
THE NATIONAL STAR OF EXCELLENCE CADET MANUAL

Aim High!



ROYAL CANADIAN ARMY CADETS

Here is a mission for you!

Starting in your Gold Star training year, you will be participating in the most comprehensive assessment system ever offered to Army Cadets in Canada. The **National Star of Excellence (NSE)** is an exciting challenge presented to all Army Cadets from the moment they start Gold Star.

The NSE is not a training level. It is a merit-based system that will be working in parallel to the training levels, just like it was the case for the National Star Certification Exam (NSCE). The biggest difference with the NSCE is that practically everything you do as a cadet will now be taken into consideration.

Your mission is to demonstrate why you should be selected ahead of others for the following:

- Regional, National and International Expeditions
- Advanced Summer Training and International Exchanges
- Promotions and nominations at the corps and at the CSTC
- Awards

Areas of Assessment

This is done by accumulating points while passing a series of challenges over a period of time. Some challenges are mandatory and others will be selected by you.

- **Mandatory:** The following are the mandatory topics that will be taught to you during your Gold Star and during your Master Cadet levels of training. You must pass ALL these topics.

Gold Star Topics (4th year)

- Citizenship
- Community Service
- Leadership
- Personal Fitness and Healthy Living
- Recreational Sports
- Air Rifle Marksmanship
- General Cadet Knowledge
- Drill
- Instructional Techniques
- CF Familiarization
- Navigation
- Wilderness Survival
- Outdoor Leadership
- Expedition

Master Cadet Training (5th year)

- Citizenship
- Community Service
- Leadership
- Personal Fitness and Healthy Living
- General Cadet Knowledge
- Instructional Techniques
- CF Familiarization
- Advanced Training Seminars
- Advanced Training

- **Optional** areas of assessment are additional challenges and qualifications you may decide to pursue. You select from the following, which are more interesting to you. In fact, you can select them all:

- Marksmanship qualifications
- Physical Fitness levels (CFAIP)
- Music qualifications
- Participation in expeditions
- Community leadership
- Participation in the Duke of Edinburg Program
- Participation in the Colonel Robert Perron Award
- Participation in corps optional training
- Performance in zone, regional and national competitions
- Attendance at your mandatory training

NSE Levels – Prerequisites

There are four levels of excellence in the NSE. To achieve them you must:

NSE Level 1

- pass all compulsory Gold Star POs;
- receive an enhanced assessment for at least 3 of the 6 POs for which the assessment exists in Gold Star training; and
- accumulate enough points to reach an overall score of at least 450 points.

NSE Level 2

- pass all compulsory Master Cadet POs;
- receive an enhanced assessment for at least 2 of the 4 POs for which the assessment exists in Master Cadet training; and
- accumulate enough points to reach an overall score of at least 750 points.

NSE Level 3

- be qualified as Master Cadet; and
- accumulate enough participation points to reach an overall score of at least 900 points.

NSE Level 4

- be qualified as Master Cadet; and
- accumulate enough participation points to reach an overall score of at least 1000 points.

Can you receive the NSE if you fail Gold Star, even if you accumulate 450 participation points?
No. The NSE is linked to achievement in both compulsory training and participation.

What happens if you pass Gold Star but have not reached 450 points by the end of the training year? You will receive your Gold Star but will have to keep accumulating participation points until you reach 450. This can be accomplished during summer or during your Master Cadet year.

What happens if you accumulate 450 points but have not successfully completed all the mandatory requirements for Gold Star Training? You must pass Gold Star to qualify for NSE Level 1. You may keep accumulating points until you pass Gold Star. The moment that your training file indicates that you pass Gold Star, you will receive your NSE Level 1 badge based on the points you have accumulated then. You will start pursuing NSE Level 2 with that number of points in bank. To achieve NSE Level 2 you will have to pass all Master Cadet subjects and you will have to requalify for the areas of assessment that you elect to pursue on the Participation tracking sheet.

Can you opt out of the NSE? No you can not. Minimally, you will be receiving points for the results you get for mandatory training. You may decide not to pursue higher levels of the NSE, but your ranking will be reflective of what you achieve. However, if your intent is to participate in advanced training or international exchanges and expeditions, you will have to accumulate additional points.

