



School of Advanced Leadership and Tactics And Mid-Grade Learning Continuum Overview



The School of Advanced Leadership and Tactics provides officer continuing education for mid-grade officers (1LT through CPT(P) and WO1 through CW2(P)) with a focus towards enhancing technical and tactical proficiency, enabling capable battalion and brigade staff officers and strengthening direct leadership competencies in order to cultivate critical and creative thinking and agile and adaptive leadership to better address complex problems and to lead combat formations now and in the future; manage leadership instructional products and tasks for the officer pre-commissioning and primary levels of learning, for Basic Officer Leader Course (BOLC), and for the Company Commander First Sergeant Pre-Command Course (CCFSPCC). Represent SALT initiatives to Army Leader Development Forum. Coordinate policies, organization, processes and implementation of the Mid-Grade Learning continuum and its governance process.





Products

Captains Career Course (CCC) Common Core (CC)

- CCC is executed across 20 branches. (Note: excludes JAG school)
- The CCC includes Active and Reserve Component course designs but maintains the same Common Core (CC) Educational Outcomes (EO) for both
- New Common Core achieves a higher level of learning than previous versions (“application” level of learning or higher compared to the previous “knowledge” level)
- The CC learning environment mirrors that of ILE with adult learning and use of the experiential learning model
- Branches design and develop tactical and technical instruction that reinforce branch-specific Knowledge, Skills, and Attributes (KSA) critical to making the captain a tactically and technically proficient warfighter

Basic Officer Leader Tasks

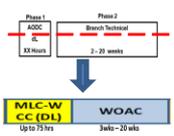
- 11 leadership tasks and one Training Management task

Company Commander First Sergeant Pre-Command Course Tasks

- X Leadership and Y Commander Programs tasks

Warrant Officer Advanced Course Common Core

- X tasks not to exceed 75 hours distributed learning



Services

Faculty Development Program Level 2

- Four Faculty Development Level 2 Common Core Courses per year to certify 128 Small Group Instructors across CoEs (via DCO)
- Two FDP Train-the-Trainer courses per year to certify 32 faculty development personnel across CoEs

Center of Excellence – Branch School Liaison

- Dedicated faculty member to ‘champion’ CoE/School’s perspective
- Weekly contact
- Semi-Annual School visit or DOT level VTC
- Primary avenue for coordination of common core execution and assessment
- Monthly Mid-Grade Learning Continuum teleconference
- Monthly Reserve Component Mid-Grade Learning Continuum teleconference

Multi-Branch STAFFEX

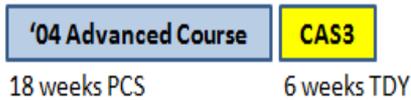
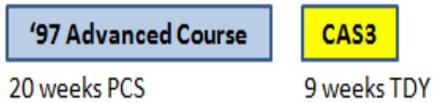
- Elimination of CAS3 created a gap – a lack of multi-branch experience – negatively impacting Captain's staff competencies
- A distributed, virtual Staff Exercise using the Decisive Action Training environment (DATE), simulations and Mission Command technology to conduct MDMP
- Designed to exercise generic staff officer and Warfighter Functions specific learning objectives
- MCoE has requested 17-28 March for next STAFFEX II
- DCG directed integration of CGSOC elective into future STAFFEX; tentatively scheduled for May 14





CCC History for Captains

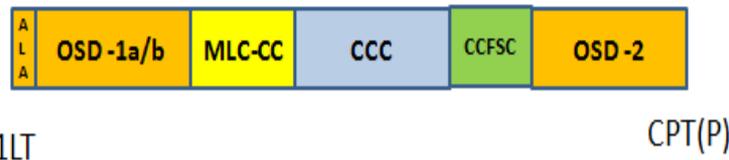
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Current

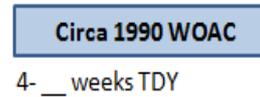


MLC 2015

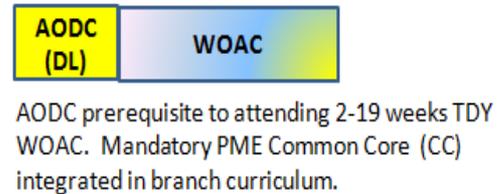


WOAC History for Warrant Officers

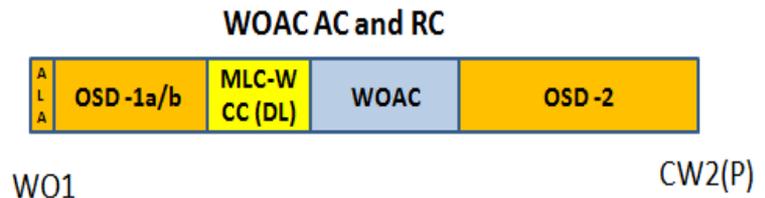
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Current

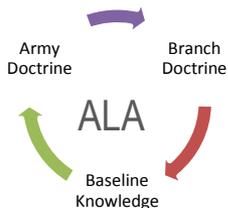


MLC 2015





1. The **Army Learning Assessment (ALA)** measures an officer's or warrant officer's knowledge in foundational Army and branch doctrine.



2. The ALA results tailor feedback for the officer or warrant officer to conduct Guided Self Development as **Officer Self Development Program Level 1 (OSDP-1)** that consists of Army and branch doctrinal foundations, completed prior to attending the CCC or WOAC.

