

Washington Wing Pamphlet 10

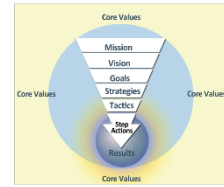
28 February 2018



WASHINGTON WING 2018 STRATEGIC PLAN



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To: All WAWG Members

In 2015, National Headquarters developed and published a 5 year master strategic plan for Civil Air Patrol. The national plan has seven major priority areas. Each major priority area has a series of goals and each of these goals is sub-divided into a series of objectives. This master plan with the annual annexes can be found on the national website. WAWG reviewed the 2016 and 2017 annexes of that plan and developed, published and tracked a 2016 and 2017 plan tailored to our wing.

We in Washington Wing reviewed the national plan and again developed a 2018 plan for Washington Wing that is tailored to our needs. That plan is attached. It is based on the 2018 annex to the national strategic plan. It uses national's "priority" items as our "goals." Also included are key items from the 2018 Pacific Region goals. It is a living plan that may be modified as time passes. Our plan highlights the areas of the national plan and region goals that we hope to focus on for 2018. Most of the items in our plan track to the national plan. Wing staff and Group Commanders will need to be working with the units to accomplish this Washington Wing plan. This plan provides good subject material to be reviewed by Group Commanders with the Squadron Commanders.

This plan does not replace the Washington Wing Unit Evaluation program. That program is intended to be more day-to-day, tactical, in nature and will continue to be used.

I encourage all members of the wing to become familiar with the Washington Wing 2018 strategic plan and help us all work to accomplish the goals and objectives we have laid out for the wing.

Lt Col Norman
WAWG Vice Commander

Col Furlong
WAWG Commander

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PURPOSE

The purpose of this plan is to showcase Washington Wing as a premier example of how to successfully accomplish the missions of Civil Air Patrol, support the 2018 Annex to the CAP National Strategic Plan and Pacific Region goals. The primary responsible organization is identified and underlined if more than one organization can provide support.

Goal 1 -- Be a vigorous part of the Total Force

Enhance the relationship with our USAF and contribute to their mission accomplishment as a cost effective force multiplier.

Objective 1.1: (national 1.1.4) Annually, or following the transition of a new State Adjutant General, provide a capabilities briefing to highlight opportunities to partner with CAP [Wing Commander]

Measure: Command briefing provided by 12/31/2018.

Objective 1.2: (national 1.1.5) Annually, extend invitations to military installation leadership within the state (active, Guard and Reserve) to observe CAP activities, especially those held on installations [Group Commanders, Wing Commander]

Measure: A minimum of 2 such invitations provided by 12/31/2018.

Objective 1.3 (national 1.2.x) Upgrade mission skills of the membership [Operations]

Measure: Baseline is the number of officers with at least one designated mission specialty rating in at the end of 2017 as a percent of total officer membership. The specialty ratings being tracked are: AOBD, CISM, FASC, GBD, GTL, MSO, MSA, OSC, PCS, and PIO.

Goal: Increase the percentage of officers in these specialty ratings by 10% over the 12/31/2017 level of 123 to 135 by 12/31/2018.

As of 16 Feb 2018

Specialty	Number of Seniors
AOBD	24
CISM	5
FASC	12
GBD	17
GTL	26
MSO	20
MSA	22
OSC	15
PCS	15
PIO	7
Total	163

Objective 1.4 (Region) Emergency Services. Provide incentive for cadets to be given the opportunity to become active in Emergency Services.

Measure: Increase number of cadets in Wing who have GES to over 50% in 2018.

As of 16 Feb 2018

Total Number of Cadets	703	
General Emergency Services Rating	311	44.2%

Goal 2 -- Build Partnerships

Increase our presence in national and local communities to better serve America and expand our portfolio to incorporate new missions for which we are ideally suited.

Objective 2.1 (national 2.2.3) Pursue at least one new state level support mission for CAP [Operations]

Measure: One new support mission for WAWG resources established in 2018.

Objective 2.2 (national 2.4.1) Establish unit goals to identify local schools to visit and annually complete a minimum of one visit; explain AE programs and make presentations as necessary [Group Commanders]

Measure: Each unit will have, as part of its unit goals, to visit at least one local school annually.

Objective 2.3 (national 2.2.4) Annually, the wing commander will meet with their state's Governor to inform them of CAP's contributions to the state and explore opportunities to perform new missions. Encourage the Governor to hold a state level legislative day in the capitol [Wing Commander]

Measure: One successful meeting with the Washington State governor in 2018.

Objective 2.4 (national 2.4.2) Maintain an active community service program in our units [Group Commanders]

Measure: Each squadron will demonstrate at least one community involvement activity by 12/31/2018.

