



WINGSPREAD

JOINT BASE SAN ANTONIO-RANDOLPH

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Air Force history comes alive

PAGE 8



Maj. Martin Vidal (right), Defense Language Institute operations officer, speaks to Air Education and Training Command senior leaders Oct. 14 at the Fort Sam Houston Museum.

Photo by Johnny Saldivar



Photo by Brittany Gray

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Liaison assists military children, page 12

COMMENTARY

Leading with candor, kindness

By Maj. Jason Bianchi
435th Fighter Training Squadron

As a member of the 435th Fighter Training Squadron Deadly Black Eagles, I had the distinct privilege of meeting a seasoned veteran in the realm of leadership – Bill Hybels.

Hybels has written more than 20 books on leadership and has pioneered an annual leadership training seminar called the Global Leadership Summit, attended by more than 200,000 people in more than 100 countries. He is a man who knows how to lead and is passionate about sharing his insight with future generations.

Hybels met with eight members of the 435th FTS during the session and invited us to explore questions about leadership, culture and feedback.

The three things we learned most applicable to the flying training environment were how to give feedback with candor and kindness, separating coaching from evaluation and how to create a self-correcting culture in your work environment.

“Candor with kindness” is a central theme to Hybels’ organizational structure and begs us to rethink the way we conduct feedback. The Air Force’s formal evaluation system requires initial feedback, mid-term feedback and formal evaluations.

During flying training, we debrief every flight and provide upgrade instructions on what areas need the most improvement for individual Airmen. As we gain experience as instructors, we learn what to say, how to say it, what proportion should be positive or negative and when to say it.

There’s no “one-size-fits-all” approach to feedback but here’s a few important things Hybels led us to consider.

Hybels highlighted the three types of feedback – appreciation, coaching and evaluation.

When are you the most receptive to

feedback? When you’ve been told you’ve done some things well or when you’ve been beaten down?

Research shows a person being evaluated is most willing to learn when he’s had a steady stream of appreciation before receiving negative feedback. Hence his organization’s commitment to “candor with kindness.”

According to Hybels, when providing feedback, the best reception is gained by presenting feedback in a caring manner. Be emotionally committed to your feedback, especially when negative – “You’re better than that!”

A second challenge we face is separating evaluation from coaching.

The reason it’s so important to separate evaluation from coaching is because when a person has been demoralized by evaluation, they’re generally not interested in being coached.

The key, Hybels recommends, is to find ways to separate the two by evaluating, and then providing a break. When the recipient is ready, provide the coaching. This approach is particularly challenging in the flying training environment, when time compression often makes this approach seem inconvenient at best; unattainable at worst.

I know that many of the most powerful coaching moments in my life were during casual conversations, not immediately following evaluation.

This “tactical pause” between evaluation and coaching might make the difference between “getting through” to a person and being “tuned out.” It might require creativity, such as a phone call or a word in the hallway after the evaluation. This could provide the Airman with the coaching they need at the right moment when they’re ready to receive it.

Coaching is a great way to improve the impact you make on a student, not only to improve the working environment, but to lead your peers or, stated another way, lead laterally.

While leading up and down is important, leading laterally is often overlooked in leadership development.

Hybels recalled an employee, who he heard about years after an incident occurred. The employee mistreated another employee during a meeting with about 15 people.

In an organization that doesn’t champion leading laterally, the 14 other people would have called Hybels to voice their anger and spur the boss into action, but that didn’t happen.

What happened though, was quite remarkable and didn’t even involve the boss. The offending party was called on 14 times, each by the other individuals in the room, who voiced their disappointment and insistence that, “We don’t treat people like that here.”

The Air Force champions the idea of Wingmen, the active bystander who intervenes to prevent harm in situations of suicide and sexual harassment. Do we ever overlook or remain silent when we should self-correct our peers?

Not all things should be strictly left to the first shirt or commander. Of course there are situations that must be elevated to supervisors, but those instances are a small percentage of the many opportunities we have to lead laterally. We should encourage each other as peer leaders to correct issues before deviations become serious infractions.

Our candid discussion with Hybels was an invaluable experience that I’ll never forget. His humble, credible approach to leadership, backed by years of research, teaching and experience, inspired me to apply the principles he espoused and motivated me to continue my leadership development.

We should strive to provide candor with kindness to our students, separate evaluation from coaching and challenge ourselves and each other to lead laterally to create positive improvements in our culture.

WINGSPREAD

Joint Base San Antonio-Randolph

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AETC leaders receive flu vaccine

From left: Maj. Gen. Leonard Patrick, Air Education and Training Command vice commander, and Lt. Gen. Darryl Roberson, AETC commander, receive their annual influenza vaccine from Senior Airman Lorrieann Ramos, 359th Medical Operations Squadron. Chief Master Sgt. Gerardo Tapia (second from right), AETC command chief master sergeant, receives his immunization from Airman 1st Class Bianca Osborn, 359th MDOS. The JBSA-Randolph clinic staff is providing influenza immunizations, beginning with active-duty members, at the medical clinic and other designated locations around base. For more information on the annual influenza vaccine, call the JBSA-Randolph Immunization Clinic at 652-3279.

