

Counseling.

Mission. Members of the cadet chain of command and TACs counsel fourthclass cadets in order to make them aware of expectations, provide them feedback about performance, and foster individual growth and development.

Intent. That the counseling process fulfills both the practical and developmental objectives of CTM Step 1 (expectations), CTM Step 3 (feedback), and CTM Step 5 (growth) for both the cadet giving and receiving the counseling.

Concept. Within 48 hours of matriculation, cadre squad leaders will conduct a written event counseling session with each freshman in their squad to establish mutual expectations. At the end of Challenge Week, squad leaders will conduct a written performance counseling session with each freshman in their squad assessing their overall performance during Challenge Week. Squad leaders will conduct event and performance counseling as necessary to include CPFTs, mid-term grades, and major inspections. At the end of Cadre Period, squad leaders will conduct a written developmental counseling session with each freshman in their squad identifying strengths and weaknesses and a developmental plan for future growth. When freshmen cadets are reassigned to new squads after Parents' Weekend, their new squad leaders will continue the pattern on event counseling within 48 hours of assignment, performance counseling after CFPTs, semester grades, and other significant events, and a developmental counseling the week before Recognition Day. TACs will also conduct at least one annual written developmental counseling with each freshman in the company using the freshman year developmental foci in the "Staged Development Guide" as a guide http://www.citadel.edu/root/images/krause_center/ldp/staged%20implementation%20guide%20first%20edition.pdf and additional counseling as required.

Supporting documents.