



The DL STAR



Distributed Learning Supporting Training Awareness and Readiness

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SECTION 1: Leadership

Welcome to Edition Twelve of the DL STAR!



Hello everyone and thank you for your continued support of the DL STAR. We are now in our 12th edition and going strong and it's only because of the support we get from you. The articles you share about how your organizations are helping modernize the way the Army learns, trains, and educates are both informative and exciting!

As we end one fiscal year and begin another, I would like to personally thank the DL community—especially the Centers of Excellence, proponent schools, and Army Commands—for assisting us in closing out the year in good stead and helping us prepare for the arduous work ahead. Part of that work will include supporting a number of HQ TRADOC initiatives that will help ensure the Army has the right capabilities and the right people with the right skills, all at the right time and place for



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today and tomorrow.

One of these initiatives is the new TRADOC Strategic Plan, which replaces the TRADOC Campaign Plan. We are ensuring that the lines of effort and major objectives outlined in our TADLP Modernization Strategic Plan are aligned with both the TRADOC Strategic Plan and the Army Campaign Plan. This is necessary to ensure we are moving in the direction mandated by our leadership.

This edition of the Star provides articles on two important topics: Structured Self-Development, or SSD, and learning innovation.

The first article on SSD is extracted from an article written by the Institute for Noncommissioned Officer Professional Development and the U.S. Army Sergeants Major Academy. It provides some background on SSD and explains why it is important.

The second article on SSD titled *“Army Structures, Mandates Self-Development”* was written by Heather Graham-Ashley, editor of the Sentinel News, Fort Hood, Texas. The article provides a unique insight on the continual learning and training requirements for Soldiers. It addresses the challenges and rewards of the program and how SSD helps expand Soldiers’ knowledge and experience base beyond the skills and lessons provided by service.

The article on learning innovation titled *“Manual for Courts-Martial goes mobile”* comes from Regina S. Albrecht, Learning

Innovation Office, U.S. Army Intelligence Center of Excellence. It discusses how attorneys in military courtrooms are using mobile technologies to support their daily operations and provides a perspective on how mobile applications can increase efficiency and reduce the errors based on speculations.

The article Happy New Year is written by Peggy Kenyon, The Army Distributed Learning Program, Army Training Support Center. This article describes the changes, effective October 1, 2012, to the process for nomination of distributed learning requirements for TADLP funding and for building the performance work statement. Before nominating your next DL course or content you should read this article.

All the articles reiterate the TADLP focus—to provide Soldiers, leaders, and Army civilians persistent access to the highest-quality formal and informal training and education products and DL content in support of individual, institutional, and unit training. We continue to strive to establish a technology-enabled learning environment where training and education content is easily discoverable, accessible, playable, flexible, and trackable through multiple delivery means.

We encourage you to visit the TADLP website and join our Facebook and Intelink blog. We designed these sites to capture your knowledge and share it with other members of the DL community, so please use these tools to share your opinions or ask questions.

If you have any questions about this edition or would like to submit an article for the next



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edition of the DL STAR, please contact us @ usarmy.ible.tradoc.mbx.atsc-tcm-tadlp@mail.mil.

We are proud to serve and support!

Helen A. Remily
TRADOC Capability Manager
The Army Distributed Learning Program

*Army E Learning Correspondence Courses –
Preparing For Your Future*



<http://www.earmyelearning.com/>

The Army Training Network (ATN) is a single web-based portal for Army training resources.



<http://www.train.army.mil/>

Section: 2

Structured Self Development

Structured Self-Development, or SSD, is generally web-based training that enhances previously acquired skills, knowledge, behaviors, and experience. SSD is an important supplement to the Noncommissioned Officer Education System (NCOES). Army Regulation 350-1 defines SSD as required learning that continues throughout a Soldier's career and is closely linked to, and synchronized with, classroom and on-the-job learning.

SSD promotes lifelong learning and also sets conditions for continuous growth as a warrior and warrior leader. It also contributes to personal development and increases the potential for progressively complex and higher-level assignments. All Soldiers are required to complete SSD, as it will be a prerequisite for attending NCOES courses and affects future promotions.