Photo by Joel Martinez

NEWS

TO BE HEARD, EMPOWERED

Special Victims' Counsel: Voice of victims

By Airman 1st Class Kyle Johnson

Joint Base Elmendorf-Richardson Public Affairs

Power is the strength to make a decision. Control is the means to carry it out. These things are the currency of freedom, and what are robbed from sexual assault victims.

"A lot of people think sexual assault is about sex," said Capt. Jonathan Henley, a member of the Special Victims' Counsel at Joint Base Elmendorf-Richardson. "But it's not. It's about power and control."

So what can a victim do when power and control of their body has been taken away, when their voice has been silenced?

There's are a plethora of resources, each with their own unique role and the SVC is one of them.

In January 2013, the Air Force became the first U.S. military service to institute an SVC program. The driving force behind the program was Lt. Gen. Richard Harding, then-judge advocate general of the Air Force.

"Before the SVC program was created, two of the main players in the court process had an attorney representing them – the accused had an attorney or two representing them and the government had an attorney or two representing the government's interests," said Capt. Jennifer Lake, a member of the Area Defense Counsel at Eglin Air Force Base, Fla., and first SVC at JBER. "But, then you had this other person who was going through this process, who had no idea what's going on in the legal world and has rights, but had not been provided with an attorney to defend those rights or to advocate for them and what they want."

While support for the victim was there, many felt that support could be fortified.

"Gen. Harding came up with the idea of appointing an attorney to represent the victim and what the victim wants," Lake said. "This way, the victim's voice can be heard throughout the process."

So what does an SVC actually do?

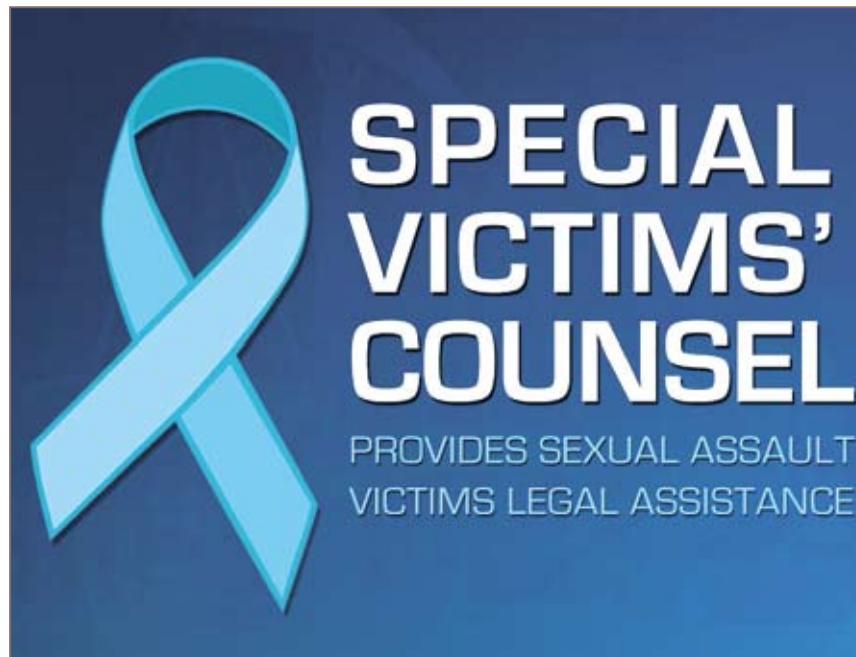
As it turns out, the answer is not nearly as simple as the question. The SVC does a lot of things, and their role largely depends on the unique needs of the particular client.

"I have an attorney-client relationship with the victim," Henley said. "If they're telling me what they would like to see out of it; then my marching orders are to advocate for those desires and their rights."

Sometimes that even means not seeking a conviction.

When reporting sexual assault, there are two paths one can take. They can choose to file a restricted report or an unrestricted report. The SVC can help with either case; however, the capacity they serve in depends on the type of case the victim has filed.

The main difference between the two is that an unrestricted report may spark a legal investigation process,



"If a victim comes to me and says, 'I want to make a restricted report,' I will go with them to the SAPR office to make that report and be by their side the entire time."

Capt. Jonathan Henley

*Joint Base Elmendorf-Richardson
Special Victims Counsel member*

whereas a restricted report does not.

In both cases, privacy and confidentiality are given a high priority.

"The victims have a right to privacy," Henley said. "That is paramount to any discussion regardless of the type of report being used."

If one wanted to file a restricted report with the Sexual Assault Prevention and Response Office, they have the option to request legal advice from an SVC, even before filing the report.

"If a victim comes to me and says, 'I want to make a restricted report,'" Henley said. "I will go with them to the SAPR office to make that report and be by their side the entire time."

By doing so, the SVC is giving the reporter the power to make a well-informed decision when deciding whether or not to go unrestricted with their report.

"My role as an SVC (in a restricted report) was to answer questions for that person, clarify any concerns they may have, and help them understand what the legal process is, should they choose to go unrestricted," Lake said. "When someone goes restricted and they want an SVC, it's typically because they want to know what happens if they go unrestricted."

In an unrestricted report, the SVC serves as the victim's attorney throughout the military justice process. This relationship is completely voluntary; a reporter of sexual assault can choose not to be represented by an SVC or decide they want an SVC at any time during the reporting process, Lake said.

