4C CADRE PERIOD EVALUATION

1. **Situation.** The SCCC will be conducting a Cadre Period Evaluation for the class of 2025. This evaluation is IAW the White Book: Chapter 1, Section 6, Annex K, which establishes an “end of cadre period” evaluation. This evaluation will be tailored towards evaluating the Cadre selected for the 20-21 Fall Semester. The evaluation will focus on the Cadre’s effectiveness to teach the knobs, identify training deficiencies, and follow through with the correction of identified training deficiencies from the initial, Challenge Week Assessment (CWA). This evaluation will provide Company Commanders with the necessary data on their recruits to recommend considerations for “unconditional and conditional promotions” as well as brief the Commandant and RCO on their recruits’ performance.

2. **Mission.** On 25 SEP 2021, the SCCC will be conducting the Cadre Period Evaluation (CPE) in all BNs and on Summerall Field to evaluate Cadre effectiveness throughout Cadre Period training.

3. **Execution.**
   a. Commander’s Intent: The desired end state is to ensure and measure that Cadre have effectively trained their 4C in the necessary cadet military skills. This will allow for both the conditional/unconditional promotion of each 4C cadet as well as provide data for Commanders to assess and explain Cadre effectiveness.

   b. Concept of Operations: 4C Cadets will be evaluated using the events outlined below:
      - **50 question 4C knowledge exam.** This test will be administered and graded by the Academic teams in an online format using canvas and will be available for 4C completion from 19 SEPT 2021- 24 SEPT 2021.
      - **Physical fitness.** The 4C Diagnostic CPFT will be conducted the week of 13-17 SEPTEMBER, and these results will factor into the evaluation.
      - **Personal Appearance inspection.** The UOD for PAI’s will be Summer Leave Under Arms. Band will wear webbing and gloves with no rifles. UOD for all UC involved will be summer leave wear sash/waist plate with no weapon or gloves.
      - **Barracks room inspection.** Rooms will be inspected to SMI standard using the provided inspection sheets. The UOD for Room Inspection will be the same for PAI’s.
      - **Platoon Drill.** Platoon drill will be conducted on the parade deck (platoons consist of 4 squads of 4). The UOD for drill will be Trash bring camelback. UOD for UC will be Trash.
c. Scheme of Maneuver

- **Phase 1:** Phase 1 is preparation and runs until the start of the evaluation.
  - Key events during this phase include: pre-execution checks of tasked personnel/units and a **final briefing by the Regimental Deputy Commander** and the Head Drillmaster on Tuesday 21 SEPT 2021 at 1700 hours.
  - An ROC for platoon drill will be performed with the Head Drillmaster and the Regimental Deputy Commander with all drill masters on Tuesday 23 SEPT 2021 at 1800 hours.
  - During Final Prep for Inspection (0730-0850) on Saturday, 25 September, Company Clerks and Cadre members will distribute a grade sheet (PAI/room x1, Drill card x1) to each 4C cadet (Annexes A & D). The knobs will retain these sheets for the entirety of the evaluation. **Company Clerks will keep extra in case scorecards are lost throughout the day.**
  - The Regimental Administrative NCO will meet with all BN clerks and Regt Admin Clerks to brief scorecard distribution and collection.

- **Phase 2:** Phase 2 is execution and begins at 0900 on 25 September.
  - Graders will be the CO CDR, CO 1SG, CO XO, and Drillmaster. **Graders will be rotated to different companies. CO CDRs will draw companies at breakfast mess on 25 SEPT.**
  - The knobs will form up on line in Summer Leave under Arms in preparation for the Personal Appearance Inspection at 0850. BN commanders will conduct a formation, and companies will then execute PAI/Room inspections in a decentralized fashion starting at 0900 - **4C cadets should be sent to their rooms once their entire squad has been inspected for PAIs.**
  - Immediately following the PAI, 4C Cadets will move to their rooms, place their covers in the full press, and stand by for the barracks room inspection. **The squad leaders will direct the graders to the same 4C cadets that the grader had been with for the PAI portion.**
  - Immediately following the room inspection, 4C cadets will change into Trash (no rifles), move down to the quad and to their respective drill locations (Annex C), and be evaluated on drill. After the completion of stationary movements, the four 4C cadets being evaluated will form up into a four-man squad with an additional 3 four-man squads from each of the other companies in the BN (creating a 4x4 platoon). The graders will follow the same 4C cadet while the Drillmaster marches them. Refer to Annexes B & C for details.
  - After the drill portion is complete, 4Cs will return to their rooms.

- **Phase 3:** Phase 3 is collecting data and fourth class counseling.
  - Battalion clerks will have folders in place and collect score sheets from the graders at the end of each evaluation - BN clerks will set up a table in the front sallyport to collect the score sheets.
Immediately following the collection of all sheets, battalion clerks will pass sheets up to the Regt Admin Clerks.

