

INDIVIDUAL STUDENT ASSESSMENT PLAN

Overview This Individual Student Assessment Plan contains information pertaining to WLC, the content and training support package evaluation criteria. It lists the course graduation requirements that students must meet to graduate from WLC.

Student Responsibilities

As a student you must strive to–

- conduct yourself in a professional manner at all times,
- be at the proper place of duty at the proper time,
- perform all work on your own, unless otherwise instructed,
- meet or exceed course graduation requirements,
- recognize your shortcomings and request assistance as needed,
- avoid actions that are prejudicial to others in the class,
- continuously progress academically,
- demonstrate motivation and a positive attitude, and
- be personally responsible.

(REF: AR 350-1, Chap 3, Para 3-18)

Course Structure

WLC is a branch immaterial course, taught at regional NCO Academies in a non-live-in environment (within local constraints), using classroom instruction with practical application, followed by hands-on performance-oriented training that culminates in an extensive situational training exercise (STX). Small group leaders/senior small group leaders (SGL/SSGL) will assess your leadership potential and evaluate your ability to apply the lessons learned in the course while leading Soldiers in a garrison and tactical environment.

Course Length

WLC is a 4-week, 2-day course culminating with a 36-hour STX.

Course
Pre-requisites

1. Effective 1 April 2013, Structured Self Development 1 (SSD1) is a prerequisite to attend the Warrior Leader Course (WLC), IAW ALARACT 216/2012 – Structured Self Development (SSD) Prerequisite for NCOES. Soldiers attending WLC are required to present a copy of their SSD 1 completion certificate during in-processing. Soldiers who report to WLC without the SSD1 completion certificate will be given 72 hours to produce their SSD1 graduation certificate or will be administratively disenrolled.

2. Attendance will be on a priority basis

* Soldiers attending WLC must fall into the following priorities.

- a. Priority One: Staff Sergeants promoted without WLC.
- b. Priority Two: Sergeants that are non-WLC graduates; the SGT may or may not have a WLC waiver.
- c. Priority Three: SPC/CPL promotable; use the following priority list:
 - i. SPC/CPL (P) who meets the cut off score.
SPC/CPL (P) in MOS, which would have had additional promotions if more promotable SPC/CPL had been available and identified as “Star MOS” by monthly HRC Promotion Cut-Off Memorandums.
 - ii. SPC/CPL (P) in other MOS serving in an authorized NCO position based on the highest number of promotion points.
 - iii. All other SPC/CPL (P) on a recommended list based on the highest number of promotion points.
- d. Priority Four: SPC/CPL in leadership positions. In order to fill all WLC training seats, non-promotable SPC with demonstrated leadership potential may attend WLC only after exhausting all other higher order of merit list (OML) categories.

* Meet height and weight standards of AR 600-9.

* Eligible for reenlistment and have a recommendation from their immediate commander.

* Soldiers approaching transition from the active rolls may attend WLC up to their ETS date. This action will reduce the training requirement if the Soldier continues his/her military commitment in the ARNG or USAR.

* Have no conviction of a misdemeanor crime of domestic violence (Lautenberg Amendment).

* Have no suspension of favorable personnel action (Flags) pending.

* Effective 1 October 2007 the automated pre-execution checklist took effect for Army Reserve and Army National Guard Soldiers; you must have a hard copy of the pre-execution checklist in your possession.

* Proof of SSD1 completion.

**Course
Pre-requisites,
Continued**

3. Soldier's have 72 hours to provide all required documents. Soldiers who fail to provide required missing documents in the established time line will be disenrolled and returned to unit.
4. Commandants may not add local requirements to the prerequisites.
5. Students must pass APFT:
 - a. Have a current periodic health assessment (PHA) or medical examination within the past 12 months to attend WLC.
 - b. If age 40 or over, have completed a cardiovascular screening as part of their periodic health assessment within the last five years.