SSD was developed by the Institute for Noncommissioned Officer Professional Development and the Sergeants Major Academy to add a clear focus and structure to self-development. To that end, four courses have been developed and can be accessed through the Army Career Tracker or Army Knowledge Online.

To ensure SSD is easily accessible, the Army created a senior-level management oversight team to improve development, accessibility, and delivery of SSD course materials. Army leaders at all levels can assist Soldiers in meeting the new mandatory SSD initiative by

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Improving awareness of this requirement.

SSD is important because it links self-development to NCO professional development by ensuring the self-development domain is well-defined, meaningful, and integrated into leader development process.

SSD will bridge the operational and institutional domains and set conditions for continuous growth for future leaders.

The following are the effective dates for Structured Self-Development as a prerequisite for NCOES attendance:

- SSD-1 April 1, 2013 - Warrior Leader Course
- SSD-3 June 1, 2013 - Senior Leader Course
- SSD-4 June 1, 2013 - Sergeant Major Course
- SSD-5 January 1, 2015 - Nominative Assignments (fielding for SSD-5 Jan. 1, 2013)

Army Strong: Equipped, trained and Armed with technology

Army Structures, Mandates Self-Development

Self-development is not a new concept to Soldiers. As troops progress through the ranks, they must not only complete Army-mandated tasks, but also expand their knowledge and experience base beyond the skills and lessons provided by service.

Two years ago, the Army rolled out the Structured Self-Development program to offer guided levels for noncommissioned officer development. The program follows the 2007 Army Training and Doctrine Command's mandate to better structure self-development.

Sgt. Maj. Jerry Bailey, director of Structured Self-Development at the U.S. Army Sergeants Major Academy, was at Fort Hood this week to explain the program and get feedback from Soldiers.

"We were invited to Fort Hood because of the large population of Soldiers to get the word out about the program," he said. "Soldiers have always had self-development; now it's just more structured."

Although the program was initially a voluntary guide to help Soldiers expand their knowledge, education and experience, all Soldiers, ranks E-1 through E-9, now are required to complete the program to continue their careers.

Structured Self-Development, a Human Resources Command-run program, is a defined set of required learning that is



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is divided into stages that correlate with a Soldier's rank and standing within a unit.

"This is an NCO career map," Bailey said. "It is a deliberate, continuous, sequential and progressive process to create a balance of education, training and experience within all Soldiers."

Four events in a Soldier's career will trigger enrollment in the SSD program: graduation from advanced individual training or one-station unit training, completion of the Warrior Leader's Course, completion of the Senior Leader's Course, and completion of the Sergeants Major Course, Bailey said.

Each developmental stage of a Soldier's career has a coinciding stage of SSD, beginning with SSD-I. As an example, once a Soldier completes AIT or OSUT, that Soldier is automatically enrolled into SSD-I.

SSD-I focuses on the team and common leader level and must be completed before a Soldier attends WLC.

SSD-III is centered on platoon- and company-level leaders before SLC. SSD-IV is for battalion-level NCOs and is to be completed following SLC. SSD-V is designed for nominative and joint-staff positions.

There is no SSD-II; instead, squad and platoon leaders complete Advanced Leader Course – Common Core for lessons.

Soldiers can self-enroll in all levels except SSD-V, Bailey said.

"You do not have to wait on the automatic enrollment," he added.

Soldiers have three years to complete each level. All of the course work is completed online, and Soldiers can receive up to 15 promotion points and three semester hours of college credit per stage, Bailey said.

"The big thing is this is required," the sergeant major said. "If Soldiers plan on getting promoted, they are required to complete the levels of SSD."

The implementation of the different levels has been staggered. SSD-I was released in 2010 and will become a prerequisite to advancement April 2013. SSD-III and IV were implemented in May 2011 and will be mandatory for Soldiers at their levels next June. The final level, V, will be released in January and will be a required task beginning January 2015.

The program is self-paced and 100 percent web-based so Soldiers can access SSD essentially anywhere, but Common Access Card log-in is required to complete the tests in each level.

Bailey said his office has learned about some glitches in the web-based system. During his visit at Fort Hood, the sergeant major presented the issues Soldiers had brought up and noted that most of those have been remedied.