A hot wash will be conducted by the BN commander/BN SGM with each of the company commanders as they finish. During the hot wash company clerks will make sure all PAI and Room standard cards are collected for their companies and will be brought to the battalion clerks ASAP.

Regimental academics, along with all Company Academic teams will meet to transfer data from the score sheets to a digital format.

NLT 11 OCTOBER 2021, Battalion Commanders will brief their Company Commanders on the performance of their companies on each of the evaluated events.

NLT 02 October, SLs will counsel 4C cadets individually using the Post Cadre Period Counseling (Annex E)

At a date TBD, the results from this performance will be collected and briefed to the Commandant and the Regimental Commander by each Company Commander and Cadre Platoon Leader.

The results from this Evaluation will factor into the Regimental Commander’s Bowl and will be used as the criteria for promotion/conditional promotion from Cadet Recruit to Cadet Private.

d. Tasks to Subordinate Units.
   1. Battalion Commanders
      a. Issue an OPORD tasking Cadre Leadership within 48 hours of receiving this order.
      b. Attend the final briefing by the Regimental Deputy Commander with the Cadre PL’s and Company Commanders
   2. Battalion Operations Officers
      a. Report to Regimental Operations as each Company completes a task.
   3. Regimental/Battalion Academic Officers
      a. Provide data roll-up to RCO and RDCO once all data is entered.
   4. Regimental Operations
      a. Coordinate with each BN Operations Officer to track task completion by each company.
   5. Regimental Drill Master
      b. Review and validate the platoon drill cards (Annex D) and Drill map (Annex C)
      c. Conduct training with the company drill masters and confirm procedures for each command.
         d. Provide practice cards for each Cadre PSG and disseminate through Company Drill Masters.
   6. Company Commanders
      a. Task Cadre and Training Company Leadership upon receipt of this OPORD.
      b. Attend final briefing by Regimental Deputy Commander on 21 SEPT.
      c. Coordinate with the training company drill masters for any issues with the drill card.
      d. Brief the BN Commander on results to include a list of those not meeting the standard and a plan for retraining.
      e. Serve as a grader along with the CO XO, 1SG, and Cadre PSG.
7. Company Drill Masters
   1. Brief Cadre PSG’s on drill cards, commands, and proper execution for the Platoon Drill evaluation.
   2. Provide immediate feedback to each PSG.
8. Cadre PL’s
   4. Ensure execution of the evaluation for their 4C platoon
   5. Spot check counseling of 4C cadets at the end of the evaluation.
9. Cadre PSG’s
   a. Call commands for the drill portion of the Evaluation (Each PSG will call stationary movements for the company they are grading, and one PSG will call commands for the platoon once formed)
   b. Spot check counseling of 4C Cadets at the end of the Evaluation.
10. Cadre SL’s
    a. Prepare 4C Cadets for the PAI and room inspection.
    b. Counsel each 4C Cadet at the end of the Evaluation.
    c. Serve as a scribe for the PAI and room inspection.
11. Regimental Administrative NCO
    a. Meet with BN and Regt Admin Clerks to coordinate collection, organization, and passing-up of all scorecards NLT Thursday, 23 SEPT.
12. Battalion clerks
    a. Ensure the placement of tables at each sally port and ensure the organization of each of the scorecards.
    b. Once collected, pass all scoresheets to Regimental Admin Clerks NLT 1400 25 SEPT.
13. Company clerks
    a. Pass out all scoresheets to 4C during Final Prep on 25 SEPT.
    b. Ensure all PAI/Room and Drill sheets are collected ASAP and pushed from their companies, to the battalion, and finally to the regimental administration clerks.

e. Coordinating Instructions
   1. This event is mandatory for all tasked personnel. Any tasked cadet that cannot be present must receive Company TAC approval to find a replacement.
2. Execution Time Schedule 25 SEPTEMBER 2021:
   0630 - Accountability Formation/March to Breakfast
   0730 - 0850 - Final Prep for Inspection
   0900 - Evaluation Begins
   0900-1030 PAI/Room inspection
   1030-1100 - Change into Trash, fill camelbacks, move to position for drill
   1100-1200 - Platoon Drill Assessment
   1200-1300 - BN-Level Hot Wash/Data Collection
   1300 - Evaluation Ends
3. Plan, Preparation, and Evaluation Time Schedule
   15 September Regimental OPORD Issued
   21 September RDCO’s Brief to Commanders and Cadre PLs
   25 September Execute Evaluation
4. **Sustainment. TBD**

5. **Command and Control.**

   A. BN Operations will utilize radios to track completion of each event.
   B. Companies will execute the PAI/Room inspection decentralized at the discretion of BN Commanders.
   C. BN commanders will notify the Regimental Deputy Commander when their BN is complete.

Annex A – PAI/Room Scoresheet
Annex B- Drill Guide
Annex C- Drill map
Annex D- Drill Scorecard
Annex E – 4C Post-Cadre Period Counseling

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