Scoring Principles

- The better you do at each of your challenges and the more points you receive
- You get no point for qualifications achieved in Green, Red and Silver Star. All cadets that undertake the NSE will start from zero. The goal is to prove your worth as a senior cadet.
- Points are accumulated **while you are pursuing NSE Levels**. This means that until you reach the required number of points for a given NSE Level, you can try to improve your results in the areas of assessment you chose, so that you get more points. Not all cadets will achieve their NSE Levels at the same time because not all cadets will be using exactly the same areas of assessment.

- You will be credited for the highest result you achieve in each area of assessment in the pursuit of each NSE Level. For example, you may successfully pass 4 assessments for physical fitness while trying to reach NSE Level 1, but you will receive points only for the highest result achieved
- The points accumulated during each NSE Level are carried forward to the next Level. Therefore, if you reach NSE Level 1 with 450 points, you will start your quest for NSE Level 2 with 450 points
- You can use each area of assessment once in the pursuit of each NSE Level. As you reach a Level of NSE, you can again use the same areas of assessment to accumulate points towards the next Level. For example, you may receive points for achieving a level of marksmanship in the pursuit of NSE Level 1. Marksmanship can only be used again, as an assessment area, when you start pursuing NSE Level 2

Scoring for your Compulsory Training

EXAMPLE GOLD STAR

Achievement of Gold Star and Master Cadet training topics are defined as **Baseline** (when you meet minimum prerequisites) or **Enhanced Proficiency** (when you exceed prerequisites). The achievement of compulsory topics is rewarded as follows:

- Baseline, 20 points; and
- Enhanced, 40 points.

There are 400 points available to achieve in Gold Star. You must accumulate at least 340 points.

In the example shown (in yellow) a cadet achieves 340 points. Please note that the cadet has achieved 3 of 5 enhanced assessments. To increase his total he could pursue additional Enhanced Assessment for PO 422 and PO 426.

PO 401 - CITIZENSHIP	fail	baseline	
	0 pts	20 pts	
PO 402 - COMMUNITY SERVICE	fail	baseline	
	0 pts	20 pts	
PO 403 - LEADERSHIP	fail	baseline	enhanced
	0 pts	20 pts	40 pts
PO 404 - PERSONAL FITNESS AND HEALTHY LIVING	fail	baseline	
	0 pts	20 pts	
PO 405 - RECREATIONAL SPORTS	fail	baseline	
	0 pts	20 pts	
PO 406 - AIR RIFLE MARKSMANSHIP	fail	baseline	
	0 pts	20 pts	
PO 407 - GENERAL CADET KNOWLEDGE	fail	baseline	
	0 pts	20 pts	
PO 408 - DRILL	fail	baseline	enhanced
	0 pts	20 pts	40 pts
PO 409 - INSTRUCTIONAL TECHNIQUES	fail	baseline	enhanced
	0 pts	20 pts	40 pts
PO 420 - CF FAMILIARIZATION	fail	baseline	
	0 pts	20 pts	
PO 422 - NAVIGATION	fail	baseline	enhanced
	0 pts	20 pts	40 pts
PO 424 - WILDERNESS SURVIVAL	fail	baseline	enhanced
	0 pts	20 pts	40 pts
PO 425 - OUTDOOR LEADERSHIP	fail	baseline	
	0 pts	20 pts	
PO 426 - EXPEDITION	échec	baseline	enhanced
	0 pts	20 pts	40 pts

EXAMPLE MASTER CADET

There are 240 points available to achieve in Master Cadet Training. You must achieve at least 200 points.

In the example shown (in yellow) a cadet achieves 200 points. Please note that the cadet has achieved 2 of 4 enhanced assessments. To increase his total he could pursue Enhanced Assessment for PO 503 and PO 504.

