

THE OREGON PLAN

AN EDUCATIONAL ALTERNATIVE FOR OREGON STUDENTS
PRESENTED BY THE OREGON NATIONAL GUARD



PARTNERS IN EDUCATION





Oregon

Tina Kotek, Governor



OREGON
DEPARTMENT OF
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Dr. Charlene Williams

Director of the Department of Education

April 29, 2024

Brigadier General Alan R. Gronewold
The Adjutant General for Oregon
Oregon Military Department
230 Geer Drive NE
P.O. Box 14350
Salem, OR 97309-5047

Dear General Gronewold,

I am pleased to endorse the most recent version of the Oregon National Guard's credit recovery program (more commonly known as "The Oregon Plan") for use in Oregon's high schools.

For close to 30 years, the Oregon Plan has provided high school juniors and seniors with an opportunity for professional technical training while receiving high school credits. Not only can today's young Oregonians earn a part-time income for their service, but they can also train in specific career skills while continuing to work towards earning their high school diploma.

The students who take advantage of this program will benefit from the life skills and leadership training they will receive in the Oregon National Guard. In return, Oregon will benefit from a stronger, better educated National Guard and the contributions of its well-trained citizen-Soldiers and Airmen.

The Oregon National Guard's stewardship of this program, for almost three decades, is both appreciated and commendable.

I encourage and direct all school districts to grant credit under this program. The Oregon Plan offers educators another resource, another tool in the toolbox, in our continuing efforts to help all young Oregonians meet graduation requirements and set them on successful paths for the rest of their lives.

Sincerely,

Dr. Charlene Williams
Director, Oregon Department of Education
CF: The Oregon Plan

The Oregon Plan

Summary for Program Users

This handbook is designed to acquaint the high school administrator and counselor with the Oregon National Guard Military Career Education Cluster Program, commonly known as The Oregon Plan. The Oregon Plan allows high school students serving in the Oregon National Guard an opportunity to receive credits towards high school graduation and competency requirements. The student receives pay, allowances, and other benefits associated with membership in the National Guard and is exempt from activation/mobilization until graduation from high school and completion of initial military training requirements.

The program provides an excellent opportunity for schools to increase their vocational offerings without additional cost. Schools that could not otherwise afford to offer extensive vocational clusters may now provide a student with the opportunity to attend one of the hundred-plus available National Guard training courses. The Oregon Plan does not interrupt the student's educational pattern or timetable for entry into college or the civilian job market. The Oregon Plan allows the school to count the student on its Average Daily Membership (ADM) while the student attends military training.

Pursuant to Oregon's standards for secondary schools (Division 22, Rule 581-022-1131, of Oregon Administrative Rules), and endorsed by the Oregon Department of Education. The Oregon Plan facilitates credit proficiency within the framework of a cooperative agreement between the school, student and family and the Oregon National Guard.

Students attend military training during the summer break after their junior or senior year for academic credit toward high school graduation. With school and parental approval, a student may attend military training in lieu of high school classes during part of their senior year. The amount of academic credit a student receives for military training is based on the National Guard's recommendation and the school's determination.

There are four (4) options available to students:

(1) Juniors may enlist in a split training program. They attend 11 weeks of Basic Training during the summer, receive academic credit, graduate, then attend Advanced Individual Training (AIT) during the summer after graduation. While the length of AIT is determined by the military job skill chosen by the student, the normal duration of training (for the most popular jobs in the

Oregon National Guard) ranges between eight and twelve weeks. Students usually return home from AIT in time to start college (fall term) with their peers.

(2) Seniors who complete all credit requirements for graduation or need elective credits from the Oregon Plan to graduate, can (with parent and school permission) complete Basic Training and AIT during the school year. They can possibly return to graduate with their class or will return in time for college in the fall.

(3) Seniors who have not earned adequate credit to graduate with their class may complete their senior year, attend Basic Training and AIT and use the academic credits earned from that training to graduate high school immediately on their return home.

