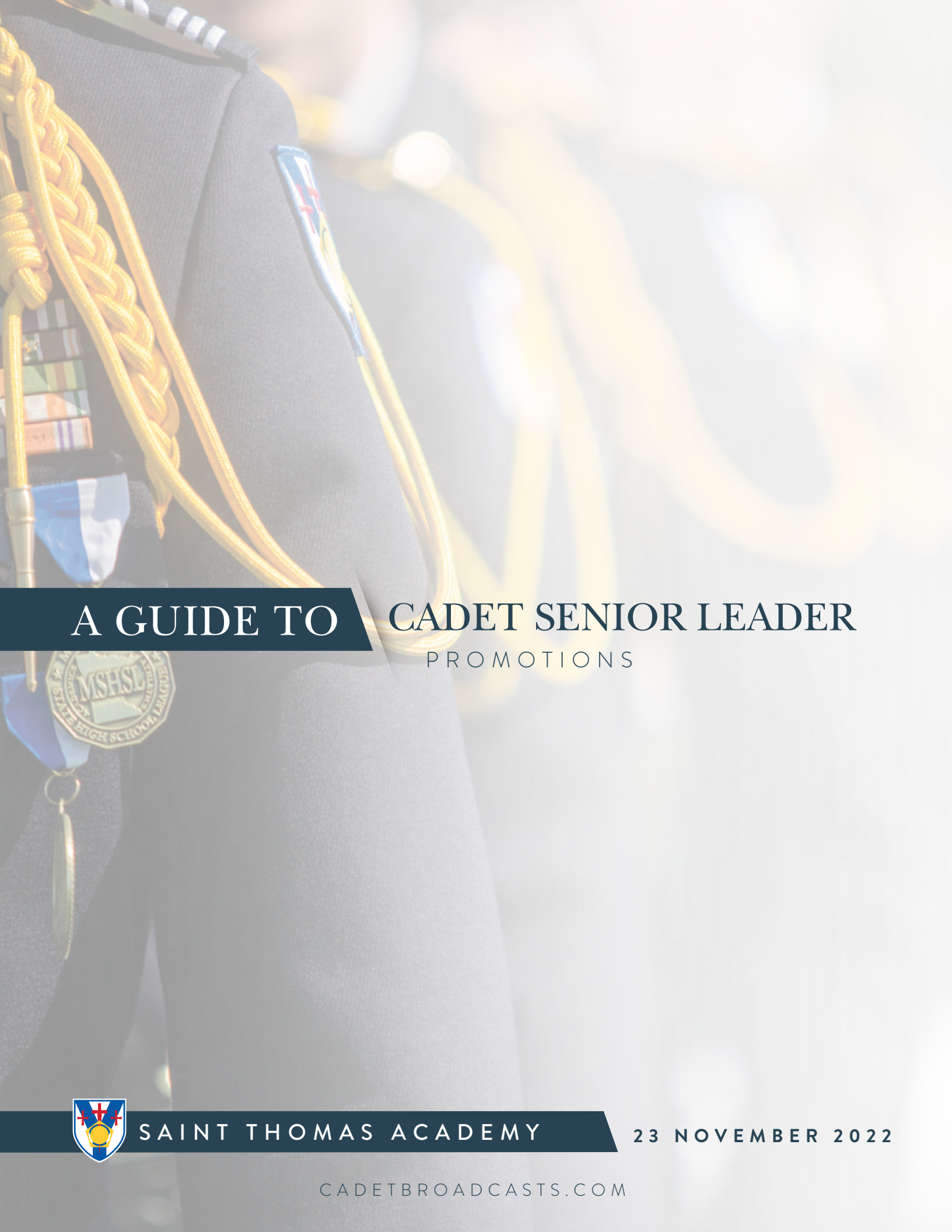


A GUIDE TO CADET SENIOR LEADER PROMOTIONS

SAINT THOMAS ACADEMY

23 NOVEMBER 2022

CADETBROADCASTS.COM

A GUIDE TO CADET SENIOR LEADER PROMOTIONS

115TH CADET PROMOTIONS CEREMONY

HISTORY

The selection of a Cadet Colonel to lead the Corps of Cadets dates back as far as 1906 with the selection of Joseph Bouska as the first Cadet Colonel. Bouska served as Cadet Colonel from 1906-1908. Since then, the selection process and ceremony have undergone numerous enhancements closely replicating a military organization. Prior to 1939, the Cadet Colonel, senior officers of the corps, and the staff were all selected from previous graduates of the Academy who attended the College of St. Thomas as freshmen and sophomores. The last Cadet Colonel to be named from the College was Robert Barrett '36. The first Cadet Colonel appointed from the senior class in the Academy was William Moss '39.