PO 501 - CITIZENSHIP			
	Fail	Complete	
	0 pts	20 pts	
PO 502 - COMMUNITY SERVICE			
	Fail	Complete	Enhanced
	0 pts	20 pts	40 pts
PO 503 - LEADERSHIP			
	Fail	Complete	Enhanced
	0 pts	20 pts	40 pts
PO 504 - PERSONAL FITNESS AND HEALTHY LIVING			
	Fail	Complete	Enhanced
	0 pts	20 pts	40 pts
PO 507 - GENERAL CADET KNOWLEDGE			
	Fail	Complete	
	0 pts	20 pts	
PO 509 - INSTRUCTIONAL TECHNIQUES			
	Fail	Complete	Enhanced
	0 pts	20 pts	40 pts
PO 513 - ADVANCED TRAINING SEMINARS			
	Fail	Complete	
	0 pts	20 pts	
PO 514 - ADVANCED TRAINING (individual plan and 3 self-study packages)			
	Fail	Complete	
	0 pts	20 pts	

Scoring for your Participation Record

The points you accumulate for your mandatory training are not enough to reach NSE Levels. You also have to accumulate participation points. You can select to pursue as many of the following as you wish.

- Attendance at compulsory and complementary activities:** This is an easy one! You show up for mandatory training and your officers will calculate the percentage. Make sure that your attendance is recorded. For example, if you are present for 28 of the 30 training sessions conducted by your cadet corps, your attendance percentage will be 93%. You would therefore receive 25 points. Attendance is rewarded as follows:

70%-74%	75%-79%	80%-84%	85%-89%	90%-95%	96%-100%
5 points	10 points	15 points	20 points	25 points	30 points

- Expeditions:** Participation will be assessed as follows for the highest level achieved:

Gold Star Expedition & Expedition Instructor Course	Regional Expeditions	National and International Expeditions
10 points	20 points	30 points

- Duke of Edinburgh:** You will receive points for the highest level of DOE achieved in the pursuit of an NSE Level. Points are awarded as follows:

Participation	Bronze	Silver	Gold
5 points	10 points	20 points	30 points

- Physical Fitness** - Points are awarded for the highest level achieved in the pursuit of an NSE Level, as described at CATO 14-18, Cadet Fitness Assessment and Incentive Program.

Bronze	Silver	Gold	Excellence
5 points	10 points	20 points	30 points

- **Community Leadership** – It is recognized that as you are getting older, your personal obligations might prevent you from participating in as many corps activities as you might wish. This is why we have decided to create a special category and recognize your involvement in your community.

In order to qualify for points in this category, you must demonstrate that you have employed skills associated with cadet training during a non-cadet community activity and that your participation has required at least 5 hours of time, including preparation time. You must submit a written request, to the corps CO, to have your activities credited. The submission must include a description of the activity; a description of your personal involvement (number of hours, role, challenges, etc); and a signed letter of recognition from a civilian authority related to the activity. The following are only a few examples of what could be credited: member of the student council, volunteering with the elderly, teaching music to children, running a fundraising campaign, playing music at church, etc. They can not be activities in which you participate as a cadet. Points for community leadership are awarded as follows:

1 activity 5 points	2 activities 10 points	3 activities 20 points	4 activities 30 points
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- **Marksmanship qualifications** – Points are awarded for the highest level of marksmanship achieved in the pursuit of an NSE Level. Points are awarded as follows:

Marksmanship 5 points	First Class 10 points	Expert 20 points	Distinguished 30 points
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- **Music qualifications** – Points are awarded for the highest level of music proficiency achieved in the pursuit of an NSE Level. Cadets that qualify for levels on several instruments only receive points for the highest level achieved on any one of them. For example, you may achieve level 3 in trumpet, level 2 in clarinet and basic in percussion. You will get points for your Level 3 as it is the highest you achieved. Points are awarded as follows:

Basic 5 points	Level 1 10 points	Level 2 15 points	Level 3 20 points	Level 4 25 points	Level 5 30 points
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- **Participation in Optional Teams** – The intent is to recognize the extra efforts put forth by senior cadets that train for several weeks and months, in preparation for demonstrations and/or competitions. Points are awarded for **participation** at local demonstrations and in RDA/NDA competitions, as individual or as member of a team.