Guided SD Only

| | | | |
|----------|---------------------|---|---------------------|
| BOL C | A L A 4hrs | OSDP-1a Common Core Guided Self Development | A L A 4hrs |
| | | OSDP-1b Branch Guided Self Development | |

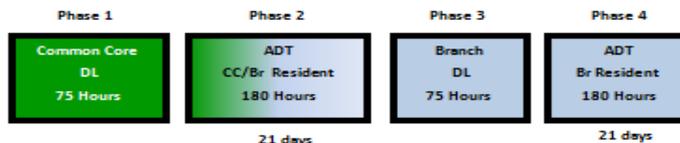
3. The **CCC and WOAC** continues to be a 20-24 week PCS or a 2-19 week TDY course. The Common Core (CC) is a brand new curriculum at a higher level of learning than the current CC. The branch content may include 'tracks' of instruction tailored to officers' and warrant officers' past education, training, and experience and will not exceed current length's without TRADOC approval.

The RC-CCC 21 day ADT Model achieves an 81% equivalency to the AC-CCC and best supports the Army Learning Model and MLC.

AC-CCC PCS Model



RC-CCC 21 Day ADT Model



WOAC AC and RC



Upon completion of the CCC or WOAC, the officer will receive the award of **MEL F and WO MEL M** and credit for mid-grade level PME.

4. The final component is **OSDP-2** that continues through the officer's and warrant officer's branch key developmental (KD) assignments. OSDP-2 content is tailored and modular learning agreed upon by the unit commander, branch commandant, and the learner effectively completing the requirements within the MLC, thereby preparing the officer for ILE and warrant officer for WOSC.

Commander, Branch Commandant, and officer or Warrant Officer Guided Self Development





Current/Historic

Branch



21 weeks PCS, 7 1/2 weeks of Common Core (CC) sequenced with 13 weeks of branch curriculum

- Commandant's Mission
- Last chance to develop branch competencies
- Focus of perspective is internal to meet branch goals

Proposed/ALM-MLC 2015

Army



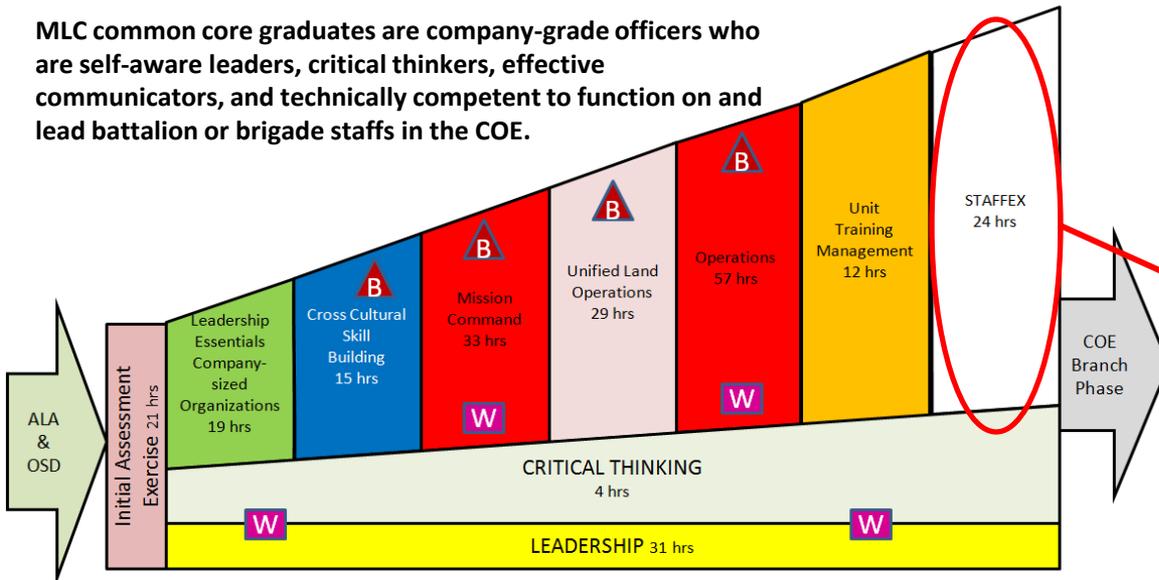
Army Learning Assessment, Officer Self-Development (OSD) level 1a/b, 8 weeks of Mid-Grade Learning Continuum – CC followed by 13 weeks of branch phase, Company Commander First Sergeant Course (CCFSC) consists of dL and resident, and OSD-2

- Army's Mission
- CCC still the best place to focus on branch competencies; but not the only chance
- Focus of perspective is external and holistic development balancing branch and Army goals



BLUF: The MLC CC is a **completely new**, 8-week (240 hrs) course that focuses primarily on **developing competent Bn/Bde staff officers who are critical thinkers** and **self aware company grade leaders who can effectively communicate**. It achieves a **higher level of learning** than previous courses.

MLC common core graduates are company-grade officers who are self-aware leaders, critical thinkers, effective communicators, and technically competent to function on and lead battalion or brigade staffs in the COE.



An integrated, rigorous curriculum informed by

- CAS3 (Bn/Bde Skills-Multi-Branch)
- 2009 CCC Common Core (Doctrine Based – Lessons Learned)
- Decade of War (Garrison Leadership)
- Army Learning Model

Multi Branch CAX

MLC Common Core (8 WKS)

CCC Branch Specific (13 WKS)

Doctrine based curriculum, nested with ILE curriculum, and retains focus on developing competent Bn/Bde staff officers

Formal assessments:

- 4 writing assignments **W**
- 4 formal briefings **B**
- 4 hr comprehensive end-of-course exam
- Host of informal assessments

Learning enabled by simulations:

- Crucible of Command (CruCom)
- Decisive Action Brigade Level (DABL)

Leverages students' training, education and experiences