



DEPARTMENT OF THE ARMY
UNITED STATES MILITARY ACADEMY
WEST POINT, NEW YORK 10996

MACC-O

01 July 2018

MEMORANDUM FOR United States Corps of Cadets

SUBJECT: Brigade Tactical Department (BTD) Policy Letter # 21 – Special Leader Development Program – Military (SLDP-M)

1. References.

- a. United States Corps of Cadets Standard Operating Procedures (SOP)
- b. BTD Policy Memo # 20 – MD Grading Policy
- c. USMA Military Program (Greenbook)

2. Purpose. To outline the regulations associated with SLDP-M for all Cadets assigned to the United States Corps of Cadets (USCC).

3. Scope. Provisions of this memorandum apply to personnel assigned, attached, or under Operational Control (OPCON) of the United States Corps of Cadets.

4. Overview. SLDP-M is a rehabilitative program to assist a Cadet in overcoming a poor military performance during a rated period. The program is designed to take strengths and weaknesses identified during the performance review process and provide a structured plan to sustain the strengths while remediating the weaknesses. It concentrates on developing areas of leadership performance needing improvement. SLDP is intended to assist Cadets in achieving developmental goals and objectives, while providing a structured feedback system to the Cadet and chain of command.

5. Eligibility. Cadets receiving a Military Development grade of "F" or MPSC below establish peg points are required to be enrolled in SLDP-M. Cadets may also be enrolled in SLDP-M for failure to meet the standards for personal conduct and discipline, to include alcohol related violations, and may be directed as a result of a violation of AR 210- 26 or as part of conduct probation.

6. Program.

a. Enrollment. Once a Cadet has been identified as requiring enrollment in SLDP-M, the Tactical Officer will prepare a memorandum for record to initiate the program (reference Enclosure # 1). The memo must be approved by the Regimental Tactical Officer. Once approved, the Company Tactical Team is required to counsel the Cadet

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concerning all program requirements and will monitor the progress of the Cadet. The Cadet receiving the SLDP is required to review the program and is the sole bearer of responsibility for successfully completing the SLDP.

b. Guidelines. At a minimum, a SLDP-M must include the following program parameters:

(1) The Cadet or Tactical Officer will find a developmental coach who is willing to serve as a mentor to the Cadet. The developmental coach (DC) will be able to meet with the Cadet at least two times a month until the completion of the program. These counseling sessions should be documented in writing. The Regimental Tactical Officer is the approval authority for the DC.

(2) The Tactical Officer will conduct an initial counseling session with the enrolled Cadet and provided an explanation as to why the Cadet is enrolled in SLDP-M. The intent is to capture the shortcomings the Tactical Officer has identified in the Cadet and goals to achieve during the program.

(3) The enrolled Cadet must meet with his or her Tactical Officer at least once a month to review their progress in the program. These counseling sessions should be documented in writing.

(4) Journals. The enrolled Cadet will maintain a journal in which they answer a minimum of twenty (20) prompts from their DC. The intent is to chronicle day-to-day leadership decisions, the impact of those decisions on their surroundings, the second- and third-order effects of their decisions and their perceived improvements in the leadership weaknesses. The end state for journals is for the Cadet to demonstrate a progression of development in terms of their decision-making processes.

(5) Leadership Project. The enrolled Cadet will undertake a leadership project, supervised by the DC, and should act as the culmination of the SLDP. It is up to the Cadet to design and complete their project; some ideas may include (but are not limited to) self- reflection essays, leadership book reviews, teaching a class or writing a philosophy paper.

(6) Summary Essay. The enrolled Cadet will submit a minimum 3-4 page essay about the lessons they learned while enrolled in SLDP-M and the impact it has had on their overall development.

c. Parameters.

(1) Cadets must be enrolled in the SLDP-M within three weeks from the date it is determined that the said Cadet must be in the program. If this determination is made after the end of an Academic Year (Graduation), then entry is delayed until the start of the new Academic Year. In these circumstances the Tactical Officer at the start of the

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new AY is responsible for enrolling the Cadet. The program length is determined by the Tac Team in conjunction with the RTO and mentor. In special circumstances (e.g. a First Class August Graduate due to an MD "F") an RTO may approve a shortened schedule, however, no SLDP will be less than 12 weeks in length.

(2) If a Cadet is enrolled in the Honor or Respect mentorship program resulting from the same single point of failure that earned him or her an MD "F," the RTO may approve the Honor or Respect program to act as the SLDP.

(3) If a Cadet is enrolled in SLDP, he or she should be in a leadership position during their 16-week program. This is to ensure that the Cadet is forced to deal with leadership issues to learn from and discuss with his/her mentor. If the Cadet is a Fourth Class Cadet, his or her TAC Team will place the Cadet in peer leadership roles and given additional duties to ensure leadership issues are addressed throughout the program. If the Cadet is enrolled in the program mid-term, that Cadet will be assigned peer leadership responsibilities and placed in a leadership role for the following term, in order to maximize leader lessons throughout the program.

(4) Cadets enrolled in SLDP will have no privileges. Provided the Cadet meets other eligibility requirements, a Tactical Officer may give some or all of his/her privileges back if the Cadet is making consistent and sufficient progress.

7. A sample packet of all required paperwork to officially enroll a Cadet in SLDP-M is located in Enclosure # 1 of this memorandum.

8. The Brigade Tactical Officer is the approval for the completion of SLDP-M packets. Cadets will submit the packet to the BTO for approval upon completion of the developmental program.