- **Demonstration Teams** – Includes the participation in non-competitive teams training for demonstrations at local events. For example: drill team for the Annual Ceremonial Review; band to support corps ceremonial or perform concerts in the community etc.
- **Competitive teams** – Recognizes individuals and teams that participate in competitive events organized by the CCO and their capacity to reach superior levels of competition. It is recognized that not all teams can win awards, but reaching a superior level of competition will be rewarded, minimally, with **participation** points. Points will be only awarded for the highest level of participation achieved no matter in how many teams a cadet may be participating.

- Points are awarded as follows for the highest level of **participation** achieved in the pursuit of an NSE Level:

Demonstration (Local)	Zone Competition (RDA)	Regional Competition (RDA)	National Competition (NDA)
5 points	10 points	20 points	30 points

- **Podium** – Achieving the top-3 in any competition requires dedication and excellence. Cadets that reach podiums in RDA and NDA competitions will receive points as follows:

Third place	Second place	First place
10 points	20 points	30 points

You will receive marks for the highest podium achieved in the pursuit on an NSE Level, no matter how many competitions you participate in or the number of podiums you reach. For example:

- a cadet ranking 1st in marksmanship at the zone level and 3rd at the regional band competition will get marks for its 1st place at the zone level
- members of a drill team finishing second at the regional competition will get marked accordingly
- a biathlete reaching the podium at the zone, regional and national levels will be awarded points for the highest podium achieved.

- **Colonel Robert Perron Award** – This is a national competition to identify the top cadet athletes (male and female) across Canada. You must register to participate in this competition if you wish to receive points. If you are interested, ask your officers. We are going to award points for the top-3 results, male and female, at all levels. Points will be awarded for the highest result, as follows:

Participation (Corps)	Top-3 male and female (Corps)	Top-3 male and female (Regional)	Top-3 male and female (National)
5 points	10 points	20 points	30 points

EXAMPLE PARTICIPATION

In the example provided (in yellow), a cadet would receive 170 points as follows:

- Marksmanship – 20 points
- 3 levels achieved
- points for the highest
- Physical Fitness – 30 points
- 3 levels achieved
- points for the highest
- Attendance – 20 points
- Expedition – 20 points
- D of E – 10 points
- Colonel Robert Perron Award – 20 points
- Optional teams – 10 points
- Podium – 20 points
- Music – 20 points

Total: 170 points

MARKSMANSHIP						
	Marksman	First Class	Expert	Distinguished		
	5 pts	10 pts	20 pts	30 pts		
Date(s) of achievement:						
PHYSICAL FITNESS						
	Bronze	Silver	Gold	Excellence		
	5 pts	10 pts	20 pts	30 pts		
Date(s) of achievement:						
ATTENDANCE - MANDATORY TRAINING						
	70-74%	75-79%	80-84%	85-89%	90-95%	96-100%
	5 pts	10 pts	15 pts	20 pts	25 pts	30 pts
Date(s) of achievement:						
EXPEDITIONS						
			Gold	Regional	Nat / Int	
			10 pts	20 pts	30 pts	
Date(s) of achievement:						
COMMUNITY LEADERSHIP						
	1 activity	2 activities	3 activities	4 activities		
	5 pts	10 pts	20 pts	30 pts		
Date(s) of achievement:						
DUKE OF EDINBURGH						
	Participation	Bronze	Silver	Gold		
	5 pts	10 pts	20 pts	30 pts		
Date(s) of achievement:						
COLONEL ROBERT PERRON AWARD						
	Participation	top-3 Corps	top-3 Regional	top-3 National		
	5 pts	10 pts	20 pts	30 pts		
Date(s) of achievement:						
PARTICIPATION IN OPTIONAL TEAMS						
	Demo	Zone	Regional	National		
	5 pts	10 pts	20 pts	30 pts		
Date(s) of achievement:						
PODIUM						
		Bronze	Silver	Gold		
		10 pts	20 pts	30 pts		
Date(s) of achievement:						
MUSIC QUALIFICATIONS						
	Basic	1	2	3	4	5
	5 pts	10 pts	15 pts	20 pts	25 pts	30 pts
Date(s) of achievement:						

Keeping Track of your Results

You are responsible for keeping track of your results. To help you, we are including tracking sheets at the end of this document. There can also be downloaded on Cadets.ca, on the NSE webpage.