"We've gotten feedback across the Army saying Soldiers have had some challenges navigating the system," Bailey said. "We conducted tests across limited installations to see what Soldiers are seeing and applied



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fixes.”

The program is designed to adapt and change with the Army, and lessons offered will evolve with the service to fit the Army’s and Soldiers’ needs.

“This program is designed to be plug-and-play,” Bailey said. “We can change the lessons to fit the Army’s needs.”

Following Bailey’s briefing, Staff Sgt. Gary Grose, an infantryman assigned to 3rd Battalion, 8th Cavalry Regiment, 1st Cavalry Division, said that, although many of the skills taught in SSD should be instilled in Soldiers from their NCOs, he did see some benefit in the program.

“Soldiers are moving up quickly, especially because of the rapid deployment cycles, and some leaders are short on leadership skills,” Grose said.

He had heard about the SSD program before attending the briefing, but has not yet participated. Grose will start with SSD-III since Soldiers will be grandfathered in the system to correlate with their appropriate level.

Not all of the lessons are Army-centric lessons, Bailey said in response to Grose’s comment.

“As an example, Lean Six Sigma (a program designed to reduce waste and enhance efficiency in business) is currently part of SSD-I,” he said.

Tuesday’s briefing was the first real introduction to the program for Spc. Melvin Johnson, a water purification specialist with

215th Brigade Support Battalion, 1st Cav. Div.

“I was told about it recently and enrolled in SSD-I,” Johnson said. “I want to see the slides again and get more information about it.”

Bailey welcomed Soldiers to get more information about the program, and encouraged them to enroll, not only because they have to, but because the program provides beneficial knowledge.

“I wish I had this,” Bailey said. “It would have made me a better leader sooner.”

**by Heather Graham-Ashley, Sentinel
News Editor
August 23, 2012**



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Manual for Courts-Martial Goes Mobile: Application to Improve Efficiency and Quality of Military Justice System

The rapid proliferation of smartphones and tablet computers is far-reaching into all facets of the U.S. Army. As technology forges ahead, Soldiers in the battlefield, students in classrooms and now attorneys in military court rooms are using mobile technologies to support their daily operations.

At the request of the U.S. Army Judge Advocate General's School, Charlottesville, Va., the Learning Innovation Office, U.S. Army Intelligence Center of Excellence, Fort Huachuca, Ariz., developed and implemented a Manual for Courts-Martial mobile application for use in the military justice system.

MCM is a combined procedure and law manual that is used throughout the armed services including the Coast Guard. The consolidated book includes rules of evidence, identification of crimes, procedures for courts-martial and reference material.



"It is a commonly referenced item by commanders, law enforcement investigators and judge advocates, but it's the size of a small phone book so it's not always readily available," stated Maj. Sean Mangan, associate professor of Criminal Law at the JAG School. "Rather than take the time to properly reference the item, people sometimes make guesses about the law."

Mangan said the mobile application should not only increase efficiency, but also reduce the kind of error that happens when speculations are made.

The project was a collaborative effort among LIO, the JAG School and Fort Huachuca Office of the Staff Judge Advocate.

According to Mangan, Lt. Col. James Teixeira, the former deputy of the SJA Office, was instrumental in introducing the JAG School to LIO.

"We had a concept at the JAG School, but didn't have the means to put it into action," he explained. "Lt. Col. Teixeira had an idea, but no real plan of how to put it together."

After the two organizations linked up, Mangan sent over concept briefs, designs and layouts to Lt. Col. Teixeira, who acted as a liaison between the JAG School and LIO.

Ryan Owens, education technology specialist of LIO, stated he was excited when Teixeira approached the organization



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about the project.

“It was an opportunity for the Learning Innovation Office to support the Big Army and work a different piece of development,” Owens said.

Michelle Austin, LIO project manager, said the customer requested a mobile application of the MCM for the Google Android and Apple iOS platforms.

“Although we did not receive the 2012 version (of the MCM) until late March, our organization was able to start researching in advance the web-based languages for the conversion process,” Austin said.