(4) Seniors who cannot immediately graduate upon return from AIT (because they require credit not earned via the Oregon Plan) can enlist, under the split training option. They attend Basic Training after their senior year, then return to high school to complete their required credits for high school graduation. Upon high school graduation they complete AIT and finish their service obligation.

Because of the student's membership in the Oregon National Guard, the benefits of participation in the Oregon Plan extend far beyond credit proficiency. Members are eligible for service connected educational benefits such as the Montgomery GI Bill, tuition assistance programs and National Guard scholarship programs. Students benefit from the presence of additional role models and mentors (in the form of their military leadership) while expanding their circle of friends and associates as a member of the National Guard team. Many parents and educators find that their children/students are more mature, responsible and successful than they were prior to program participation.

Membership in the National Guard provides immediate opportunity for earning a monthly paycheck, securing vocational skill training and exploring career opportunities both in, and out, of military uniform. Student-participants begin earning a paycheck beginning with their first month of weekend training activities as they prepare to finish school and attend their full-time training period. After completion of initial training, members are free to use their new skills in the civilian job market, use their benefits for college or seek full-time employment in the National Guard or one of the other branches of service.

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Program Information

The Military Career Education Cluster Program known as “The Oregon Plan” is a program of career education through formal resident military schooling endorsed by the Oregon Department of Education. To enroll into the Oregon Plan students must enlist in the Oregon National Guard and attend training one weekend a month (i.e., initial active duty training).

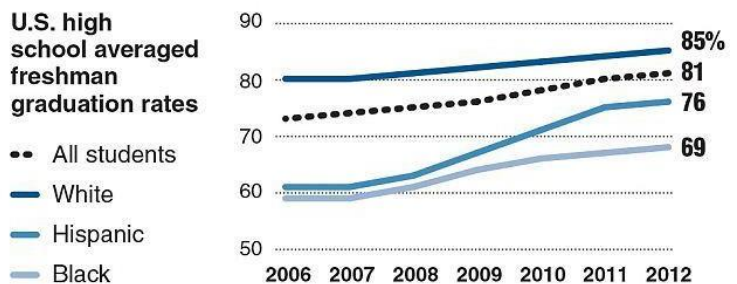
After successful completion of Basic Training, participants may go to one of the hundred plus vocational skills training courses the National Guard offers. These technical schools range in length from 6 to 52 weeks, depending on the complexity of the skills to be mastered, and are located at various military installations throughout the United States. The Oregon Plan does not interrupt the student’s educational pattern or timetable for entry into college or the civilian job market.

A student, seventeen years of age or older may participate in the program during his/her junior and/or senior year. The school maintains the student on their register and counts the student as part of the average daily membership (ADM).

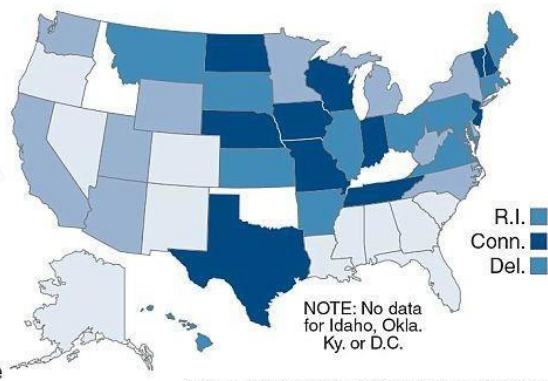
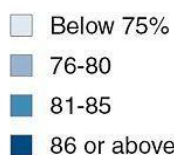
School Involvement: Student credit for National Guard experience under the Oregon Plan may already be a part of the school district’s graduation options, which is on file with the State Department of Education. If not, school districts may elect to implement this program without additional coordination with the Department of Education. To establish this partnership in education through the Oregon Plan, the local school board must adopt a resolution stating that the Oregon Plan is a part of the district’s career education program and credits granted for participation are acceptable toward high school graduation. (See Appendix G – Sample form)

Improving graduation rates

U.S. public high schools have reached a milestone with more than eight out of 10 public high school students graduating on time.