"At any point in time throughout the process, even

two days before trial, someone could say, 'I'm getting a little nervous; I think I actually do want a lawyer, get me an SVC,'" Lake said. "Then they'll go through that process to get an SVC."

Throughout the entire reporting process, the victim should be informed of the benefits an SVC can provide them and advised on how to procure an SVC's assistance. However, SVCs cannot solicit cases, so they will not come to the victim, the victim must reach out to them.

"One big concern for victims is a loss of control," Henley said. "Coming forward is the first step to taking that control back – I can't help but be proud of them."

The SVC is one way the Air Force continues to refine itself so every Airman, civilian employee and family member is equipped by their inalienable rights for a fair justice system.

"I think it's important for everyone to understand the SVC program and giving victims a voice doesn't mean the victim's voice is what should control everything that goes on," Lake said. "It just means they get their say too."

"It's important that everybody's rights are protected and everybody is represented. Everyone should get to be heard, and then we make a decision."

Talking to an SVC may be a victim's first step toward taking back their power.

"They do have a voice, they have the power to make decisions and take back the control that was taken from them," Henley said. "My goal is, that through me, their voice can be heard."

560th Flying Training Squadron receives citation of honor

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

For more than 40 years, the “Chargin’ Cheetahs” of the 560th Flying Training Squadron at Joint Base San Antonio-Randolph have annually paid tribute to the heroism of the Air Force pilots who endured the horrors of North Vietnamese prisoner-of-war camps with their Freedom Flyer Reunion and Symposium.

For 20 years, the Chargin’ Cheetahs have also lifted the spirits of children with chronic illnesses through their “Pilot for a Day” program, an initiative that other Air Force bases have adopted.

Last month, the Air Force Association honored the 560th FTS for furthering the legacy of the former POWs and providing a special day for children with its Citation of Honor, an award that was presented to four Air Force organizations this year.

“We feel very honored to receive this award,” Lt. Col. Joel DeBoer, 560th FTS commander, said. “This award is for all Cheetahs, past and present, for all the hard work they have done to honor those prisoners of war for their sacrifices and



Photo by Brittany Gray

Capt. John McCann and Maj. Brent Cox, 560th Flying Training Squadron flight commanders, hold the Air Force Association’s Citation of Honor that was presented to the squadron last month at the AFA’s 2015 Air and Space Conference and Technology Exposition in National Harbor, Md. The flight commanders are flanked by Scott Van Cleef (left), AFA chairman of the board; Lt. Col. Joel DeBoer, 560th FTS commander; and Lt. Gen. Darryl Roberson, Air Education and Training Command commander.

for giving those children a day to remember. You look at all the squadron has been doing here at Randolph since 1973. This recognition is the icing on the cake for all that hard work.”

Scott Van Cleef, AFA chairman of the

board, informed DeBoer of the honor in a letter dated June 25.

“We applaud the distinguished service and selfless sacrifice that these Airmen, the Chargin’ Cheetahs, have shown to their nation as well as to the

future fighter pilots that will follow in their paths,” he wrote.

Van Cleef presented the award to the 560th FTS Sept. 14 during the AFA’s 2015 Air and Space Conference and Technology Exposition in National Harbor, Md. Lt. Gen. Darryl Roberson, Air Education and Training Command commander, accompanied DeBoer and 560th FTS flight commanders Capt. John McCann and Maj. Brent Cox to the ceremony, which also honored the 67th Cyberspace Operations Group at JBSA-Lackland.

The Air Force Association is a national organization that promotes a dominant Air Force and strong national defense, and honors Airmen and the Air Force heritage.

Col. Debbie Landry, an active-duty member at JBSA-Randolph who serves as AFA Alamo Chapter vice president, said she learned of the squadron’s programs when she talked to the father of a former 560th FTS member during a conference last year. DeBoer later provided her with a tour of the squadron’s headquarters in Hangar 12.

See CITATION P12

JOINT BASE SAN ANTONIO SAFETY MESSAGE

Safety office offers tips for keeping Halloween fun, safe

By Staff Sgt. Katie L. Bowling
502nd Air Base Wing Safety Office

Halloween is a fun fall celebration with plenty of tricks and treats. Through planning ahead and teaching your children how to make smart decisions, Halloween can be fun and safe for everyone. Here are some tips you can use to cut back on the tricks and make the night full of treats.

Preventative measures can be taken weeks or even months prior to Halloween night.

Before the big night, teach your children how to call 9-1-1 in case of an emergency. Additionally, while costume shopping it is advised to read the labels of all costumes and accessories to ensure that your purchases are flame resistant.

This is also an ideal time to increase your child's visibility by purchasing and adding reflective tape to shoes, bags, or accessories.

Prior to heading out for trick-or-treating, talk to your children about safety and rules for the night, as well as make a plan in case you are separated.

The University of Michigan Transportation Research Institute states that the number of

pedestrian fatalities involving children increases 4.5 times on Halloween. This increase occurs during the hours of darkness and primarily impacts children under fifteen years old.

Emphasize the importance of remaining visible to motorists at all times. Also, make sure all escorts and children have working flash lights.

A few other things to talk to your children about are the dangers of using yards and alleys as shortcuts, entering a stranger's home and eating candy that has not been inspected.

Staying in well-lit areas can deter potential offenders from engaging your child. Your children should be aware of the tactics that strangers use to lure children such as wearing a costume that is popular among children, distracting the child with candy and even using a pet as an enticement.