(REF: AR 350-1, Chap 3; AR 40-501, Chap 8; AR 635-200, Para 5-14; TR 350-10, Chap 2, Para 2-6; TR 350-18, Chap 3; DA MSG, DAMO-TRI, R091624Z Jun 04, Para 8, ALARACT 075/2006; DA MSG, DAMO-TR, DTG 051617Z May 2008 ALARACT 120/2008; and MILPER MSG 04-273, DTD 4 Oct 2004)

**Enrollment
Requirements**

1. Effective 1 October 2007, the automated PEC took effect. Soldiers whose reservations were made after that date are only required to report with documentary evidence of physical profile, DA Form 705 (APFT Card) and other non-routine prerequisites not contained in the total Army personnel database (TAPDB).

2. Soldiers may enroll with a temporary profile (i.e. shaving and other non-performance related issues). The profile **MUST NOT** prevent them from meeting all physical tasks and the physical graduation requirements, such as taking and passing the APFT and carrying load bearing equipment during the STX.

*Temporary profile exceptions: Soldiers will train within the limits of their profiles. If a Soldier on a temporary profile cannot complete all the events of the APFT or meet all the physical requirements, he or she will not be allowed to enroll in WLC.

*Permanent profiles: Soldiers possessing permanent profiles 3 or 4 must provide a copy of the DA Form 3349, with signatures from profiling officer, and the approving authority (a physician). Commanders do not need to sign unless they disagree with the profile findings. P2 profiles require only doctor's signature. Soldiers possessing permanent profile designators of "3" or "4" who have been before an MMRB, awarded medical limitations, and are allowed to retain their occupational classification, will be allowed to attend various courses and train within the limitations of their profile.

*Pregnant Soldiers: - A Soldier who is pregnant prior to the course may not attend WLC until medically cleared. If she is diagnosed as pregnant while attending WLC, then she may continue; however, the Soldier must provide written documents from the doctor that state she can participate in the course's physical requirements. Soldiers medically dismissed for pregnancy after enrollment are eligible to return to the course when medically cleared.

*Physical requirements: Soldiers must participate in all WLC physical requirements based upon the limitations of their profiles.

3. Wounded warrior: Commandants will not deny enrollment or disenrollment of Soldiers based on physical profiles resulting from MMEB or MEB rulings. Soldiers previously unable to meet course requirements as a result of physical limitations formally acknowledged by either the wounded warriors program and/or a permanent profile as a result of a MOS/medical retention board or medical evaluation board, and properly documented using the military physical profile for physical condition/stamina, upper extremities, lower extremities, hearing/ear, eyes, and psychiatric (PULHES) code, can attend PME and MOS courses. Waivers are authorized to adjust or waive graduation requirements to these Soldiers for enrollment and attendance at professional military education

**Enrollment
Requirements,
Continued**

courses (PME), and military occupational specialty (MOS) courses due to reclassification.

4. NCOA will deny enrollment to Soldiers failing to meet any one of the above prerequisites. Commandants may not supplement these mandatory enrollment requirements.

5. NCOA will deny enrollment to Soldiers failing to meet any one of the above prerequisites. Commandants may not supplement these mandatory prerequisite requirements.

(REF: AR 40-501, Chap 8; AR 350-1, Chap 3; and TRADOC Reg 350-10, Chap 2, Para 2-6(d); HRC Profile Policy for NCOES, 19 January 2007; and <https://www.hrc.army.mil/site/protect/Active/epncoes/ncopoc.htm>, ALARACT XXX/2009 wounded warrior and medical evaluation boarded soldiers approved for continued service and related professional military education and military occupational specialty training, reference, AR 350-1, Para 3-9d; AR 600-60, Para 4-17; AR 40-400, Para 5-3b thru 5-3d; DTG XX0800 MAR 09), SECARMY Directive 2012-20.

**Course
Graduation
Requirements**

1. Students must score 70 percent or higher on the following examinations and performance evaluations:

- a. Conduct Army Physical Readiness Training.
- b. Conduct Individual Training.
- c. Conduct Squad Drill.
- d. Communicate in Writing.
- e. Oral History Briefing.
- f. Two demonstrated leadership evaluation (garrison and tactical environment).
- g. Leadership exam.
- h. Training exam.
- i. Warfighting exam.
- j. Land Navigation evaluation (75 per cent)

2. Students must pass the APFT, and meet the height/weight requirements. Commandants will arrange for students to meet the APFT and height/ weight requirements while allowing for one retest. Students, who fail to pass the APFT or height/weight standards, will be removed from WLC.