Once you have reached **all the prerequisites** for a level, ask your officer at the corps to confirm your achievement. You should know that officers also keep track of your achievements and they enter the results in a national database. This is how we will be able to compare your results to those of others.

If we used the **EXAMPLES** provided above for Gold Star and Participation, this Gold Star cadet would have accumulated 510 points. NSE Level 1 requires 450 points. This cadet would have earned enough points to receive the NSE Level 1 badge and he would start his quest for NSE Level 2 with 510 points in bank:

Gold Star Compulsory	Participation Record	Total
340 points	170 points	510 points

What happens when you reach an NSE Level?

When your NSE record shows that you meet all prerequisites, you will be receiving a badge. Wear it proudly because this is a significant achievement.

Once you achieve an NSE Level, you must start accumulating points again for your participation record. The results that you achieved in the pursuit of level 1 are only good for level 1. You can use the same areas of assessment again or choose new ones. So, if you used Physical Fitness for level 1, you can use it again, but you will have to qualify again in the pursuit of level 2. Results achieved in the pursuit of a level can not be transferred to another level. You can not accumulate points for level 2 while you are still pursuing level 1.

Penalty – Discipline

It is expected of cadets competing for the NSE that they maintain an irreproachable level of discipline. A penalty of 100 points will be subtracted from your NSE file for each instance where you are returned to your unit for disciplinary reasons, whether at CSTC, during expeditions or if you are suspended from your corps for disciplinary reasons.

What happens if your corps does not have optional teams?

Not all corps have access to the same resources. This is why you are allowed to accumulate points by participating in multi-corps teams. For example, you could play in a band composed of musicians from several corps and squadrons and accumulate points for participation, competitions and podiums.

National Honour Roll

We know that all senior cadets like to know how well they do in comparison to other cadets. This is why we have created a special place for you.

All cadets that qualify for each level of the NSE will be listed on the NSE “Honour Roll” of the National Cadet Website. Your name will forever appear on the list for all to see. As you increase your number of points over the years, you will see your name climb the list of top-achievers. This will allow you to track your ranking. The top achievers in each region and in Canada will be singled-out to be used as point of reference and target to pursue by all others.

OK, now that you know, where do you start?

1. Start by looking at the enclosed tracking sheet for Gold Star compulsory training and the tracking sheet for the Optional Training Record. They list areas of assessment that you get to select.
2. Define which level of performance you plan on achieving for each area of assessment. These are YOUR personal goals in your pursuit of any given NSE Level.
3. Start working on the pursuit of each area of assessment. If you are currently qualified Musician Level 2 and you aim at reaching Musician Level 3, start practicing and studying towards that goal. If you are a Bronze Level at Physical Fitness and wish to accumulate points for Excellence, start training towards that goal, etc. If want to join the biathlon team and participate in competitions, talk to your corps officers and see how this can be achieved.