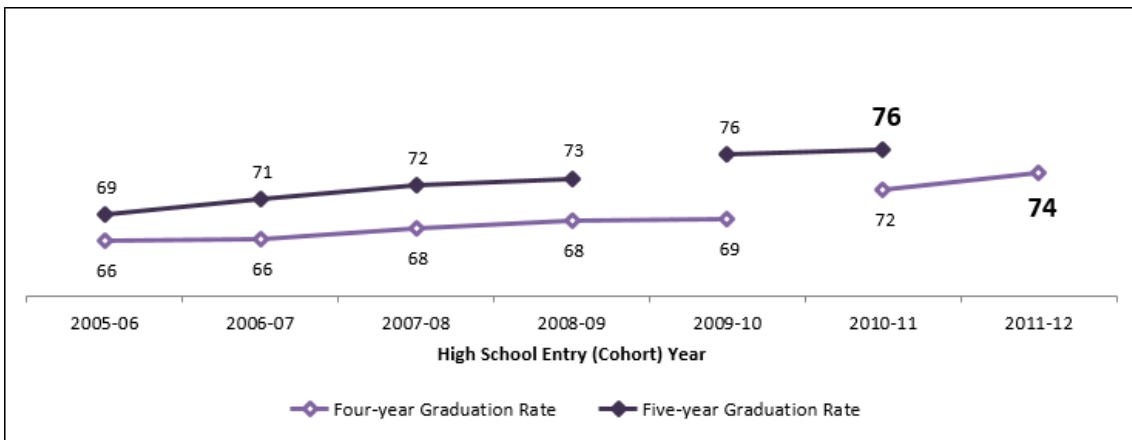
U.S. high school averaged freshman graduation rates by state, 2012



Source: 2014 Building a GradNation: Progress and Challenge in Ending the High School Dropout
Graphic: Melina Yingling

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Student Enrollment: Juniors and seniors are eligible for program participation. There is one option for junior enrollment and three options for seniors. Juniors may enroll at the age of 17 and attend Basic Training during the summer between junior and senior year; earning the agreed upon credits. Senior participants may enroll and immediately go to training to earn credit prior to current class graduation (if credits earned are all they require), they may enroll, attend training after current class ceremonies and graduate upon return or (if substantial credit is required) enroll, attend Basic Training, earn some credit and return for a “second” senior year (much like the junior program) to complete credit requirements. The intent of each option is to maximize the opportunity for the student to recover credits and earn a diploma.



Credits Received: The high school determines the number of credits granted under the Oregon Plan based on the length of the military training and specific career skills the student masters.

Credits granted vary from high school to high school. High school representatives should evaluate the selected skill training programs based on their specific district’s course goals and competencies.

Credits recommended for completing training are in Appendix A. Credit recommendations are the suggested minimum base line for the credits that may be granted. Schools have the final say in awarding credit.

Prerequisites for Qualification

Age: Students must be at least seventeen years of age. Seventeen year old students require parental or guardian consent.

Physical Standards: Students must meet stringent physical standards for enlistment into the National Guard. The National Guard career counselor will perform a detailed physical screening

with the student and the student will undergo a full military physical exam at the Military Entrance Processing Station (MEPS) in Portland, OR before enlistment.

Mental Standards: Students must achieve a minimum qualifying score on the Armed Services Vocational Aptitude Battery (ASVAB). The ASVAB is a test much like the SAT or ACT. Schools are highly recommended to make this test available to their junior and senior classes annually. The National Guard career counselor will arrange for the administration of the ASVAB if the student has not taken the test through school and will evaluate the scores for the student.

Moral Standards: The National Guard is a professional organization and holds its members to the highest standards. Certain felony and misdemeanor offenses might disqualify the student from participating in the Oregon Plan. The National Guard career counselor will advise the student of their eligibility based on National Guard regulation.