3. APFT-HT/WEIGHT IAW SECARMY Directive 2012 (Physical Fitness and Height and Weight Requirements for Professional Military Education) EFFECTIVE 01 November 2012.

**Course
Graduation
Requirements,
Continued**

4. Soldiers flagged for weight control failure will not be selected, scheduled or attend institutional training. Once soldiers meet standards, they will be considered eligible for military schools and institutional training courses.
5. Soldiers attending military schools and institutional training courses, which require preparation of a DA Form 1059 (Service School Academic Evaluation Report), will be administered the height/weight screening as a mandatory course requirement. All students will be administered the initial APFT-height/weight after in-processing.
 - (1) One retest and/or screening is allowed. It will be administered no earlier than seven days after the initial APFT-height/weight standards.
 - (2) Soldiers who meet academic course requirements, but fail to meet the APFT-height/weight standards will be removed from the course.
6. Soldiers who fail to meet the body fat composition standards of AR 600-9 will be removed from the course. No paperwork is required, if students meet HT/WT standards IAW AR 600-9.
7. NCOA commandants will not add to the standards of AR 600-9 or the ALARACT by imposing any arbitrary percentages to the body fat composition.
8. NCOA commandants will arrange for students who fail the body fat composition and deem them to be a potential health risks, to be seen at the post DA Medical Center or Troop Medical Clinic for medical clearance. This is also a requirement for students who look unhealthy or unfit for meeting WLC standards. If medical clearance is denied then deny enrollment of student.

(REF: AR 350-1; TRADOC Reg 350-18; TRADOC Reg 350-10; and WLC CMP) SECARMY Directive 2012-20

Physical Requirements

1. Students must be able to meet the following physical requirements during the course: (Exception--Soldiers with temporary profiles due to participation in OIF/OEF)
 - a. Conduct, demonstrate, and lead physical fitness training.
 - b. Negotiate rough terrain under varying climatic conditions.
 - c. Walk a minimum of 3,200 meters with load carrying equipment (LCE) in a minimum of three hours.
 - d. Lift and carry all required packing list items (OCIE and CTA 50-900) for short distances.
 - e. Carry a 48 pound combat load that contains mission essential equipment (weapon, helmet, uniform, LCE included in 48 lbs).
 - f. Lift and carry fuel, water, ammo, MRE or sandbags occasionally.
 - g. Low crawl, high crawl and rush for three to five seconds.
 - h. Move over, through and around obstacles.
 - i. Carry and fire individually assigned weapon.
2. Commandants may not supplement these course graduation requirements.

(REF: AR 350-1, Chap 3; AR 611-1, Chap 6; ARTEP 7-8; TR 350-10, Chap 2, Para 2-7; FM 21-18, 01 Jun 90; DA MSG: 092054Z SEP 04, SUBJECT: Selection and Scheduling of Soldiers for Army Schools; and DAMO-TR, DTG: 051617Z May 08, ALARACT 120/2008)

Course Objectives

The training in WLC focuses on the following:

- Basic leadership training;
- Instilling leader's skills, knowledge, and experience needed to lead a team –size units;
- Providing the foundation for further training and development; and
- Building functional leadership attributes, competence, and skills.

(REF: AR 350-1, Chap 3)

**Retest
Procedures**

1. If a student fails any initial examination/performance evaluation, conduct counseling and remedial training and retest the student only once using the appropriate test version.
2. Regardless of the student's actual grade point achieved on any retest, the maximum allowable credit is 70 percent. However, record the final retest score in the student's record to establish the level of proficiency attained. NCOA will automatically remove these students from class honors consideration.
3. If a student receives two failing scores (one initial test and one retest) on any single exam, the commandant must dismiss those students.

**Student
Dismissal**

To protect students from unfair or illegal practices, commandants—through precise proceedings—must determine whether or not to dismiss students whose—

- personal conduct is such that their continuation in the course is not appropriate;
- academic progress, lack of motivation, attitude, or conduct is prejudicial to others in the class; and
- actions make it extremely unlikely they can successfully meet the standards for course graduation.