Once the trick-or-treating has finished and everyone is home safely, talk about the events of the night to make sure that nothing unusual occurred without you noticing. This is also a good time to inspect the candy and throw away any that is opened, spoiled or tampered with.

For additional Halloween health and safety tips, visit <http://www.cdc.gov/family/halloween>.

Joint Base San Antonio Halloween Trick-Or-Treating Hours

Trick-or-treating hours at Joint Base San Antonio-Randolph and JBSA-Lackland are 5-8 p.m. Thursday and 5-8 p.m. Oct. 31 at JBSA-Fort Sam Houston. The 902nd Security Forces Squadron's Pumpkin Patrol will use mobile and foot patrols from 5-8 p.m. Thursday to focus on the safety of trick-or-treaters who visit JBSA-Randolph housing areas. Keep an eye on your trick-or-treaters and have a safe night. To volunteer for the JBSA-Randolph Pumpkin Patrol, call 652-1645 before Tuesday.

Randolph school district awarded grant to help military students

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

The Randolph Field Independent School District has received a \$1.25 million grant from the Department of Defense that will focus on efforts to support the social and emotional needs of military students.

The Department of Defense Education Activity Educational Partnership grant will allow the district to provide programs for students at the elementary, middle and high school campuses, said Susan Bendele, RFISD associate superintendent.

Bendele said those programs include peer tutoring, student clubs, family support and behavior management.

Eighty percent of the school district's 1,350 students, from pre-kindergarten to 12th grade, are children of an active-duty service member, Bendele said. Through the grant, Bendele said the district is providing resources for all students in the district, including those who are new and those whose parents are being deployed or on temporary duty.

"Military families have a very strong support network, but there's always more need than can be met," Bendele said. "Our hope is to provide a really strong additional level of support for military families and their kids. In general, just for their emotional health and wellbeing."

Bendele said there are already student support clubs at the elementary, middle and high school campuses and



Photo by Melissa Peterson

Rachel Trevino, Randolph Field Independent School District 5th grade teacher, explains math fundamentals to her class Oct. 14 at Randolph Elementary School.

that the district is hoping to expand those student support groups through the grant. She said programs with family support activities could include field trips.

"When you look at the mobility of military kids adjusting to new schools and new friends, we really wanted to say it's not always just about academics," Bendele said. "It's really about the whole child and

how we can help in a broader sense."

The behavior management aspect of the grant will include programs for helping special needs children, teaching children how to act in a social environment and how to handle their emotions, Bendele said.

Also, Bendele said, the grant will provide professional development for teachers, counselors and district staff to learn how they can best support children.

"What we hope for is that kids who are feeling emotionally supported and are socially comfortable will make better students," Bendele said.

Bendele said the grant is for five years and that the district plans to start offering programs and services through the grant during the current school year.

The grant is the third one the Department of Defense Education Activity Educational Partnership has awarded RFISD since 2009. Bendele said the first two grants were focused on improving academic performance.

This year the Department of Defense Education Activity Educational Partnership awarded 56 grants that supported 298 schools in the U.S. with significant military-connected student populations. The total for all the grants is \$63 million.

The grants help fund projects including those for science, technology, engineering and math, supporting the social and emotional needs of military students, encouraging parental involvement and opportunities for students to study strategic languages.

AETC LEADERS TAKE TOUR THROUGH HISTORY

JBSA-Fort Sam Houston members demonstrate installation's rich military heritage

By Tony Hearst

Joint Base San Antonio-Randolph Public Affairs

Air Force history came alive Oct. 14 when the Airman Heritage Museum and Enlisted Character Development Center hosted a living history heritage ride tour where U.S. military aviation began.

The event, supporting Air Education and Training Command commander Lt. Gen. Darryl Roberson's first AETC Senior Leaders' Conference, included volunteer re-enactors portraying Air Force legends during a tour of historic Joint Base San Antonio-Fort Sam Houston.

"I have a family member who was in the Army Air Corps, so this event was a great opportunity to wear a similar uniform," Airman 1st Class Lucas Hurt, 502nd Security Forces Squadron entry controller, said. "It's important to remember our history; not knowing how far you've come makes it easier to lose your way in the future."

Military aviation began at Fort Sam Houston with Lt. Benjamin Foulois' flight in March 1910. Foulois, who would later become Chief of the Army Air Corps, had been trained by the Wright Brothers and was ordered to Fort Sam Houston to learn how to fly the Wright B Flyer. Foulois made the first military operational flight in U.S. history in Aeroplane No. 1, and was for a time, the U.S. military's only pilot and their entire Air Force.

"Fort Sam Houston was the birth place of military aviation," Rudy Purificato, Airmen Heritage Museum and Enlisted Character Development Center command curator, said. "The main focus of JBSA's two museums is to transform the mindset of the training environment by educating new military members on enlisted heritage and the enlisted contributions to aviation history."

The highlight of the day was a visit to the actual location where Foulois made his historic flight, the Foulois monument at the main flagpole at MacArthur Parade Field. A dramatic skit also took place at the site with a re-enactor portraying Vernon Burge, the first enlisted pilot who helped Foulois as an aviation mechanic and who came up with the idea for adding landing gear to the lieutenant's aeroplane.