Maturity: Students must be mature enough to adjust to a military life-style and complete the entire training program and their remaining high school graduation requirements. Attendance one weekend a month at their assigned military unit and satisfactory attendance with passing grades at high school is required for continued participation in the Oregon Plan.

Enrollment Procedures

Interested students should approach their high school counselor who contacts their local National Guard career counselor in concert with parents. The high school counselor, National Guard career counselor, and parents will work together to ensure the student understands their various roles, responsibilities and the benefits of the Oregon Plan.

The National Guard career counselor will provide information regarding the availability of the vocational skills training courses for Military Occupational Specialties (MOS) and other enlistment information. The career counselor will also provide current information regarding physical, moral, and mental enlistment requirements.

After the student has taken the ASVAB they will select their MOS and two alternates and the National Guard career counselor will prepare forms AGO 27 Oregon Plan Credit, AGO 27-1 Oregon Plan Responsible Parties and NGB-ASM 1 Oregon Plan Student Letter (see appendix B, C & D for sample forms) for review and signature by the parents, student, and high school

counselor. The high school counselor, parent and student receive copies of all forms. The National Guard will maintain the original forms in the student's military personnel file.

The National Guard career counselor will schedule a physical examination and enlistment appointment at the Military Entry Processing Station (MEPS). The student will enlist into the National Guard and receive their training reservation at MEPS provided they meet all physical, mental and moral qualifications. The National Guard provides, at no expense to the student, the ASVAB, physical examination, transportation to and from MEPS, and a hotel room if required.

Ensuring Student Success

The student, parent, high school counselor and National Guard career counselor all assume responsibility for the student successfully completing the Oregon Plan. Open communication and fulfillment of each person's responsibilities is paramount to the success of the student.



Student: The student must abide by the rules, regulations, and policies of their enlistment agreement and the military unit they are assigned. The student will continue to satisfactorily attend high school, meeting all credit requirements for graduation. In entering the Oregon Plan, the student

acknowledges they will put forth the effort and dedication required to graduate high school, complete Basic Training, and AIT. The student will communicate to his/her parents, high school counselor, and the National Guard any failing grades, and any issues that may prevent them from satisfactorily completing their responsibilities under the Oregon Plan.

Parent/Guardian: The Oregon plan creates an important alliance between parents, students, educators and the National Guard. Parents/Guardians are a key component in success because they encourage and monitor the student; ensuring they carry out their assigned duties to their high school and the National Guard to the best of their ability.

Parents must ensure their student arrives promptly and performs satisfactorily at high school and at their National Guard training with all necessary personal items and equipment.

The parent will alert the high school counselor and the National Guard of any complications or personal challenges that may prevent their student from fulfilling their obligation to completing their responsibilities under the Oregon Plan.

High School Administrator or Counselor: The school's appropriate authority will ensure the student and the training meet the requirements and guidelines of the Oregon Plan.

Administrators or counselors determine the maximum credits that may be granted as a result of the student's military training and enrollment in the Oregon Plan. The appropriate individual(s) will monitor the student's academic progress and communicate to the parents and the National



Guard any challenges personal or academic which may prevent the student from successfully completing their responsibilities under the Oregon Plan.

The high school administrator/counselor has the sole responsibility to post all credits to the student's academic records after receiving the student's Training Verification Form AGO 27-2 and supporting documentation (See Appendix E for sample form).

National Guard Career Counselor and Unit Administrator: The National Guard will inform the parent and high school counselor of any difficulties the student may incur in their military training. They will maintain contact with the high school counselor regarding the student's high school academic and attendance requirements. If the student has academic or personal challenges at high school, the student's Commander, First Sergeant, career counselor, and unit administrator will counsel or mentor the student. They will do everything within their military authority using

all resources available to ensure the student succeeds and completes their responsibilities under the Oregon Plan.

The National Guard career counselor will make certain all required forms for entering and completing the Oregon Plan are properly completed and that the student's Basic Training and AIT dates are within the high schools and parents dates of consent to attend training.