(REF: AR 350-1, Chap 3)

**Student
Developmental
Counseling
Requirements**

1. Developmental counseling is a means of assisting and developing students and subordinates. Your SGL/SSGL will counsel you in regards to the following:
 - a. Negative and positive performance.
 - b. Working as a team member.
 - c. How well or how poorly you are performing.
 - d. Attaining required standards.
 - e. Setting personal and professional goals.
 - f. Resolving personal problems.
 - g. Conducting self-assessments.
2. Feedback is essential for you to know how you are performing and where you stand in the course. All counseling must explain your progress to date. Small group leaders will conduct the following counseling, as a minimum:
 - a. Initial counseling using reception and integration counseling. This counseling should determine whether you have any personal problems or outside distracters that would interfere with you completing the course. This session must include the statement “I will not acquire or provide inappropriate assistance before or during any test except as instructed (i.e., group activities) and will report any such inappropriate assistance before, during, or after the test administration.” This eliminates the DA Form 5160 requirement.
 - b. After any written or performance evaluation/re-evaluation failure.
 - c. Midcourse developmental counseling-progress to date. (Optional)
 - d. Comprehensive end-of-course counseling.
 - e. SGL will include in initial counseling locally developed goals and objectives that support the SHARP program IAW MILPER Message 13-306; changes to the Evaluation Reporting System (ERS) in response to Army Directive 20-13-20-, dated 22 Oct 2013. Students will be assessed throughout the course and their compliance will be documented on the AER, DA Form 1059. Students will be advised that failure to adhere to the SHARP program will result in a referred report.

- 1) PART III – SUMMARY OF COUNSELING

- a) Initial Counseling example: I expect for you to adhere to the SHARP program by supporting and fostering a climate of dignity and respect throughout the conduct of this course, in and out of the classroom environment. I expect you to maintain personal and professional behavior conducive to fair, respectful treatment of your fellow classmates. Failure to maintain these standards will result in Block 9, DA Form
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**Student
Developmental
Counseling
Requirements**
Continued

1059, marked as a referred report with a comment in block 14 stating that you do not support the SHARP program due to you fostering an unhealthy class environment by (specifically cited behavior).

3. The SGL/SSGL will use the results of the developmental counseling process to determine ratings for your AER and course academic records and reports.

4. This CMP does not limit SGL/SSGL to the general indicators in FM 6-22, App B, but SGL/SSGL should be precise, objective, and fair in the developmental counseling process.

(REF: TR 350-10, Chap 2, Para 2-7g; TR 350-18, Chap 3, Para 3-29; and FM 6-22, App B)

NOTE: Counseling records play a major role in the event of favorable or unfavorable administrative personnel actions.

**Student
Recognition**

1. All students who meet course completion criteria receive a diploma. Diplomas must contain, at a minimum, the student's full name, rank, complete course title, course identification number, and beginning and completion dates of the course.

2. Commandants will recognize the following graduates in support of AR 600-8-19, Chap 3, Para 3-50c, that awards promotion points for–

- a. distinguished honor graduate (15 promotion points),
- b. distinguished leadership award (10 promotion points), and
- c. commandant's list (5 promotion points).

3. The distinguished leadership award can be named for a person, place or thing; example, Distinguished AUSA Leadership Award.

(REF: TR 350-18, Chap 3, Para 3-30; and TR 350-10, Chap 2, Para 2-7g(4))

**End-of-Course
Critique**

You must complete and submit an end-of-course critique questionnaire for the course. The SGL/SSGL will ensure you accomplish this as close as possible to the end of the course. Commandants **will not** require you to provide any identification data on the critique form.