Each year, on the Wednesday, preceding Thanksgiving, one senior is awarded the rank of Cadet Colonel, the brigade commander, and is presented with the Fleming Saber, in honor of Captain Richard E. Fleming, Medal of Honor recipient for his heroic actions during the WWII Battle of Midway on June 5, 1942.

SELECTION PROCESS

All senior leaders *(Company Commanders, 1SGs, Staff Officers/NCO)* are considered for Cadet Colonel and Command Sergeant Major positions. The board meets during the second or third week of November.

The following is a list of board reviewed items:

- Advanced Military Leadership peer assessment score
- Senior Class peer voting score
- Faculty voting score
- Overall score
- GPA
- ACT
- Extracurriculars
- Volunteer Service
- Awards and recognitions
- Advanced Military Leadership Assessment



Cadet Senior Leader Final Promotion Board members include:

- Commandant - President of the Board and voting member
- Headmaster - non-voting member
- Senior Enlisted Military Leadership Instructor - voting member
- Assistant Headmaster - voting member
- Dean of Students - voting member
- School Chaplain - voting member
- Faculty Representative - non-voting member
    - This is a member of the faculty who represents the staff/faculty vote
- Senior Class Representative - non-voting member
    - This is a member of the faculty who represents the results of the senior class vote
- Board Recorder

SENIOR LEADER APPLICATION PROCESS

The following outlines the Saint Thomas Academy Senior Leader Application Process
(formally referred to as the Junior Officer Application Process).



