



DEPARTMENT OF THE ARMY
UNITED STATES ARMY ROTC CADET SUMMER TRAINING DETACHMENT
1ST CAVALRY REGIMENT ROAD
FORT KNOX, KENTUCKY 40121-5123

ATCC-ST

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Cadet Summer Training (CST24) Policy Memorandum 18 – Second Lieutenant (2LT) Development

1. References.

- a. Field Manual (FM) 6-22, *Developing Leaders*, 1 November 2022.
- b. FM 7-0, *Training*, 14 June 2021.

2. Purpose. Provide CST24 cadre with a framework by which to plan and execute 2LT development to prepare newly commissioned officers for effective service within the Army profession.

3. The 2LT development plan is a three-tiered strategy designed to provide multiple touchpoints across a six-week cycle by which Army leaders coach, teach, and mentor 2LTs. This plan should incorporate writing, reading, reflection, and on-the-job-training to provide a rigorous environment for officer development.

a. Tier 1 – Individual Level.

(1) Each 2LT is encouraged to establish an account on juniorofficer.army.mil and respond to or initiate a forum thread to connect with fellow Army professionals. The intent is to inspire 2LTs to actively participate in strengthening themselves and the Army profession.

(2) Each 2LT will participate in the CST24 Medical Role II Leader Professional Development Program within seven days upon arrival to CST.

(3) Each 2LT will participate in the U.S. Army Cadet Command Professor of Military Science Monthly Forum (in-person or MS TEAMS) if available and there are no impacts to daily training duties.

(4) Each 2LT continues to embrace physical fitness by adhering to a rigorous personalized fitness plan that nests with the supported CST24 operational calendar. 2LTs should participate in scheduled Cadet PT sessions whenever possible.

Each 2LT will also be subject to drug and Army Body Composition Program screening as well as a diagnostic ACFT upon arrival to CST24.

b. Tier 2 – Regimental Level.

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(1) 2LT will receive an initial, mid-cycle, and end of cycle counseling from their respective platoon observer controller trainer (OCT) and/or company tactical officer (CTO).

(2) Senior leaders will complete the attached 2LT Individual Development Plan to plan and track progress of each 2LT.

(3) Senior leaders will partner each 2LT with a like-branch officer for career development.

(4) Senior leaders conduct at least one luncheon or dinner with assigned 2LTs.

(5) 2LT will attend a minimum of one CST Branch Orientation to learn more about their assigned branch and interact on a one-on-one level with branch their respective representatives.

(6) First line supervisors will ensure each 2LT develops and executes a rigorous, personalized physical fitness plan.

(7) First line supervisors will coordinate tours and information briefings of installation support programs such as the Training Support Center, Army Community Service, Army Emergency Relief, and other enablers that support Soldiers and their families. Tours should include a visit to range control and each 2LT should complete the range officer course.

c. Tier 3 – Task Force Level.

(1) Every 2LT attends an OPD coordinated at the TF level relevant to junior officer leader development.

4. The point of contact for this policy memorandum is Mr. Shawn M. Bowers at shawn.m.bowers.civ.@mail.mil or (502) 624-6258.


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