Tyler Nelson, LIO software engineer and lead developer on the project, stated it’s typically necessary to use different programming languages for each mobile platform.

“Fortunately, I was able to use a new technology called jQuery Mobile, which was compatible with both Android and iOS,” Nelson added.

He said the most challenging task was converting the manual from a portable document format to a hypertext markup language.

“It was a lengthy process,” Nelson said. “I spent a substantial amount of time writing code to clean-up the document following the conversion.”

Despite the obstacles, Nelson said he was pleased with the project outcome.

Mangan said he used a concept slide to send LIO a graphic breakout of what he wanted the product to look like and how it should function. “It was amazing to see how LIO could turn around and execute exactly what I was looking for.”

Impressed with LIO’s approach, Mangan said there was never a “can’t do” attitude from anyone he dealt with on the project. “Everyone was very creative and open to trying new things, so I think that’s why it came together so quickly and as well as it did for us.”

“It’s fantastic and I think it will absolutely meet our needs,” he said.

A diverse group of planned users, Mangan said the first to breach use of the new mobile application will be trial counsel, trial defense counsel, military justice managers and all JAG types.

“We will also eventually integrate the mobile application into training at the JAG School,” he said. “Upon coming out of law school, we’ve found that about 60 percent of our new judge advocates have embraced mobile devices like smartphones and tablets, so it will improve our training and their practice as well.”

The Fort Huachuca SJA Office completed the product’s beta test in early June.

“We delivered eight iPads to the SJA Office,” Austin said. “Each was loaded with the MCM application.”



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Upon completion of the beta test, the SJA Office requested to temporarily keep the iPads so they could continue to access the mobile application, “I think this was a huge testament to the success of the product,” Austin added.

Following the beta test, LIO initiated implementation, the final step in the development process.

“iTunes and Google Play (Android) marketplaces require the adherence of certain policies and standards,” stated Crawford Scott, LIO information technology architect. “After developing the mobile application, we reviewed it to ensure the code was in compliance with the standards for each mobile app marketplace.”

Once review requirements were met, LIO deployed the application to the iTunes and Android marketplaces.

Scott said he considers the project a success, adding it will be beneficial as LIO builds future mobile applications for USAICoE.

“It gave us our first foray into native application development for both Android and iOS,” he said. “The framework built for MCM can be reused for future mobile projects at LIO.”

Also satisfied with the project and finished product, Mangan said he plans to continue his relationship with LIO.

To ensure the MCM stays up-to-date, the organization will work with the JAG School to incorporate updates as laws change.

Mangan concluded that he enjoyed collaborating with LIO and the SJA Office on this project.

“Although I was located in Virginia and the development was being done in Arizona, distance was never a concern,” he said. “We had routine teleconference updates, e-mail traffic and great feedback.”

Gen. Robert Cone, commanding general of TRADOC, presented LIO with the TRADOC Collaboration Award for its work on the MCM project. The award recognized LIO for working with organizations outside its local training environment.

“I am very proud of the organization,” stated LIO Director Leanne Rutherford. “I think it just proves what can be accomplished when everyone comes together in a cooperative spirit to work on a highly collaborative project.”

Rutherford said she was initially unaware of LIO’s nomination for the award, which was presented at the Army Learning Summit held on May 1-3 at TRADOC headquarters in Fort Eustis, Va.



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“While participating in an ALS workgroup teleconference led by Pam Hicks of TRADOC G-3/5/7, I updated a JAG representative on the project,” she said. “Pam called me later to request more details and I later learned she was gathering information to nominate us for the award.”

Rebecca Oliver, training specialist with USAICoE’s Non-Commissioned Officer Academy, accepted the award on LIO’s behalf.

During a quarterly visit to LIO, USAICoE Commanding General Maj. Gen. Gregg Potter formally presented the award to members of the MCM project team.

In addition to Owens, Austin, Nelson and Scott, the MCM project team includes Scott Haury, visual information specialist and Ashley Allen, technical editor-writer.