(REF: CMP Chap 2, p 2-4, and Appendix D)

Training Support Package (TSP) Synopsis	The following tables provide a brief synopsis of the training support packages (TSP)—along with the 21 ST Century Soldiers Competencies numbers 1 thru 9 from pages 1-15 thru 1-18
TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: LEADERSHIP MODULE
L221 Commandant's Orientation 1 Hr	The commandant welcomes the new students and provides them an orientation and briefing on the local SOP. The students welcome includes briefings on safety and standards of conduct expected while attending the course and introductions to the staff and faculty. Students also receive an explanation of WLC graduation requirements, NCOA standards, and the local command policies (developed by the local academy commandant). (1 Character and Accountability)
L222 Introduction to WLC 2 Hrs	SGL/SSGL will provide the students with an overview of WLC and explain the objectives and course standards. They also discuss the course's content, explain the small group process, and cover study requirements and techniques. (1 Character and Accountability)
L223 Army Leadership 7 Hrs	Lesson focuses on leadership principles from ADRP 6-22 and tasks indicated by the enabling learning objective (ELO). Students learn the Army leadership framework, roles in leadership and problem-solving. Students receive an evaluation on leadership ability in a garrison and tactical environment, as well as a 360-degree assessment. GRADUATION REQUIREMENT. (1 Character and Accountability) (3 Adaptability and Initiative) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (9 Tactical and Technical Competence)
L224 Developmental Counseling 7 Hrs	Lesson focuses on FM 6-22, Appendix B, with the use of scenario-based and role-playing practical exercises. This lesson teaches tasks 158-100-1260, Counsel Subordinates; and 158-100-1140, Communicate Effectively in a Given Situation. Students learn the fundamentals and techniques of developmental counseling. They will prepare for and conduct a subordinate-centered counseling session, producing a plan of action that focuses the subordinate's individual and unit-goal accomplishment. This will take place during the PE centered in a role-play counseling session. (1 Character and Accountability) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving)
L225 Army Correspondence 4 Hrs	This lesson reviews the Army writing style. The student will learn how to effectively prepare a squad-level award; a recommendation, a memorandum, and a sworn statement IAW Army writing standards that are generally free of errors in grammar, mechanics, and usage. GRADUATION REQUIREMENT. (6 Communication and Engagement)

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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: LEADERSHIP MODULE, CONTINUED
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L226 History of the Army and NCO 4 Hrs	This lesson teaches the student the historical progression and significant contributions that the Army and NCO have made as he/she existed during previous wars and up to the present war period. Students will present a five minute plus or minus two minutes, historical briefing. GRADUATION REQUIREMENT. (4 Lifelong Learner) (6 Communication and Engagement)
L227 NCOER 5 Hrs	Students will learn how to perform the duties as a rater of a subordinate Soldier using the NCO Counseling and Support Form (DA Form 2166-8-1), and the Noncommissioned Officer Evaluation Report (NCOER) DA Form 2166-8. The student will participate in a graded PE to complete the rater's portion of an NCOER. (1 Character and Accountability) (5 Teamwork and Collaboration) (6 Communication and Engagement)
L228 SHARP 3 Hrs	This lesson teaches the students the Army's Sexual Harassment/Assault Response and Prevention (SHARP) program. They will learn about sexual assault trends in the Army, chain of command responsibilities, types of sexual assault and influencing factors, rights of victims and alleged perpetrators, individual responsibilities, procedures for timely reporting, and resources available for victims. (1 Character and Accountability) (2 Comprehensive Fitness) (3 Adaptability and Initiative) (4 Lifelong Learner) (5 Teamwork and Collaboration) (6 Communication and Engagement)
L229, Personnel Recovery 2 Hrs	This lesson reviews personnel recovery (PR) terms and execution concepts as a Warrior Leader. It teaches the PR guidance in all operations, as well as the five PR proficiencies (pre-deployment prep, measures to prevent isolation, pre-mission preparation, isolated person procedures, and recovery process). The Soldier will also complete a multiple choice quiz PE to check on learning. (FD-6) (1 Character and Accountability) (2 Comprehensive Fitness) (3 Adaptability and Initiative) (4 Lifelong Learner) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence) (9 Tactical and Technical Competence)