Students Military Status

Students incur an eight year military service obligation when they enlist into the National Guard. Six years of the enlistment is active participation in the National Guard while the final two years is in Inactive Ready Reserve (IRR). Consult with a National Guard Career Counselor for further explanation.

Students are required to attend training one weekend a month with their assigned unit and to complete Basic Training, and AIT. High school activities such as sports, prom, and other significant high school activities take priority over the student's military training requirements while participating in the Oregon Plan. Students must contact their unit administrator as soon as they realize there is a conflict, so the student can arrange for a pass without pay or for a drill make up with pay.

National Guard regulation prevents mobilization or deployment of high school students. Students cannot be deployed or mobilized until they graduate from high school and AIT.

After Soldiers graduate high school and complete Basic training and AIT, they are required to adequately complete their service obligation to the National Guard by training one weekend a month, attending 15 days of Annual Training each year, and participating in possible state or federal mobilizations for the remainder of their six year enlistment.

Soldiers who are awarded ROTC scholarships or military academy appointments will be honorably discharged from the National Guard and released from their National Guard obligation.

Soldiers can apply for enlistment into other military services six months after they complete AIT. If assessed into another military branch successfully they will be honorably discharged from the National Guard and released from their National Guard obligation.

Verification of Student Training

Upon completion of their Basic Training and AIT, the student will request (from their National Guard leader) completed Training Verification Form AGO 27-2 and a copy of the appropriate supporting documentation. It is the student's responsibility to ensure the high school counselor receives the Training Verification Form AGO 27-2 and supporting documentation. The student may also want to provide the high school counselor with copies of documents, such as Letters of Commendation, awards, or training records.

The high school retains the option to adjust the amount of credits granted or award no credits if the student fails to satisfactorily complete any portion of the military training, or returns home before completing their required training.

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ARE WITHIN YOUR REACH

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SRSC-P-13006

APPENDIX A

Recommended Credits

2 Credits for Physical Education: This recommendation is based on the physical conditioning program inherent to military training, such as rigorous runs, calisthenics, marches, obstacle course, confidence course, marksmanship, bivouacs, personal hygiene, Basic medical knowledge and survival courses. This training amounts to approximately 212 hours in the Basic soldier training phase alone (53 academic days x 4 hours per day). In addition, regular physical training continues on a regular basis throughout all remaining phases of training.

1 Credit for Citizenship Education and/or Personal Finance: Based upon the social adjustment required to be away from home, ethnic diversity training, conflict resolution training, teambuilding exercises, travel experience, personal financial management, service to one's country, developing respect for the rights of others, and similar activities of every adult working and living. These experiences and required training hours are estimated to equate to 159 hours during the Basic soldier training phase (53 academic days x 3 hours average per day). In addition, these experiences and ongoing courses continue throughout the AIT phase.

2 Credits for Career Education and/or Cooperative Work Experience: Based on learning the basic skills needed for a successful career in the military as an enlisted soldier or officer, part-time National Guard or full-time active duty. Additional credits may be granted based on the particular career skill training course in which the student elects to enlist. These courses vary in length from 6 weeks to 52 weeks, depending on the skill taught. This career skill training roughly equates to a 40 hour work week, with approximately 7 hours per day devoted to the selected skill itself. The student also receives instruction in planning for and financing their higher education and military and civilian career planning during their monthly training weekends.

1 Credit for Health: Group living and group health are emphasized during Basic Training. This includes the principles of good personal and group hygiene as well as sanitation at the home and in the field. There is also first aid training including treatment of injuries caused by heat, cold, blunt object, poisons, insect bites, lacerations, broken bones and other emergent situations. Students also receive first aid, diet and exercise instruction during their monthly training weekend.