The tour also included visits to the 19th Century staff post homes of Col. Billy Mitchell, champion of airpower and strategic bombing, Foulois' home and Gen. John Pershing's home where he lived shortly after employing airpower operationally for the first in U.S. history during the 1916 Punitive Expedition against Mexican revolutionary Pancho Villa. The tour concluded with a visit to the Fort Sam Houston Museum at the Quadrangle to view a special military aviation exhibit, featuring a live performance by a re-enactor portraying Foulois.

Though heritage rides are designed to educate junior and senior leaders on the history of local units and are usually held in conjunction with a conference or exercise, the rides also contribute to the bigger picture of educating younger military generations.



Photos by Johnny Saldivar

Chief Master Sgt. Scott Berge (left), 33rd Fighter Wing command chief master sergeant, speaks with Airman 1st Class Lucas Hurt, 502nd Security Forces Squadron entry controller, Oct. 14 at the Fort Sam Houston Museum.



Rudy Purificato (left), Airmen Heritage Museum and Enlisted Character Development Center command curator, and Tech. Sgt. Adam Volpe, 320th Training Squadron military training instructor, explain the contributions of Lt. Benjamin Foulois to military aviation during an Air Education and Training Command Senior Leaders conference Oct. 14 at JBSA-Fort Sam Houston.

Security, emergency management team keep air show visitors safe

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

Presenting a two-day air show to several hundred thousand people is a huge undertaking that requires months of preparation.

One of the most important tasks in preparing for an air show belongs to the active-duty members and civilians who are responsible for ensuring the safety and security of all those visitors.

“Our goal is to have a safe, enjoyable event for all our visitors,” Bob Vickers, 902nd Security Forces Squadron Plans and Programs Branch chief, said. “Joint Base San Antonio security forces squadrons will be handling security, the bulk of it from the 902nd SFS.”

Other agencies and organizations involved in security and emergency management include the 502nd Civil Engineer Squadron, the Air Force Office of Special Investigations joint terrorism task force, the San Antonio Police Department and the Southwest Texas Fusion Center, he said.

Preparations for the air show began in December, Vickers said. The security and emergency management team look at a variety of issues: threat possibilities, manpower requirements, military resources on the ground, transportation, communication, contingency response options, distinguished visitor protection, and escort and protection requirements for the Air Force Thunderbirds,

the headline attraction at the event.

“Though those threats may not be out there, we factor all those things in during our preparations,” he said.

Other concerns include petty thefts, medical emergencies and traffic management issues, including accidents and motorists driving under the influence of alcohol.

Vickers said JBSA-Randolph will lean on civilian support from Universal City, Schertz and Converse law enforcement officers and other first responders.

“The outside agencies assist with off-base traffic flow,” he said. “We want to keep that flow going as best as we can.”

Vickers said exercises also figure prominently in air show preparations.

“We plan for what we think is the worst-case scenario,” he said. “Just think of what’s happened in the media – those kinds of threats.”

Vickers said visitors to the air show can ensure their own safety and enjoyment by entering JBSA-Randolph through the right gates and by heeding a list of prohibited items.

“The general public will have road signs directing them to the air show,” he said. “Department of Defense card holders should use the main and west gates on FM 78, while the general public will use the east gate on FM 78, the south gate on Lower Seguin Road and the stable gate on FM 1518.”

ITEMS PROHIBITED

at the 2015 Joint Base San Antonio Air Show and Open House

The following items are prohibited:

- Bicycles
- Coolers, glass containers
- Backpacks
- Skateboards
- Firearms
- Edged weapons - knives greater than 3.5 inches
- Pets
- Alcohol

The following items will be authorized into the event area after a search conducted by security personnel:

- Camera bags
- Diaper bags
- Purses
- Strollers
- Lawn chairs with or without canvas carrying cases

The public may enter the air show at the following locations:

- The Joint Base San Antonio-Randolph East Gate on FM 78
- The JBSA-Randolph Stable Gate on FM 1518
- The JBSA-Randolph South Gate on Lower Seguin Road

Food and drinks will be sold at the event with water fountains available for guests.

Guests are encouraged to bring lawn chairs and blankets as there is no open seating (bleachers or otherwise) available. Attendees are encouraged to bring earplugs because of jet noise. Children and toddlers may be especially sensitive to loud noise.

Prohibited items are bicycles, coolers, backpacks, skateboards, firearms, knives, pets and alcoholic beverages, while permitted items, authorized after a search by security forces, include camera bags, diaper bags, purses, strollers and lawn chairs with or with-

out canvas carrying cases.

Vickers offered other advice to air show visitors.

“Keep an eye on your children, and make sure you use sunscreen and drink plenty of water,” he said. “Heat off the runway is magnified.”

Open season coming for federal dental, vision health benefits

From U.S. Office of Personnel Management

The U.S. Office of Personnel Management has announced that premiums for the 2016 Federal Employees Health Benefits Program will rise by an average of 6.4 percent.

In addition, OPM is offering a new Self Plus One enrollment type in the Federal Employees Health Benefits Program that will provide coverage for an enrollee and one designated eligible family member. All FEHB plans will offer a Self Only, Self Plus One, and Self and Family enrollment type beginning in 2016.