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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: LEADERSHIP MODULE, CONTINUED
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L230 Effects of Culture 2 Hrs	This lesson reviews the concept of culture and shows how culture affects the contemporary operational environment (COE). Students will review what culture is in general terms, the major and minor components comprising a culture, culture shock, and how cultural factors affect military operations in terms of force protection and counter insurgency (COIN). PE interacting with culture. The Soldier will also complete a multiple choice quiz PE to check on learning. (1 Character and Accountability) (3 Adaptability and Initiative) (4 Lifelong Learner) (5 Teamwork and Collaboration) (6 Communication and Engagement) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence)
L231 Resilience 3 Hrs	The goal of this lesson is to teach the students about resilience. Students will learn about Soldiers resilience components, leadership approaches and their impact on Soldiers during combat. They will learn effective and non-effective leader actions, and the reasons why Soldiers fail to seek mental health care. (1 Character and Accountability) (2 Comprehensive Fitness) (3 Adaptability and Initiative) (4 Lifelong Learner) (7 Critical Thinking and Problem Solving)
L232 Military Justice and Discipline 2 Hrs	This lesson focuses on the principles that underlie military discipline– authority, duties, relationships, and non-judicial/non-punitive measures. Discussions (What would you do and why?) are based on given scenarios. The Soldier will also complete a multiple choice quiz practical exercise (PE) to check on learning. (1 Character and Accountability) (4 Lifelong Learner)
L233, Suicide Prevention for Junior Leaders 2 Hrs	This lesson provides leaders with the tools for supporting and assisting Soldiers who may have suicide/ mental health issues. This lesson bases itself on the AMEDD Center School’s Suicide Prevention for Junior Leaders Battlemind TSP. The Soldier will also complete a multiple choice quiz PE to check on learning. (1 Character and Accountability) (2 Comprehensive Fitness) (3 Adaptability and Initiative) (4 Lifelong Learner) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving)
L234 Leadership Exam 2 Hrs	Written examination for the leadership module. Soldiers apply their knowledge of leadership principles, practices, and concepts. GRADUATION REQUIREMENT. (1 Character and Accountability)

<p>Training Support Package (TSP) Synopsis</p>	<p>The following tables provide a brief synopsis of the training support packages (TSP)—along with the 21ST Century Soldiers Competencies numbers 1 thru 9 from pages 1-15 thru 1-18 continued—</p>
<p>TSP NO./ TITLE</p>	<p>TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: LEADERSHIP MODULE, CONTINUED</p>
<p>L235 Ethical Problem Solving 1 Hr</p>	<p>The goal of this lesson is to teach the students about the process to resolve ethical problems, involving critical reasoning based on Army values and regulations. Students can learn about ethical problem solving by embracing Army values, understanding regulations and orders, learning from experiences, and by applying multiple sound ethics. (1 Character and Accountability) (3 Adaptability and Initiative) (4 Lifelong Learner) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence)</p>
<p>L236 NCOES Initiatives 2 Hrs</p>	<p>The goal of this lesson is to provide an understanding of the professional initiatives that the Army has developed to enhance noncommissioned officers career progression. (3 Adaptability and Initiative) (4 Lifelong Learner)</p>

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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: TRAINING MODULE
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T221 Risk Management 2 Hrs	This lesson reviews how Soldiers are to implement the risk management process to minimize the frequency and severity of accidents in the activities they will lead. They will review the basic principles required for implementing risk management and the five steps of risk management. (1 Character and Accountability) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (9 Tactical and Technical Competence)
T222 After Action Review (AAR) 1 Hr	Students will review how to conduct an after action review (AAR) and the importance of the AAR process by allowing all participants in an exercise to provide input into how well an exercise went, what was the purpose of the training, what went right, what went wrong, and how to improve after each training session or evaluation. The Soldier will also complete a multiple choice quiz PE to check on learning. (1 Character and Accountability) (3 Adaptability and Initiative) (5 Teamwork and Collaboration) (7 Critical Thinking and Problem Solving)
T223a Training Management 5 Hrs	Lesson focuses on ADP 7-0 and unit training management (UTL) concepts and principles the squad/team leader will use to prepare, conduct and assess training. Students will learn the Army's 11 principles of training, training doctrine, mission essential task list (METL) development process, the training and planning process, and the requirements for training execution. (3 Adaptability and Initiative) (9 Tactical and Technical Competence)
T223b Conduct Individual Training 5 Hrs	Lesson reinforces the NCO's training responsibilities, preparation necessary to conduct individual training, and training execution considerations. Students will receive an evaluation on their execution of conducting a training session. GRADUATION REQUIREMENT. (3 Adaptability and Initiative) (9 Tactical and Technical Competence)