9. Point of Contact for this memorandum is the Brigade Tactical Department Senior Enlisted Leader at x7904.

1 Encl
SLDP-M Enrollment Packet

BRIAN J. REED
COL, IN
Brigade Tactical Officer

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United States Corps of Cadets

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SUBJECT: Brigade Tactical Department (BTD) Policy Letter # 21 – Special Leader Development Program – Military (SLDP-M)

MEMORANDUM FOR Cadet _____, Company____, _____ Regiment

SUBJECT: Special Leader Development Program (SLDP) - Military Enrollment for Cadet_____, Class of _____, Company _____, _____ Regiment

1. Reference Policy Letter #21, Special Leader Development Program – Military (SLDP-M).
2. Cadet _____, you are being enrolled into the Special Leader Development Program (SLDP) for your (MD "F," AR 210-26 violation, Conduct Probation). This is an intense 12-week program that will require you to self-reflect and explore the reasons why you failed to meet the tenets of leadership. I highly advise you to take advantage of this program, apply yourself and become a better leader. At the end of the 16-week period, the BTO will determine whether or not you have successfully completed your SLDP. If successful, you will be removed from conditioned status, and continue your Cadet career. If you fail, it may be used as cause for your separation from the Military Academy.
3. As a result of this action and a review of your performance record, I will assist you in improving your leadership performance during the next term. While it is imperative that you seek assistance and demonstrate improvement, it is also important that you continue to perform well in other areas where an evaluation is rendered.
4. During SLDP-M, make a personal assessment of your own strengths and weaknesses, ask questions, and obtain assistance. Sources for assistance include me, your peers, the chain of command, the Center for Enhanced Performance, and an academic department (when applicable). Approach the task of improving your leadership skills and abilities with the determination that you will be successful. I am available for assistance when required.
5. Your ability to improve your leadership performance and the manner in which you conduct your leadership duties and responsibilities during the upcoming performance period will be major factors in determining whether or not you have successfully met the terms of your conditioning. The objective of this program is to improve your leadership skills to prepare you to be a successful leader as a commissioned officer in the Army.
6. Requirements of your SLDP include:
 - a. Developmental Coach for SLDP-M. You will meet with your mentor at least twice a month. You will discuss current leadership challenges, as well as your past deficiencies outlined in your assessment. Your mentor may assign you additional projects (e.g. reading a leadership book) at his/her discretion.

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b. You will keep a journal where you will chronicle your day-to-day leadership decisions, their effect on your subordinates, peers and supervisors as well as the second- and third-order effects of your decision. You will also record in your journal your perceived improvements in the weaknesses I have outlined in your assessment. You will discuss your journal with your mentor during your counseling sessions. You must complete no less than twenty (20), 1-page journal entries to complete the program.

c. You will undertake a leadership project. This project will be designed and implemented by you, under the supervision of your mentor. This project is the capstone of your SLDP and should demonstrate your growth and reflection as a result of successfully participating in this program.

d. You will submit a summary essay (minimum 3-4 pages) about the lessons you learned while enrolled in SLDP-M and the impact it has had on their overall development.

e. You must meet with me at least once a month. Scheduling these meetings are solely your responsibility, and failure to do so will be indicative of how seriously you are taking this program. During our meetings, I will discuss with you your current job performance and conduct. I will also tell you whether or not you are on schedule to successfully complete your SLDP.

7. You are in a flagged status while enrolled in the SLDP, and therefore have no privileges. When you have met all other eligibility requirements (e.g. being proficient at 6/10/15 week grades), I will then determine your privileges, based on your progress in the SLDP.

(TAC's Signature Block)

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SUBJECT: Brigade Tactical Department (BTD) Policy Letter # 21 – Special Leader Development Program – Military (SLDP-M)

MEMORANDUM THRU Tactical Officer, Company_____,_____Regiment

FOR Cadet _____, Company_____, _____Regiment

SUBJECT: Special Leader Development Program – Military (SLDP-M) for Cadet_____, Class of _____, Company_____, _____Regiment

1. The proposed Special leader Development Program (SLDP) for Cadet _____ is approved and may only be amended by the undersigned, the TAC team, or the Cadet's mentor.

2. The POC for this memorandum is _____ (TAC Officer)

(Signature Block of RTO)

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MEMORANDUM THRU Tactical Officer, Company_____,_____Regiment

FOR Cadet _____, Company_____, _____Regiment

SUBJECT: Special Leader Development Program – Military (SLDP-M) for
Cadet_____, Class of _____, Company_____, _____Regiment

1. I have received a copy of my Special Leader Development Program and have been counseled on the contents by my Company Tactical Officer.

NAME

Cadet, YEAR

Company _ , _ Regiment

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MEMORANDUM THRU Tactical Officer, Company_____, _____Regiment

FOR Cadet _____, Company_____, _____Regiment

SUBJECT: Special Leader Development Program – Military (SLDP-M) Packet for Cadet_____, Class of _____, Company_____, _____Regiment

1. Enclosed is the completed SLDP packet for Cadet _____.
2. Cadet_____ was placed on SLDP because of _____on (date).
3. _____ is the mentor for Cadet_____.
4. Cadet _____ has been counseled and is aware of the requirements of the SLDP-M. The RTO and I have reviewed Cadet _____ packet and believe that it has met the standards expected within Policy Letter # 21 and contributed to the improvement of his/her leadership abilities.
5. The POC for this memorandum is _____ (TAC Officer)

(TAC's Signature Block)

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MEMORANDUM THRU Tactical Officer, Company_____, _____Regiment

FOR Cadet _____, Company_____, _____Regiment

SUBJECT: Special Leader Development Program – Military (SLDP-M) Disenrollment for Cadet_____, Class of _____, Company_____, _____Regiment

1. Cadet _____ has successfully completed all SLDP requirements .

2. Cadet _____'s mentor has endorsed his/her removal from the SLDP program .

3. Based on my observations, Cadet_____ has made the following improvements:

a.

b.

(TAC's Signature Block)