A Self Only enrollment covers only the enrollee. A Self and Family enrollment covers the enrollee and all eligible family members. The new Self Plus One enrollment type covers the enrollee and one eligible family member you designate to be covered.

On average, enrollees with Self Only coverage will pay \$5.50 more each pay period; enrollees with Self and Family coverage will pay \$19.61 more per

pay period. Those who opt for “Self Plus One” coverage will pay \$8.92 more per pay period than they previously paid for Self and Family coverage. The Government contributes approximately 70 percent of the total cost of a plan’s premium.

Open season, which begins Nov. 9 and runs through Dec. 14, will give federal employees and retirees the opportunity to review the 2016 rates and benefits of their current plans and those of competing plans. During the open season, FEHB enrollees can change their healthcare coverage; employees who are not enrolled, but eligible to participate, may elect coverage.

The upcoming open season will be the first opportunity for enrollees to select a Self Plus One enrollment in the FEHB Program.

For more than 95 percent of enrollees, the enrollee share for Self Plus One will be lower than the enrollee share for Self and Family in their current plan.

However, it is possible that some plans will have higher enrollee shares for Self Plus One enrollments

than for Self and Family enrollments. Therefore, enrollees are encouraged to carefully review their choices before making a change; switching to Self Plus One is voluntary.

The upcoming open season will also give employees and retirees the chance to select supplemental dental and/or vision coverage. In addition, federal employees can elect to participate in a tax-deferred flexible spending account for health care and/or dependent care.

Established in 1960, the FEHB Program is the largest employer-sponsored health benefits program in the United States. The government provides a weighted average contribution of 72 percent of premiums with a cap of no more than 75 percent of total premium cost. Approximately 85 percent of all federal employees participate in the Program.

The OPM website provides a detailed breakdown of the FEHB Program premium rates at <https://www.opm.gov/healthcare-insurance/healthcare/plan-information/premiums/#url=Premiums>.

JBSA Sexual Assault Prevention, Response

To report a sexual assault, call the 24/7 Joint Base San Antonio Sexual Assault Prevention and Response Hotline at 808-7272 or the Department of Defense Safe Helpline at 877-995-5247.



One of the best things about ICE is that people can let service providers know when they do a great job, not just for poor service.

Submit a comment at <http://ice.disa.mil>.

Joint Base San Antonio-Randolph News Briefs

2015 CFC underway

The 2015 Combined Federal Campaign is underway. The CFC is the once-a-year workplace campaign available to federal employees which eliminates year-round on-the-job solicitations, while allowing employees a convenient way to give to the charitable organizations of their choice. Organizational project officers and key workers will be reaching out to each JBSA member to personally inform them about this year's CFC. The campaign runs through Oct. 31.

Scholarship opportunity

All high school seniors whose parents work at Joint Base San Antonio-Randolph are eligible to apply for two \$1,000 JBSA-Randolph National American Indian Heritage Month scholarships. Applications must include a 1,000-word essay and are due by 4 p.m. Nov. 6.

The National American Indian Heritage Month theme this year is "Growing Native Leaders: Enhancing Seven Generations" and the essay must answer the following questions and tie them together with the theme:

- Briefly explain the American Indian Warrior ethics of service as a form of leadership.
- What does the "Seven Generations" mean?
- What service have you done within your community these past four years?
- Why was your community service impor-

tant and how did it benefit you and the society you served?

The essay can be a maximum of 2000 words and must be single spaced in Times New Roman 12 point font.

Students must also provide the following information on a single page attached to the essay:

- Student's name, high school, school guidance counselor's name and phone number
- Student's planned college of attendance
- Student's parent or legal guardian information including name, unit and contact number

For information on submitting an application with essay, call 652-1196.

Airmen Powered By Innovation

Airmen can submit innovative ideas that increase cost savings across the Air Force to the Airmen Powered by Innovation website at <https://ipds.afpc.randolph.af.mil> or through the Air Force Portal.

Submitters can ask their local manpower office for assistance with documentation of process improvement ideas, to ensure current method, proposed method, expected benefits and cost of implementation are fact-based proposals.

For assistance with the documentation of process improvement ideas, call the 802nd Force Support Squadron Manpower Office at 652-8953 or 652-8954.

Homeland security chief discusses changing nature of terrorism

By Jim Garamone

Department of Defense News

The threat of terrorism has changed from “terrorist-directed” to “terrorist-inspired” attacks, Secretary of Homeland Security Jeh Johnson said at the annual Association of the U.S. Army meeting Oct. 13 in Washington, D.C.

“There is a new reality to the threats to the homeland that you and I are responsible for guarding,” he said. “The global terrorist threat has evolved.”

The theme of the AUSA meeting is “to win in a complex world,” and Johnson spoke about how complex his world has become. “It is our challenge, too,” he said.

Terrorists have changed their strategy from relying solely on terrorist-directed attacks, he said. The attack on Sept. 11, 2001 was the prime example of a terrorist-directed attack, the secretary said. The terrorists who attacked America that day were recruited and financed from Afghanistan. The planning and training were conducted outside the United States. Then they arrived in America and carried out the attacks that left more than 3,000 dead.

There are other examples – the underwear bomber in 2009, the Times Square attempt in 2010, and the attempted package bomb plot of 2010, Johnson said.

“These are examples of what were likely terrorist-directed attacks by those overseas,” he said.