Other Credits: Some of the career skill training courses might also qualify the participants for credits in a wide variety of academic areas such as English, Reading, and Math courses. Other credits may include the study of global issues, humanities, geography, or one of the technical shop courses. National Guard Career Counselors can provide detailed curriculum information to assist in establishing proper credit levels. All credits are granted on a pass/fail basis. All training received through the National Guard career training courses are performance based. Credits are granted on a pass/fail basis... Credits are not granted on a letter basis. This standard is based on the Pedagogical standard of institutions of higher learning. Those schools requiring a specific grade point average to be eligible for graduation will have to set their specific guidelines for awarding points for credit received.

APPENDIX B

Oregon Plan Credit

Student Name: _____

Approximate Start Date Basic Training: _____ Length of Training: 11 Weeks

MOS Code and Title: _____

Approximate Start Date AIT: _____ Length of Training: _____

Student status: JR SR

Credits Granted: upon graduation completion of Basic Training and/or Advanced Individual Training.

Course Title	Possible	Granted
Physical Education	2	_____
Citizenship	1	_____
Personal Finance	1	_____
Career English	1	_____
Career Math	1	_____
Vocational Skill	1.5	_____
Career Education	1	_____
Cooperative Work Experience	2	_____
Health Education	1	_____
Elective	_____	_____
Other	_____	_____

Consent: This training agreement shall be in effect for the period of time stated in the orders received for training. The student understands that this agreement is subject to all other agreements signed at the time of enlistment, including DD Form 4 and all other applicable regulations.

Signed the _____ day of _____, 20_____.

Student

Parent/Guardian

School Counselor

National Guard Career Counselor

APPENDIX C

Oregon Plan Responsible Parties

Student:

Name: _____ JR SR
Last First Middle Grade

Home Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Email Address: _____

Parent/Guardian:

Name: _____ Email: _____
Last First

Mailing Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

Counselor:

Name: _____ Email: _____
Last First

School: _____ Phone: _____

National Guard Career Counselor:

Name: _____
Last First Rank

Phone: _____ Email: _____

National Guard Training Unit: _____
Unit Representative Name

APPENDIX D

OREGON PLAN STUDENT LETTER

FROM: Guidance Department/Academic Records Custodian, _____
School

Student _____ is applying for enlistment into the Oregon National Guard.

Student is currently in **good standing** as a _____ Junior _____ Senior

The last regularly scheduled day of school for the current school year is: _____

The first regularly scheduled day for the start of the next school year is: _____

SENIOR: If the senior successfully completes Basic Training and AIT the senior will receive their high school diploma with the credits earned through enrollment in the Oregon Plan effective the day of AIT completion.

Counselor Initials: _____

JUNIOR: There is reasonable assurance that the student will graduate on: _____

In order to complete the eleven weeks minimum Basic Training requirement under the Split Option Training Program the student might have to return late to fall semester. If the student would have to return late to school in order to complete Basic Training, what is the maximum number of days the student would be allowed to miss at the start of the fall semester: _____?

Printed Name (School Official) Signature Title

Phone Number Date

PARENTAL PERMISSION FOR SCHOOL RECORDS

I/We give permission to school officials to provide my/our above named son/daughter's school transcripts/records to the Oregon National Guard.

His/her Date of Birth: _____ SSN Number: _____

Printed Name of Parent/Guardian Parent/Guardian Signature and Date

SUBJECT: Approval for Late Return to School - If Required to Complete Basic Training

TO: The Adjutant General State of Oregon

I/We understand and grant permission for my/our above named son/daughter to return to school _____ days late for the next fall school semester if it is required to meet the 11 (eleven) week minimum training requirement under the Split Training Option for Basic Training.

Printed Name of Parent/Guardian Signature and Date Parent/Guardian

APPENDIX E

Oregon Plan Training Verification

This certificate is official notification that the below named individual has/has not successful completed all assigned training under the provisions of the Oregon National Guard Military Career Education Cluster, (The Oregon Plan).