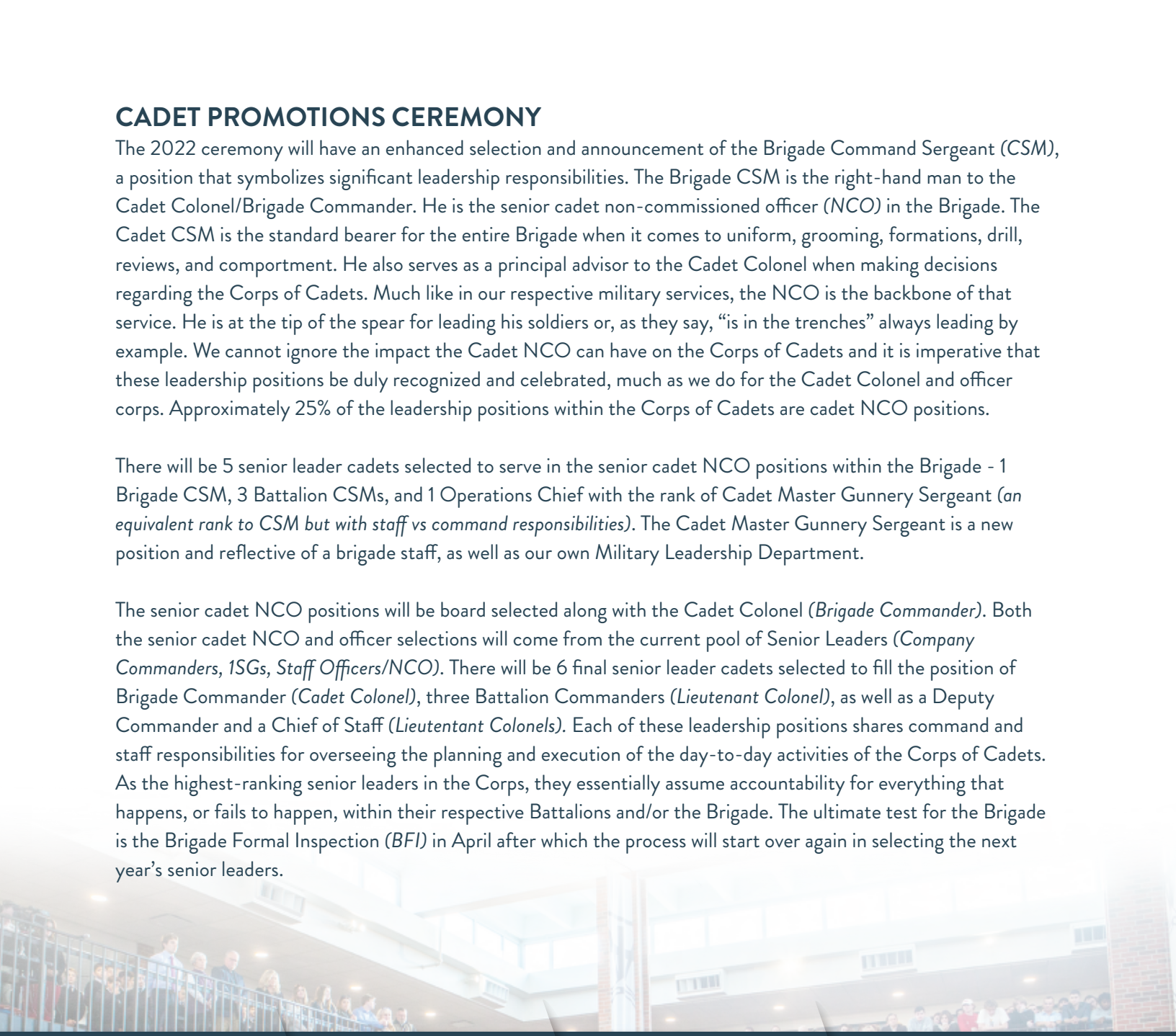
- The Junior class is briefed on the Senior Leader Application Process during the second week of December.
    - Briefed to cadets by the Commandant, Brigade/Battalion, and Company Leadership
    - Brief entails the purpose behind the Senior Leader Application and the requirements for completion
    - All juniors complete the application process as part of their class grade
    - The application process *(including the interview)* is graded on a pre-determined point scale
- Application fields include:
    - Essays
    - Peer and teacher evaluation
    - Extra-curriculars
    - Academics
    - Accomplishments, awards, and recognitions
    - Volunteer and employment history
    - Leadership performance
- Applications are due mid-January
- Cadets are scheduled for a formal interview during January/February/March timeframe.
    - Class A Uniform inspection
    - The interview board consists of a mix of Brigade and Battalion leadership
    - The results of the interview become a part of that cadet's application
    - Interviews will include a military leadership or staff/faculty member as an observer
- Applications are scored by Brigade and Battalion Leadership
- Each Battalion *(Blue, Gold, White)* develops an Order of Merit List based on the scoring of each cadet's application
- Cadet Colonel and Brigade CSM will meet with the Military Leadership Department and Upper School Administrative Team to review each of the proposed Battalion Order of Merit lists as a midway checkpoint and quality control measure.
- The Cadet Colonel, Brigade CSM Deputy Commander, Chief of Staff, and 3 Battalion Commanders and CSM's evaluate each order of merit lists to determine future brigade and company leadership.
- A final recommendation for the Senior Leadership list is presented to Military Leadership Department and Upper School Admin Team. There is no set number of how many cadets this might entail, but it will minimally be 24 *(16 company commanders and first sergeants, and 8 staff officers and one staff NCO).*
- These future senior leaders are announced at BFI.
- Super Saturday *(a date in April)* is conducted when all nominated Senior Leader cadets return for another interview, essay and operations order writing exercise, a full inspection, and a Basic Cadet Knowledge test.
- The result is a final recommendation to the Commandant for the Senior Leadership for the following school year.
- The newly selected Senior Leadership are assigned positions *(Company commanders, 1SGs, staff officers/NCO)* based on results from Super Saturday, cadet qualifications, and choices requested in their Senior Leader Application.
- The newly selected Senior Leadership list is presented to the Commandant for final review and approval. Commandant reviews with Military Leadership for comment.
- Commandant shares list with Assistant Headmaster and Headmaster for final approval.
- New Brigade Senior Leadership assignments *(Commanders, 1SGs, Staff Officers/NCO)* are announced during the Change of Command in May.