“Today, we see in addition to that threat, the threat

“This is the new reality of what we face. It is more complex and has led to a more complex world. In many respects it is harder to detect.”

Jeh Johnson

U.S. Secretary of Homeland Security

of terrorist-inspired attacks,” Johnson said.

Those attacks are often propagated by U.S. citizens who have become radicalized by groups like al-Qaida in the Arabian Peninsula or the Islamic State of Iraq and the Levant. AQAP “no longer builds bombs in secret; it now puts out an instruction manual and urges the public to do the same thing,” he said.

Homeland Security sees an increasing threat from the lone-wolf actor and foreign fighters, Johnson said.

The terrorist-inspired attacks include the Boston Marathon bombing in April 2013, the attack on the Charlie Hebdo magazine in Paris this year and the attack in Chattanooga in July that killed five service members, Johnson said.

“This is the new reality of what we face,” he said. “It is more complex and has led to a more complex world. In many respects it is harder to detect.”

Law enforcement “has become pretty good” at finding and foiling overseas plots, Johnson said. “The home grown actor could strike at any moment and is inspired

by something he sees.”

Combating it requires a whole-of-government response, he said. The military has a role in taking the fight to terror groups overseas. This has had success, he said, noting many al-Qaida leaders and ISIL terrorists are dead.

Law enforcement has a key role in combating terror, Johnson added. “It has become more important that the Department of Homeland Security and the FBI – given how this threat has evolved – work closely with and share intelligence with state and local officials,” he said.

But stopping homegrown terrorists means countering the extremist message, Johnson said, adding that he has personally pursued outreach to Muslim communities in the United States to understand what they need to counter the hateful ideology. He spoke of providing grants to organizations that work to counter violent extremists and mentioned this will take years to develop.

JBSA school liaison officers advocate for military children

By David DeKunder

Joint Base San Antonio-Randolph Public Affairs

Whether it's helping children adjust to a new school or connecting them to educational resources, members of the Joint Base San Antonio School Liaison Office serve the needs of 25,000 military-connected students in the JBSA area.

Members of the school liaison office serve as advocates for military students who are enrolled in 23 school districts in the San Antonio area and their families, providing services that help children transitioning to a new school and connecting them to resources to help with their learning, said Angela Green, 802nd Force Support Squadron school liaison officer at JBSA-Randolph.

Green has worked with children for more than 20 years, including as a teacher in the Head Start program and at the Randolph Child Development Center. She is also a military spouse with two children who have moved from school to school.

Green said she assists military parents who are new to the area with enrolling their children in school, including information about the school, school contacts, the records they will need, what immunizations will be required and educating them about the Interstate Compact on Educational Opportunity for Children.

The compact is an agreement among the states to minimize and resolve school transition issues for military children transferring from one state to another, including eligibility, enrollment, placement and graduation.

"We try to initiate every opportunity to help their transition be as smooth as possible," Green said.

Members of the JBSA School Liaison Office also talk to school administrators, counselors and



Photo by Airman 1st Class Stormy Archer

Angela Green (right), 902nd Force Support Squadron school liaison officer, speaks with Kelly Lane, Joint Base San Antonio-Randolph Elementary School math instructional coach, Sept. 24 at JBSA-Randolph.

teachers about the Interstate Compact on Educational Opportunity for Children and what it covers, Green said.

"If educators understand the Interstate Compact on Educational Opportunity for Children and know about those laws, it's much easier for the transition of our families," Green said.

In addition, Green said staff members need to be aware of the issues and challenges facing children of military members and their families.

According to statistics provided by the JBSA School

Liaison Office, military students are frequently on the move, with Air Force families moving an average of every 2.9 years and military schoolchildren attending nine different schools before they graduate.

"We are not asking for special treatment for our military children," Green said. "We want them to understand what our families are going through."

Green said she provides information about educational resources and programs that can help both students and parents, including Military One Source, Military Child Education Coalition, Student Online Resource and the Exceptional Family Member Program, which helps military schoolchildren with special educational needs.

Allana Hemenway, Randolph Elementary School principal, said Green is a helpful resource on programs and services that can help students at the school and their families.

"If we have a military student that may be in crisis, she will help us access the resources to assist the parent and child," Hemenway said. "Our military members can have a stressful life and career. We want to make sure we are doing what's best for their child at school by working with Ms. Green."

Hemenway said Green keeps the lines of communication open between the school and the parents.

"She's that bridge between us and our parents," she said. "It's nice to have her support to cross over the bridge to meet the parents. It benefits the educational experience of the child and that's what it's all about."

Green is one of three school liaison officers in the JBSA School Liaison Office, including Lori Phipps at JBSA-Lackland and Keith Toney at JBSA-Fort Sam Houston. Green can be reached at 652-5321, Phipps at 671-3722 and Toney at 221-2214.

CITATION from P5

"I was very impressed with the tradition of honor and contacted national AFA to see what the appropriate recognition would be," she said. "The chapter executive committee then decided to pursue a citation of honor and I worked with Lt. Col. DeBoer on the write-up."

Landry said she felt the squadron "deserved recognition for their sustained mission of freedom flights for former POWs and the Pilot for a Day program.

"Although many in the Randolph community may know what they do, their work impacts the entire Air Force community," she said. "The Alamo Chapter wanted to highlight the significance of their commitment that extends beyond their primary mission

of preparing pilots to be instructors."

