

# CO's Intent – 2137 Calgary Highlanders RCACC

## Theme: “Individual Cadet Experience”

### Overall Direction

This year we reset and focus on the **individual cadet experience**. Every department will align with program changes.

We will build **repeatable templates**, refined annually through after-action reporting, ensuring consistency without reinventing each year.

Guiding principle: **Cadets Leading Cadets**.

### Key Priorities

- ✓ Recruitment & Retention – Seniors engaged, juniors challenged.
- ✓ Community Engagement – Visible in parades, schools, events.
- ✓ Collaboration – Work with other corps.
- ✓ Pipes & Drums Band – Signature program; pride & esprit de corps.
- ✓ Cadet Experience – No cadet left behind.

### Star-Level Progression

**Green Star:** Introduction & teamwork.

**Red Star:** Knowledge & discovery.

**Silver Star:** Transition to leadership.

**Gold Star:** Leadership & instruction.

**ALP:** Culmination – leading, mentoring, running activities.

**Band:** Parallel track – music, leadership, representation.

## Departmental Priorities

Training & Operations	Deliver core program, implement ALP, star-level focus, optional activities, repeatable training templates.
Supply	Uniforms issued ASAP – no exceptions. Foundation of pride and retention.
Band	Expose all cadets to band. Run clinics with training. Build pride and esprit de corps.
Administration	Stay on top of recruits, paperwork, and records. Support program delivery.
Command	Provide resources, guidance, accountability. Enable training and operations.

### End State

- ✓ A repeatable, aligned program built on after-action reporting.
- ✓ All cadets in uniform, instilling pride and belonging.
- ✓ Stronger recruitment, retention, and community presence.
- ✓ Thriving Pipes & Drums Band accessible to all.
- ✓ Administration & Command supporting program delivery.
- ✓ A corps culture rooted in **Individual Cadet Experience** and **Cadets Leading Cadets**.