

Integration Chart

Developing Officers of Character at USAFA

Constitution

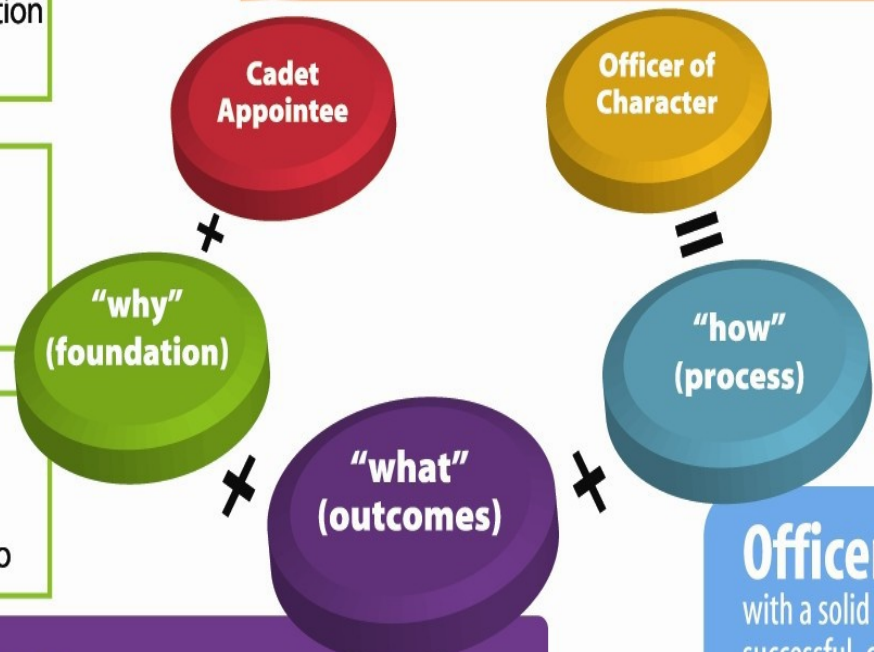
- Genesis
- Philosophical Foundation
- American way of life

Oath of Office

- Identity
- Commitment
- Competence

Core Values

- Integrity First
- Service Before Self
- Excellence in All We Do

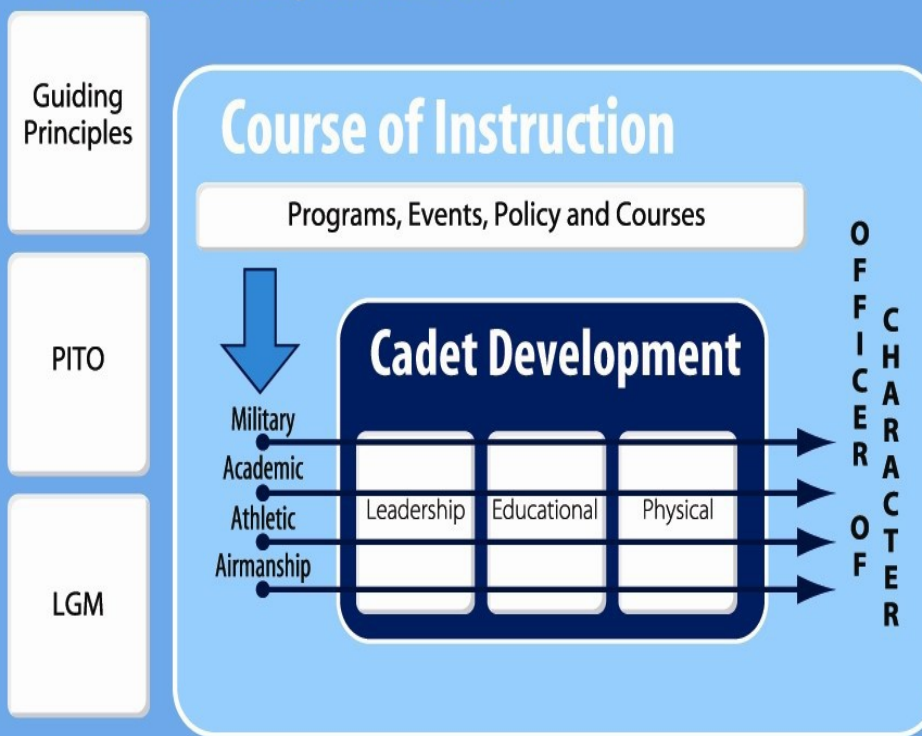


...a multi-step process which begins with the needs of the Air Force, incorporates guidance from key documents, achieves the institutional outcomes through a course of instruction that fits into the ODS framework, and provides the Air Force with Officers who embody character based leadership.

USAFA Outcomes Because the Academy has structured all cadet progression in accordance with the outcomes, a cadet who successfully completes four years at the Academy should embody the requisite responsibilities, skills and knowledge ready to serve the Nation.

Responsibilities	Skills	Knowledge
<ul style="list-style-type: none"> • Ethical Reasoning and Action • Respect for Human Dignity • Service to Nation • Lifelong Development and Contributions • Intercultural Competence and Involvement 	<ul style="list-style-type: none"> • Quantitative and Information Literacy • Oral and Written Communication • Critical Thinking • Decision Making • Stamina • Courage • Discipline • Teamwork 	<ul style="list-style-type: none"> • Heritage and Application of Air, Space, and Cyberspace Power • National Security and Full Spectrum of Joint and Coalition Warfare • Civic, Cultural, and International Environments • Ethics and the Foundation of Character • Principles of Science and the Scientific Method • Principles of Engineering and Application of Technology

Officer Development System Cadets must graduate with a solid foundation in the tactical elements of force development. To be successful, cadet development must rely on a series of experiences and challenges combined with education and training opportunities consistent with force development used throughout the Air Force.



The Character-Based Officer Framework includes three key constructs, ranging from broad philosophical considerations to practical competencies.

These constructs provide answers to the “why?” (foundation), the “what?” (outcomes), and the “how?” (process) of developing officers of character. The foundation demonstrates through philosophical reasoning how our Constitution, Oath of Office, and Core Values mandate character-based officership.

The USAFA (or Academy) outcomes, tied to the U.S. Air Force’s Institutional Competency List (ICL) that specifies competencies for all new Air Force officers upon entry into commissioned service, identifies the **Responsibilities, Skills and Knowledge** all USAFA cadets should possess upon graduation.

The process prescribes how USAFA organizes and integrates cadet 4-year development across the Academy experience. Cadets move through followership and leadership levels that become progressively broader and more complex as a cadet gains experience, becomes more responsible, and matures. The Officer Development System (ODS) process involves all the mission elements at the Academy and encompasses every dimension of a cadet’s life—intellectual, professional, physical, ethical, spiritual and social—while remaining focused on character development.