The 560th FTS' ties with Vietnam War POW pilots date back to 1973, when all repatriated pilots physically able to return to active flying – more than 150 of them – came to the squadron for requalification training and were given ceremonial "freedom flights."

Since then, the squadron has continued to provide freedom flights for those POW pilots who did not attend requalification training and has paid homage yearly to all the POW pilots with its Freedom Flyer Reunion and Symposium.

DeBoer said the symposium in the Fleenor Auditorium, which allows the

former prisoners of war to present their stories in their own words, is the highlight of the reunion.

"The symposium is an opportunity to hear these guys and their stories," he said. "To be able to pass those lessons on to the next generation makes it a memorable and invaluable experience."

Pilot for a Day, which was started in 1995 by Capt. Rory Blackburn, a 560th FTS instructor pilot, gives children with chronic illnesses an opportunity to experience a typical day as an Air Force pilot, complete with a flight suit, squadron patches, simulator flights, tours of the tower and fire station, and a look inside T-38C, T-6A and T-1A aircraft.

"It's an incredible event," DeBoer said. "These children are going through one of the hardest times in their lives, and Pilot for a Day gives them a chance to forget about that for a day. We're able to make it a special day they'll always remember."

The 560th FTS, which produced 96 instructor pilots in fiscal 2015, "also serves as the guardian of Freedom Hall, an Air Force-sanctioned museum containing memorabilia, articles and uniforms from the Vietnam War, most donated by former POW themselves," Landry said.

The hallways of the 560th FTS' headquarters are also adorned with photos of the 195 Freedom Flyers and 94 Pilots for a Day who are part of the squadron's own legacy.

To advertise in the Wingspread, call 250-2052.

Cyberbullying: What can parents do?

By Senior Airman Sarah Hall-Kirchner
375th Air Mobility Wing Public Affairs
Scott Air Force Base, Ill.

According to the Pew Research Center, in 2000, about half of adults in the U.S. were online and only 3 percent of American households were using broadband for Internet access at home. That number increased and in 2014, Pew reported that 87 percent of American adults use the Internet.

Today, the Internet is readily available and can be easily accessed on smartphones. Even teenagers and children have access to the Internet. This ease of access to information has changed the world for the better, but it has also brought with it many new threats – one of which is cyberbullying.

“Children have been bullying each other throughout the ages,” said William White, 375th Medical Group Family Advocacy Program outreach manager at Scott Air Force Base, Ill. “However, today’s generation has been able to use technology and social media to expand their reach and the extent of their harm. It is important for parents and children to understand that cyberbullying is willful and repeated harm inflicted through the use of computers, cell phones, and other electronic devices, and can cause serious harm.”

Family advocacy along with the youth center and the Healthy Military Children initiative want to give parents the tools they need to prevent cyberbullying and to stop it if it does occur.

“Cyberbullying is a form of teen violence that can and does do serious damage,” White said. “Our kids are being hurt by this. With this class, we’re going to give parents the terminology and statistics to understand what is happening, so they can recognize it and stop it.”

“Due to the complexities associated with social behavior and online cyberbullying, it is important that parents talk with their children and address the topic of cyberbullying with them, even if your child



U.S. Army photo

The Centers for Disease Control and Prevention recommends telling children to never give out their personal information and parents should assure their children they can come to them with any situation.

does not mention any problems,” White said.

First, talk with children about making themselves safe online. According to <http://www.stopbullying.gov>, a website managed by the Department of Health and Human Services website, online accounts should be made private. Each different type of account like Facebook, Instagram and Twitter, have ways to make them private. Go over those privacy settings with them to keep their posts and photos safe.

Some basic rules can also keep children safe online. Decide what rules children need to follow, and then go over them. The Centers for Disease Control and Prevention recommends telling children to never give out personal information. If a friend or loved one needs their information, they recommend calling the person directly and not putting it online, even in a message.

The CDC also recommends children never add people to their friend’s list they don’t know. There are many fake social media accounts and children should be taught to beware of them. It is also recommended that children do not initiate contact with people they do not know.

Next, parents should tell their children what to do if they are being cyberbullied, stalked or harassed. The CDC recommends that parents assure their children that they can come to them with any situation, even if the child was doing something they knew they shouldn’t have been doing, such as going on a forbidden website or using their phone after curfew.

PACER’s National Bullying Prevention Center reported that students surveyed in a 2010 reported that the most helpful things that teachers can do are: listen to the student, check in with them afterward to see if the bullying stopped, and give the student advice. Parents can also follow these same guidelines: listen to children, check in with them often, and tell them what they could or should do.

“The best tack parents can take when their child is cyberbullied is to make sure their child feels safe and secure, convey unconditional love and support,” White said.

Students also reported in the same study that telling the person to stop or that it hurts their feelings, walking away, or pretending it doesn’t bother them, had the most negative impact on getting help while or after being targeted by bullying.

Finally, if a child tells their parent that they are being bullied, the parent needs to act, White said. The parent should contact the school and possibly the authorities. Parents need to believe their children and do what is necessary to help their children when they are being bullied.

“Document and report cyberbullying,” White said. “Do not delete or erase messages that pertain to cyberbullying. The authorities can use it to possibly prosecute the person who is doing the bullying.”