Objective 2.5 (Region) Emphasize recruiting to develop a more robust membership [Recruiting and Retention]

Measure: A 3% increase in membership in 2018.

As of 1 February 2018

Members as of Dec 2017	1415
Members as of Feb 1, 2018	1458
% Growth/Loss	3.0%

Objective 2.6 (Region) Place emphasis on keeping our membership [Recruiting and Retention]

Measures: Achieve retention of 85% for seniors and 60% for cadets in 2018.

As of 16 Feb 2018

	Cadets	Seniors
Nbr of members who joined in 2017	328	118
Nbr of members who Renewed	13	26
% Renewal	4.0%	22.0%
2018 Goals	60%	85%

Goal 3 -- Inspire ingenuity

Increase efficiencies in time and effort to enhance the effectiveness of CAP members.

Objective 3.1 (national 3.2.x) Increase the number of members holding a Senior or Master rating in the wing [Professional Development]

Measure: Increase the total number of Senior and Master ratings of senior members by 5% from 477 on 12/31/2017 to 500 on 12/31/2018.

Objective 3.2 (national 3.3.x): Increase the number of senior members in each Squadron who are Training Leaders of Cadets (TLC) qualified [Cadet Programs, Professional Development, Group Commanders]

Measure: There will be at least two TLC qualified members in each Squadron in 2018.

Goal 4: -- Be America's STEM leader

Promote CAP's recognition as a leader in Aerospace Education and Science, Technology, Engineering and Math education to meet America's needs of tomorrow.

Objective 4.1 (national 4.1.x) Increase interest and participation in STEM related activities [Aerospace Education, Cadet Programs, Information Technology]

Measure : Criteria is the number of members participating in Cyber Patriot, national cadet special activities, Stellar Explorer, First Robotics and flight encampment in 2018. The base number is 78 (30 cyber patriot, 18 flight academy, 30 NCSA) in 2017. Increase the number of participants by 5% to 82 in 2018.

Objective 4.2 (national 4.1.12) Develop a program for partnering with STEM related educators and professional in public schools and the private sector. [Aerospace Education]

Measure: Reporting through the quarterly and annual Aerospace Education report

Goal 5: -- Make being a CAP member even more special

Recognize the value and talent of each CAP member; increase the fun and enhance fulfillment of the CAP experience to make members want to stay and others to want to join.

Objective 5.1: (Region) Increase emphasis on the Cadet Orientation Ride Program [Cadet Programs, Operations]

Measures:

- a. Increase wing o-ride goals by at least 15% from the past 8 year average of 688 per year to 791 in 2018.
- b. Increase Cadets with at least one o-ride to 70% wing-wide. Current the wing is at 43%

Objective 5.2: (Region) Increase cadet officer corps to provide more incentives to develop leadership capabilities in the cadet corps [Cadet Programs]

Measure: Increase cadet officer corps to 13% of cadet membership in 2018.

Objective 5.3: (WAWG) Enhance the cadet experience by achieving more Quality Cadet Awards.

Measure: Increase the number of Quality Cadet Awards achieved in Washington Wing from 6 in 2017 to 7 in 2018.

Goal 6 -- Build the future;

Develop CAP's organizational as well as functional leaders, from cadet to CEO.

Objective 6.1 (national 6.3.x) Increase the number of officers who have advanced at least one professional development level in 2018. [Professional Development]

Measure: In 2017 there were 41 level 2, 3, 4, and 5 completions by officers.

The target is 46 such completions by 12/31/2018.

Objective 6.2 (national 6.3.x) Increase training for command and command staff members in management skills by encouraging participation in Region Staff College and National Staff College [Professional Development]

Measure: Increase the number of members completing the subject courses from 7 in 2017 to at least 14 in 2018.

Objective 6.3 (Region) Upgrade unit commander training and skills to better be able to serve.

Measure: All group and squadron commanders, both new and existing, attend new Unit Commander's Course within one year. [Professional Development]

Goal 7 --Set the example – sustain institutional excellence.

Objective 7.1: (national 7.6.1) Work with wing membership to make effective and proper use of social media platforms through training classes [Public Affairs]

Measure: At least 2 training classes will be provided at appropriate events throughout 2018.

Objective 7.2: (Region) Increase participation in AEX program both in units and schools. [Aerospace Education]

Measure: Increase internal program/STEM kit completions from 5 in 2017 to 6 in 2018 in squadrons and demonstrate AEX participation in schools as noted in the Aerospace Education reports.

Objective 7.3: (Region) Reduce bodily injuries and aircraft/vehicle related mishaps. [Safety]
In 2017 WAWG had 3 vehicle mishaps, no aircraft mishaps and one personnel related mishap. This represents a very low incident rate for the wing. The goal for 2018 is to not increase this incident level.

Measure: The goal for 2018 is to not increase this incident level.