**YOU CONTROL YOUR OWN PERFORMANCE!
AIM AS HIGH AS POSSIBLE**

RESULTS TRACKING SHEET
TABLEAU DE CAPTURE DES RÉSULTATS

PARTICIPATION RECORD

Name:						
MARKSMANSHIP						Highest Score
	Marksman 5 pts	First Class 10 pts	Expert 20 pts	Distinguished 30 pts	→	
Date(s) of achievement:						
PHYSICAL FITNESS						→
	Bronze 5 pts	Silver 10 pts	Gold 20 pts	Excellence 30 pts	→	
Date(s) of achievement:						
ATTENDANCE - MANDATORY TRAINING						→
	70-74% 5 pts	75-79% 10 pts	80-84% 15 pts	85-89% 20 pts	90-95% 25 pts	96-100% 30 pts
Date(s) of achievement:						
EXPEDITIONS						→
		Gold 10 pts	Regional 20 pts	Nat / Int 30 pts	→	
Date(s) of achievement:						
COMMUNITY LEADERSHIP						→
	1 activity 5 pts	2 activities 10 pts	3 activities 20 pts	4 activities 30 pts	→	
Date(s) of achievement:						
DUKE OF EDINBURGH						→
	Participation 5 pts	Bronze 10 pts	Silver 20 pts	Gold 30 pts	→	
Date(s) of achievement:						
COLONEL ROBERT PERRON AWARD						→
	Participation 5 pts	top-3 Corps 10 pts	top-3 Regional 20 pts	top-3 National 30 pts	→	
Date(s) of achievement:						
PARTICIPATION IN OPTIONAL TEAMS						→
	Demo 5 pts	Zone 10 pts	Regional 20 pts	National 30 pts	→	
Date(s) of achievement:						
PODIUM						→
		Bronze 10 pts	Silver 20 pts	Gold 30 pts	→	
Date(s) of achievement:						
MUSIC QUALIFICATIONS						→
	Basic 5 pts	1 10 pts	2 15 pts	3 20 pts	4 25 pts	5 30 pts
Date(s) of achievement:						
TOTAL PARTICIPATION RECORD						

RESULTS TRACKING SHEET
TABLEAU DE CAPTURE DES RÉSULTATS

GOLD STAR

Name:				
PO 401 - CITIZENSHIP				Score
	fail	baseline		→
	0 pts	20 pts		
PO 402 - COMMUNITY SERVICE				
	fail	baseline		→
	0 pts	20 pts		
PO 403 - LEADERSHIP				
	fail	baseline	enhanced	→
	0 pts	20 pts	40 pts	
PO 404 - PERSONAL FITNESS AND HEALTHY LIVING				
	fail	baseline		→
	0 pts	20 pts		
PO 405 - RECREATIONAL SPORTS				
	fail	baseline		→
	0 pts	20 pts		
PO 406 - AIR RIFLE MARKSMANSHIP				
	fail	baseline		→
	0 pts	20 pts		
PO 407 - GENERAL CADET KNOWLEDGE				
	fail	baseline		→
	0 pts	20 pts		
PO 408 - DRILL				
	fail	baseline	enhanced	→
	0 pts	20 pts	40 pts	
PO 409 - INSTRUCTIONAL TECHNIQUES				
	fail	baseline	enhanced	→
	0 pts	20 pts	40 pts	
PO 420 - CF FAMILIARIZATION				
	fail	baseline		→
	0 pts	20 pts		
PO 422 - NAVIGATION				
	fail	baseline	enhanced	→
	0 pts	20 pts	40 pts	
PO 424 - WILDERNESS SURVIVAL				
	fail	baseline	enhanced	→
	0 pts	20 pts	40 pts	
PO 425 - OUTDOOR LEADERSHIP				
	fail	baseline		→
	0 pts	20 pts		
PO 426 - EXPEDITION				
	échec	baseline	enhanced	→
	0 pts	20 pts	40 pts	
TOTAL GOLD STAR COMPULSORY TRAINING				→

RESULTS TRACKING SHEET
TABLEAU DE CAPTURE DES RÉSULTATS

MASTER CADET RECORD

Name:					
PO 501 - CITIZENSHIP				→	Score
	Fail 0 pts	Complete 20 pts			
PO 502 - COMMUNITY SERVICE				→	
	Fail 0 pts	Complete 20 pts	Enhanced 40 pts		
PO 503 - LEADERSHIP				→	
	Fail 0 pts	Complete 20 pts	Enhanced 40 pts		
PO 504 - PERSONAL FITNESS AND HEALTHY LIVING				→	
	Fail 0 pts	Complete 20 pts	Enhanced 40 pts		
PO 507 - GENERAL CADET KNOWLEDGE				→	
	Fail 0 pts	Complete 20 pts			
PO 509 - INSTRUCTIONAL TECHNIQUES				→	
	Fail 0 pts	Complete 20 pts	Enhanced 40 pts		
PO 513 - ADVANCED TRAINING SEMINARS				→	
	Fail 0 pts	Complete 20 pts			
PO 514 - ADVANCED TRAINING (individual plan and 3 self-study packages)				→	
	Fail 0 pts	Complete 20 pts			
TOTAL MASTER CADET COMPULSORY RECORD					