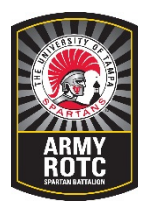


Outcomes-based Leadership & Critical Thinking Training at UT Army ROTC



LTC Scott Greco and MSG Donnie Workman
The University of Tampa Army ROTC Program



The Future Operating Environment



The UT Army ROTC leadership development model addresses the need to equip **adaptable** officer candidates for an increasingly **complex** future.



Persistent Conflict

Cyber Threats

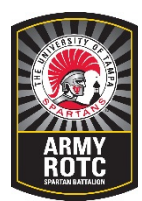
Resource Constraints



Adaptive Adversaries

Hybrid Warfare

Uncertainty



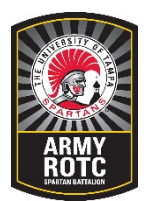
Soldier Competencies



Our **UT Army ROTC** graduates must have the “cognitive, interpersonal, and cultural skills necessary to make sound judgments in complex environments, from the tactical to the strategic level.”

21st Century Soldier Competencies

- Character and accountability
- Comprehensive fitness
- **Adaptability** and **Initiative**
- Lifelong Learner (includes digital literacy)
- Teamwork and collaboration
- Communication and engagement (oral, written, negotiation)
- **Critical thinking** and **problem solving**
- Cultural and joint, interagency, intergovernmental, and multinational competence
- Tactical and technical competence

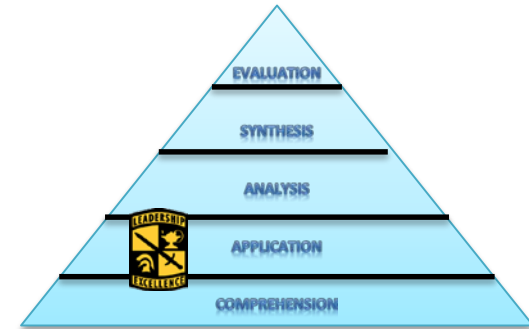


Previous Curriculum

Previous Curriculum

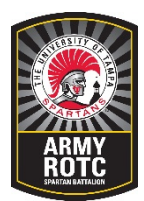
	Personal Development		
	Tactics & Techniques		
	Values & Ethics		
	Leadership		
	Officership		

Curriculum Hours



Bloom's Taxonomy

- Focused on **“What to Think”**
- Task, Condition, Standard orientation
- Stressed assessment of tasks

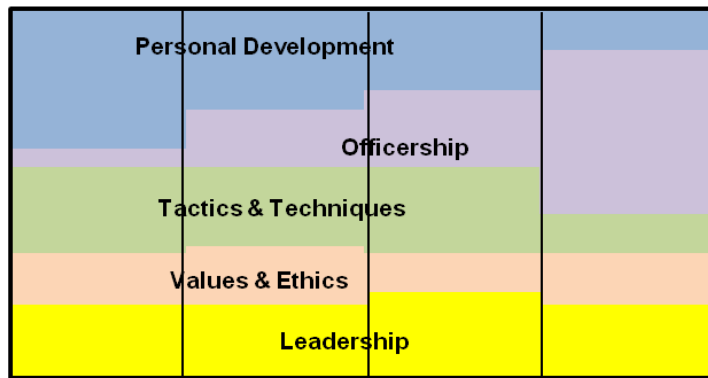


Transforming the Curriculum

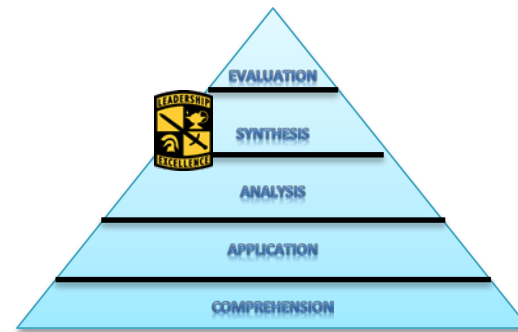


The **UT Army ROTC** classroom seeks to be adaptive, facilitation-focused, learner-centric, and focused on how a Cadet thinks through a problem, not on the correctness of the solution.

Current Curriculum

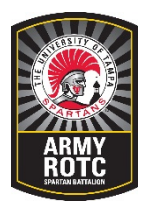


Curriculum Hours



Bloom's Taxonomy

- Focuses on **“How to Think”**
- Facilitator-mindset replaces instructor mindset
- Increased critical thinking and problem solving
- Improved values and ethics training
- Improved cadre preparation and education



ASLTE



Adaptive Soldier Leader Training and Education

Principles:

1) Grow Problem Solving

- obtain skills to learn for themselves

2) Increase Intangibles

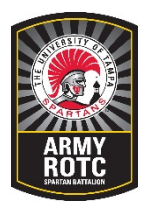
- confidence, accountability, initiative, judgment, awareness

3) Increase Understanding and Awareness

4) Increase Deliberate Thought

- Evaluation – Judgment – Decision

5) Improve Combat Performance



Lesson Methodology

Develop the “Outcome Statement”

- clear and defined abilities, knowledge, & competencies
- outcome is simply stated
- outcome is observable
- focus on **BE, KNOW, DO**

Determine which 21st Century Soldier Competencies to evaluate

Design the training around the competencies (based on year group)

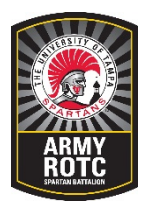
Develop the assessment tool

Execute the training

Conduct the After Action Review

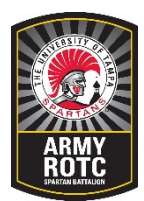
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Practical Exercise





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