CADET PROMOTIONS CEREMONY

The 2022 ceremony will have an enhanced selection and announcement of the Brigade Command Sergeant *(CSM)*, a position that symbolizes significant leadership responsibilities. The Brigade CSM is the right-hand man to the Cadet Colonel/Brigade Commander. He is the senior cadet non-commissioned officer *(NCO)* in the Brigade. The Cadet CSM is the standard bearer for the entire Brigade when it comes to uniform, grooming, formations, drill, reviews, and comportment. He also serves as a principal advisor to the Cadet Colonel when making decisions regarding the Corps of Cadets. Much like in our respective military services, the NCO is the backbone of that service. He is at the tip of the spear for leading his soldiers or, as they say, "is in the trenches" always leading by example. We cannot ignore the impact the Cadet NCO can have on the Corps of Cadets and it is imperative that these leadership positions be duly recognized and celebrated, much as we do for the Cadet Colonel and officer corps. Approximately 25% of the leadership positions within the Corps of Cadets are cadet NCO positions.

There will be 5 senior leader cadets selected to serve in the senior cadet NCO positions within the Brigade - 1 Brigade CSM, 3 Battalion CSMs, and 1 Operations Chief with the rank of Cadet Master Gunnery Sergeant *(an equivalent rank to CSM but with staff vs command responsibilities)*. The Cadet Master Gunnery Sergeant is a new position and reflective of a brigade staff, as well as our own Military Leadership Department.

The senior cadet NCO positions will be board selected along with the Cadet Colonel *(Brigade Commander)*. Both the senior cadet NCO and officer selections will come from the current pool of Senior Leaders *(Company Commanders, 1SGs, Staff Officers/NCO)*. There will be 6 final senior leader cadets selected to fill the position of Brigade Commander *(Cadet Colonel)*, three Battalion Commanders *(Lieutenant Colonel)*, as well as a Deputy Commander and a Chief of Staff *(Lieutentant Colonels)*. Each of these leadership positions shares command and staff responsibilities for overseeing the planning and execution of the day-to-day activities of the Corps of Cadets. As the highest-ranking senior leaders in the Corps, they essentially assume accountability for everything that happens, or fails to happen, within their respective Battalions and/or the Brigade. The ultimate test for the Brigade is the Brigade Formal Inspection *(BFI)* in April after which the process will start over again in selecting the next year's senior leaders.



ALL-MALE
Respect + Integrity

CATHOLIC
Faith + Service

COLLEGE PREPARATORY
Excellence + Critical Thinking

MILITARY LEADERSHIP
Discipline + Confidence + Team

A GUIDE TO CORPS OF CADETS ORGANIZATION

BRIDAGE COMMANDER

BRIDAGE COMMAND SERGEANT MAJOR

CHIEF OF STAFF (SEE BELOW)

DEPUTY COMMANDER

BLUE BATTALION

COMMANDER

COMMAND SERGEANT MAJOR

ALPHA
COMMANDER
FIRST SERGEANT

BRAVO
COMMANDER
FIRST SERGEANT

CHARLIE
COMMANDER
FIRST SERGEANT

GOLD BATTALION

COMMANDER

COMMAND SERGEANT MAJOR

DELTA
COMMANDER
FIRST SERGEANT

ECHO
COMMANDER
FIRST SERGEANT

FOXTROT
COMMANDER
FIRST SERGEANT

WHITE BATTALION

COMMANDER

COMMAND SERGEANT MAJOR

HONOR GUARD
COMMANDER
FIRST SERGEANT

BAND
COMMANDER
FIRST SERGEANT

CHIEF OF STAFF

- S-1 ADJUTANT
- S-2 TECHNOLOGY
- S-3 OPERATIONS
- S-4 LOGISTICS
- S-5 PUBLIC AFFAIRS
- S-6 SPECIAL PROJECTS
- CHAPLAIN
- OPERATIONS CHIEF

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