Student Name: _____

Social Security Number: _____

Basic Training (circle one): Completed/Not Completed Date of Completion: _____

AIT (circle one): Completed/Not Completed Date of Completion: _____

ATTACHED DOCUMENTATION:

Active Duty Report (DD Form 220) from Basic Training _____

Certificate of Release from Active Duty (DD Form 214) _____

OPTIONAL DOCUMENTATION:

Letters of Commendation _____ Training Records _____

Awards _____ Army Physical Fitness Test _____

MOS Award _____ MOS Title _____

Signed the _____ day of _____, 20 _____.

Unit Representative Name

Unit Representative Signature

Unit Representative Phone Number

Unit Representative E-Mail Address

APPENDIX F

Glossary of Terms

Advanced Individual Training (AIT): MOS specific job skill training. AIT follows after completion of Basic Training, either immediately following Basic Training or the following summer under the Split Training Option.

Armed Services Vocational Aptitude Battery (ASVAB): Timed testing for four critical areas to education. Areas include Arithmetic Reasoning, Word Knowledge, Paragraph Comprehension and Mathematics Knowledge. This test may be used for either entry programs to the military or by National Guard Career Counselors to assist high school counselors and high school students in career exploration.

Average Daily Membership (ADM): Classification of schools based on ADM, shown on the Annual Report submitted by the Department of Education to the Deputy Superintendent of Public Instruction at the close of the previous school year. Membership is used for the purposes of funding in the Oregon Funding Model.

Basic Training: An 11 week course of instruction (including travel and processing time) under the split-option program.

Career Counselor: Recruiting and Retention Specialist, Career Counselors are responsible for recruiting individuals into the National Guard and directly supervising those individuals until they complete IADT. They are also responsible for the retention and providing career direction throughout a soldier's career.

Career Education Cluster Concept: A group of like career choices that is matched with educational needs for that chosen career. Like grouped clusters are categorized and identified as core and non-core. General education clusters "package" coursework into like categories for students to follow to attainment of a requirement.

Initial Active Duty Training (IADT): A training situation when Basic Training and Advanced Individual Training are combined. Sometimes applies to senior options. See Career Counselor for clarification.

Military Occupational Specialty (MOS): A specific occupational career field within a group of occupational codes given to a member of the military upon successful completion of advanced individual training.

Oregon Plan: A partnership plan that enhances learning within the public education system while assisting some students in obtaining credits through active and regular participation in training as well as career development with the Oregon National Guard.

Recruit Sustainment Company (RSC): Seven recruit sustainment companies (RSC) are spread throughout the state. Students drill one weekend a month in their RSC until they complete IADT. Students learn Basic soldier skills, first aid, diet and exercise, and perform physical fitness training. These are the first units program participants will work with.

Split Training Option: National Guard enlistment option which allows high school juniors to attend 11 weeks of Basic training the summer between their junior and senior year.

APPENDIX G

School Board Resolution Adoption

Resolution # _____

Implementation of Oregon National Guard Military Career Education Cluster Program (The Oregon Plan).

WEREAS, it was moved by _____, with second by _____, that the following resolution providing for a military career education cluster at _____ High School be adopted;

NOW THEREFORE BE IT RESOLVED that the administration implement a course program of education leading to a military career education cluster for which credit will be given toward graduation from _____ High School. A student may complete six (6) semesters under the program at _____ High School, complete the military career education cluster in the seventh and eighth semester and return to this school for high school completion or graduation, as appropriate. At the completion of basic training and/or advanced individual training, the student will be entitled to a minimum of ____ credits for math; ____ credits for English; ____ credits for vocational skill training; ____ credits for physical education; ____ credits for citizenship, ____ credits for cooperative work experience; ____ credits for personal finance; ____ credits for career education; ____ credits for electives and ____ credit for health. Totaling a minimum of ____ credits recovered (for National Guard training) at _____ High School.

BE IT FURTHER RESOLVED that this resolution be forwarded to the Oregon State Department of Education with the request that this military career education cluster program be included in the existing curriculum for _____ High School.

Dated this _____ day of _____, 20_____.

TITLE AND SIGNATURE

Attest

TITLE AND SIGNATURE

(Submit to the office of appropriate school board authority)