

# Promotion Criteria – 737 RCACS

Rank	National Criteria	Local Criteria
To AC	<ul style="list-style-type: none"> <li>Register in the Air Cadets Program</li> </ul>	<p>*For promotions to <u>all ranks</u>, Squadron Staff will consider the following prior to making their recommendation:</p> <ul style="list-style-type: none"> <li>dress &amp; deportment;</li> <li>conduct, discipline, and attitude;</li> <li>participation;</li> <li>response to direction;</li> <li>ability to interact positively and comfortably with others;</li> <li>ability to make sound judgement regarding their own actions;</li> <li>willingness to accept responsibility;</li> <li>ability to solve problems effectively;</li> <li>ability to communicate effectively;</li> <li>ability to set a positive example for others; and</li> <li>initiative.</li> </ul> <p>Cadets should be aware that their promotion (to any rank) may not occur the moment they are eligible, as Squadron staff require time for a promotions meeting, and these are usually held monthly.</p>
From AC to LAC	<ul style="list-style-type: none"> <li>Completed 5 months as an AC, <u>participating</u> in Level 1 Training</li> <li>Recommended by the Squadron staff*</li> </ul>	
LAC to CPL	<ul style="list-style-type: none"> <li>Currently hold the rank of LAC</li> <li>Successfully completed Level 1 Training</li> <li>Participated in the Cadet Fitness Assessment as part of PO X04</li> <li>Recommended by the Squadron staff*</li> </ul>	
CPL to FCPL	<ul style="list-style-type: none"> <li>Completed 6 months as an CPL</li> <li>Successfully completed Level 2 Training</li> <li>Participated in the Cadet Fitness Assessment as part of PO X04</li> <li>Recommended by the Squadron staff*</li> </ul>	
FCPL to SGT	<ul style="list-style-type: none"> <li>Completed 6 months as a FCPL</li> <li>Successfully completed Level 3 Training</li> <li>Achieved a minimum of “Completed Without Difficulty” in PO 303 - Leadership</li> <li>Participated in the Cadet Fitness Assessment as part of PO X04</li> <li>Recommended by the Squadron Staff*</li> </ul>	
SGT to FSGT	<ul style="list-style-type: none"> <li>Completed 6 months as a SGT</li> <li>Successfully completed Level 4 Training</li> <li>Achieved a minimum of “Completed Without Difficulty” in PO 403 – Leadership</li> <li>Participated in the Cadet Fitness Assessment as part of PO X04</li> <li>Recommended by the Squadron staff*</li> </ul>	
FSGT to WO2	<ul style="list-style-type: none"> <li>Completed 6 months as a FSGT</li> <li>Achieved a minimum of “Completed Without Difficulty” in PO 503 – Leadership</li> <li>Participated in the Cadet Fitness Assessment as part of PO 504</li> <li>Recommended by the Squadron Staff*</li> <li>Identified as a successful candidate through the merit review board process (Warrant Officer Boards)</li> </ul>	
WO2 to WO1	<ul style="list-style-type: none"> <li>Completed 6 months as a WO2</li> <li>Recommended by the Squadron Staff*</li> <li>Identified as a successful candidate through the merit review board process</li> </ul>	

### Cadets Not Yet Meriting Rank Promotion

When it is decided that a cadet does not yet merit a rank promotion, the following process will apply:

1. A Training Counselling Session shall be completed (as per the Qualification Standard and Plan for the appropriate level). The form for this session shall clearly indicate which areas the cadet needs to improve to be promoted in the future.
2. Prior to the promotion of the cadet's peers, at the earliest opportunity, the CO and/or Flight/Level Officer shall meet with the cadet to provide specific feedback on guidance on how they must improve in order to be promoted in the future.
3. The CO and/or Flight/Level Officer will work with the cadet to develop an action plan detailing the steps the cadet will take, and the support the staff will provide to help the cadet improve.
4. A copy of the Training Counselling Session form shall be provided to the cadet, and a copy placed on the cadet's file.

### Rank Expectations (as described in CATO 13-02)

- LACs are expected to interact positively with others and have good conduct.
- CPLs are expected to set a positive example for subordinates by displaying good dress, deportment, and conduct.
- FCPLs are expected to take initiative to make decisions and solve problems, and to communicate effectively with subordinates, peers, and supervisors.
- SGTs are expected to be able to lead small teams in the execution of leadership assignments and supervise cadets effectively.
- FSGTs are expected to be able to carry out leadership appointments effectively by leading and developing a team of cadets over a period of time, to include motivating them and providing feedback.
- WO2s are expected to be able to work effectively with a team to organize and lead larger cadet activities / exercises (leadership projects) and to effectively mentor subordinates
- WO1s are expected to be ready to transition to the role of Activity Manager.
  - Activity Managers are adult staff members working in support of the Cadet Program and responsible for the overall supervision, administration, and training of cadets during all activities. These responsibilities extend to providing guidance, support, and managerial oversight to cadets performing leadership roles.

### Merit Review Boards

Merit Review Boards are only required for the ranks of WO2 and WO1, and as such are more commonly referred to as "Warrant Officer Boards."

Details on Merit Review Boards can be found at CATO 13-02 Annex B.