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T224 Health and Fitness 15 Hrs	Students will learn the techniques and procedures needed to conduct the Army's physical fitness program. This lesson's primary focus is to enhance the students' knowledge of physical fitness, health, and how to conduct a variety of fitness training exercises. This lesson offers the students the opportunity to actually perform the different exercises. Students will also learn to monitor their subordinates' personal hygiene, as well as physical readiness and mental fitness. Focus is on conducting squad PT, field trips to DFAC, GYM, and MWR. Students will conduct hands on PEs and an evaluation. GRADUATION REQUIREMENT. (1 Character and Accountability) (2 Comprehensive Fitness) (5 Teamwork and Collaboration)
T225 Drill and Ceremonies 4 Hrs	This lesson reviews guidance in the areas of drill and ceremony at the squad level. Students will perform drill and ceremonies activities throughout WLC. GRADUATION REQUIREMENT. (5 Teamwork and Collaboration) (6 Communication and Engagement)
T226 Supply Procedures 4 Hrs	This lesson focuses on regulatory guidance in the areas of accountability and serviceability at the squad level. One practical exercise will consist of performing an inventory of items and completing the appropriate documentation. The second practical exercise will consist of completing a 5988-E, Preventive Maintenance Checks and Services (PMCS) Worksheet. (9 Tactical and Technical Competence)
T227 Training Exam 2 Hrs	Written examination for the training module. Soldiers apply their knowledge of training principles, practices, and concepts. GRADUATION REQUIREMENT. (1 Character and Accountability)
T228 APFT 3 Hrs	Students must take the APFT between day one and three. GRADUATION REQUIREMENT. (1 Character and Accountability) (2 Comprehensive Fitness)

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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: WARFIGHTING MODULE
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W221 Small Unit Combat Operations According to The Law of War 2 Hrs	This lesson focuses on regulatory guidance in the areas of conducting small unit combat operations within the Law of War. The Soldier will also complete a multiple choice quiz PE to check on learning. (1 Character and Accountability) (3 Adaptability and Initiative) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence) (9 Tactical and Technical Competence)
W222 Combat Orders 6 Hrs	This lesson will teach students troop-leading procedures and three types of combat orders—warning order, operation order, and fragmentary order. They will also learn the importance of conducting pre-combat checks and inspections. Students will learn to implement a squad level combat order by conducting troop leading procedures and interpreting the commander’s intent of a combat order. (3 Adaptability and Initiative) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence) (9 Tactical and Technical Competence)
W223 Team and Squad Movement Techniques 6 Hrs	Students will learn some basic techniques and procedures used to employ a squad-sized element in combat. They will learn the basics of moving a squad/team—using hand and arm signals, and using the appropriate movement techniques in the proper movement formation based on the tactical situation. Students will also learn how to select a movement route using a map, conduct actions at danger areas, conduct security during movement and at halts, and enforce detection prevention measures. (3 Adaptability and Initiative) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence)
W224 Tactical Site Exploitation 2 Hrs	This lesson provides the student with tactics, techniques and procedures (TTP) for conducting tactical and sensitive site exploitation. (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (9 Tactical and Technical Competence)