For more information on the MCM project, contact Austin at 520-533-7140 or michelle.l.austin20.ctr@mail.mil



Regina S. Albrecht is the senior technical editor and writer for the Learning Innovation Office, U.S. Army Intelligence Center of Excellence, Fort Huachuca, Ariz. She is also editor of the *Learning Innovation Insider* and a columnist in the *Fort Huachuca Scout*



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Happy New Year

October 1, 2012 issued in the new fiscal year for The Army Distributed Learning Program (TADLP). You will see some changes in our process for nomination of distributed learning requirements for TADLP funding and for building the performance work statement.

BEFORE YOU NOMINATE

Before you nominate your DL course or content, visit our website www.atsc.army.mil/TADLP to review our content nomination process. This page provides extra tips on ensuring your process will be successful.



BEFORE YOU WRITE

The Performance Work Statement (PWS) addresses the what, when, where, how many, and how well work is to be performed. You will need to provide basic information that defines your training and education requirements to complete the

PWS.

To assist in writing your requirements we have new options available under CAPDL. The first is an ordering guide that provides information on the scope and structure of the base contract. In order to expedite our process a member of the TADLP Strategic Plans and Policy Office (P2) will be contacting your school to find out if you are ready to write, ready with your subject matter experts and ready with government furnished information. If the answer is yes to all three then the process can begin. All performance work statements will be issued subject to availability of funds.

The U.S. Army Distributed Learning System (DLS) acquires, deploys and maintains a worldwide learning infrastructure that innovatively combines hardware, software and telecommunications resources with training facilities and course content to deliver a cohesive, Web-based solution.



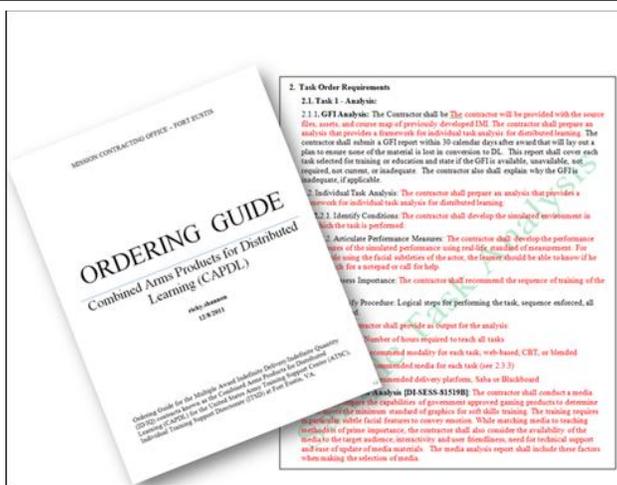
<http://www.dls.army.mil>



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Peggy Kenyon is Division Chief Content Acquisition and Management, TCM-TADLP. Previously, she served as Senior Instructional Systems Specialist. Peggy has an MBA and an PH.D in Education Technology.

BEFORE YOU ORDER

TADLP's Integrated Product Teams will assist in the development of requirements and writing of your PWS. These teams consist of a Contracting Officer Representative, familiar with the CAPDL, an Instructional Systems Specialist, and a technical expert in SCORM and Web-based implementation. A team will be assigned to each new product nominated for FY 13. This team will review your requirements and help determine the best technical implementation.

TADLP funded some exciting new products that will help to implement the Army's New Learning Model (ALM). The products include web applications for mobile viewing, an electronic, interactive text book, simulations, and gaming. It will be an exciting new year.

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Upcoming Events

22-26 Oct 2012 Council of Colonels
Carlisle Barracks, PA

28-29 Nov 2012 Training General Officer
Steering Committee

3-7 Dec 2012 Interservice/Industry
Training Simulations and
Education Conference
I/ITSEC, Orlando FL

25 Dec 2012 Christmas Holiday

Joint Knowledge Online is the enterprise portal system providing convenient access to online joint training and information resources.



<http://jko.jfcom.mil/>

DL STAR wants to hear from you!

TADLP would like to thank all authors who submitted articles for this addition of the DL STAR.

Email the DL STAR at usarmy.jble.tradoc.mbx.atsc-tcm-tadlp@mail.mil if you would like to submit an article for the next issue, be added to our distribution list, or know someone who would be interested in receiving the DL STAR.