Training Support Package (TSP) Synopsis	The following tables provide a brief synopsis of the training support packages (TSP)—along with the 21 ST Century Soldiers Competencies numbers 1 thru 9 from pages 1-15 thru 1-18 continued—
TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: WARFIGHTING MODULE, CONTINUED
W225 Tactical Operations 5 Hrs	Students will learn the basics of leading a team/squad in basic combat operations by reacting to contact, breaking contact, reacting to an ambush (far and near) and supervising detainee operations at the point of capture during the STX at the end of the course. (FD-7) (3 Adaptability and Initiative) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence) (9 Tactical and Technical Competence)
W226 Tactical Reports and Requests 2 Hrs	This lesson will review the requirements for submitting tactical operations reports and requests. Students will perform these tasks during PE and during the STX at the end of the course. (6 Communication and Engagement) (9 Tactical and Technical Competence)
W227 Casualty Evacuation 2 Hrs	This lesson covers the basic fundamental procedures Soldiers must follow to plan, rescue and assist with the safe, effective evacuation of injured and wounded Soldiers on the battlefield. Students will learn that the basic principle of first aid is to evaluate the casualty's injuries and administer first aid before moving them. Students will also learn to submit a MEDEVAC request in the proper format. (6 Communication and Engagement) (9 Tactical and Technical Competence)
W228 Warfighting. Exam 2 Hrs	Soldiers apply their knowledge of warfighting tactics, techniques and procedures. Written examination for the warfighting module. GRADUATION REQUIREMENT. (1 Character and Accountability)
W229 Situational Training Exercise (STX) 36 Hrs	Soldiers will participate in an end-of-course situational training exercise. SGL/SSGL will assign students to leadership positions where they will lead a section/squad. SGL/SSGL will evaluate the students on their leadership abilities and on how they use their troop-leading procedures and other leader skills they learned in the course. Also, cultural awareness and personnel recovery scenarios are presented during the 36-hour STX. (1 Character and Accountability) (2 Comprehensive Fitness) (3 Adaptability and Initiative) (4 Lifelong Learner) (5 Teamwork and Collaboration) (6 Communication and Engagement) (7 Critical Thinking and Problem Solving) (8 Cultural and Joint, Interagency, Intergovernmental, and Multinational Competence) (9 Tactical and Technical Competence)

Training Support Package (TSP) Synopsis	The following tables provide a brief synopsis of the training support packages (TSP)—along with the 21 ST Century Soldiers Competencies numbers 1 thru 9 from pages 1-15 thru 1-18 continued—
TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: WARFIGHTING MODULE, CONTINUED
W230 Map Reading 8 Hrs	This lesson provides the student with reinforcement training of some of the skill-level-one map reading and land navigation skills from SSD I. The lesson will also teach the more complex skill-level-one tasks. This lesson is a foundation for the land navigation lesson later in the course. Students will learn how to determine elevation, orient a map using a lensatic compass, determine direction, covert azimuths, determine polar coordinates, and learn intersection and resection techniques. (9 Tactical and Technical Competence)
W231 Land Navigation 8 Hrs	Students will use the skills they learned from this lesson, coupled with the skills they learned in the map reading and conduct movement techniques. It introduces basic DAGR operations and navigation from one point on the ground to another point while dismounted using a lensatic compass during the day. Students will take a performance examination where they must find a minimum of three of four points to graduate from WLC. GRADUATION REQUIREMENT. (9 Tactical and Technical Competence)

TSP NO./ TITLE	NON-ACADEMIC HOURS
A201, In processing/ APFT/Weigh-in 2 Hrs	Students receive advance sheets, required publications, administrative processing, and height and weight evaluation. Students must take the APFT and weigh-in. Commandants will arrange for students to meet the APFT and weigh-in requirements while allowing for retest. Task organization: Academies are required to organize students with a mix of military specialties when forming groups or teams.
A202, Out-processing 2 Hrs	A202 allocates time for the purpose of out-processing students at the conclusion of WLC.
A204, Graduation 2 Hrs	A204 allocates time for the purpose of conducting a formal graduation where the commandant and cadre can present students with honors and diplomas.
S201, Study Hall 8 Hrs	Study hall provides students time to adequately study and prepare for the next day's lessons. It allows the SGL/SSGL to recognize and assist students in correcting poor study habits. Students who require remedial training receive assistance from peers and the SGL/SSGL during this time.
S202, Training Support Activities 15 Hrs	The commandant uses these hours at his discretion for retraining/retesting, equipment issue/turn-in, travel time as required to/from training areas and other non-program of instruction (POI) hours that require instructor contact hours (ICH).
S203, Student Counseling 5 Hrs	SGL/SSGL use these hours for reception and integration counseling, mid-course counseling, end-of-course counseling and additional counseling as required.
