

The purpose of this proposal is to reorganize squadrons around smaller, more active units to promote inter-squadron rivalries, competition, and enable command staff members to more easily reward squadron-level activity and recognize members for their contributions to the RS.

## **Current Squadron Layout**

### **Resurrection Squadron -**

CO: Danny "David Lee Japan" Qatar

Members: 12/12

### **Diamond Squadron -**

CO: Ceradan Jade

Members: 12/12

### **Red Dagger Squadron -**

CO: Anton "Ups" Nels

Members 12/12

At first glance, this is a healthy squadron layout, each squadron is full with 1 LoA in Diamond, however; digging deeper into activity and what these rosters would actually look like, the activity for the last four sessions (The past RL year) has been:

### **TBA Session -**

RDS - 30 Points, 5 Members Reporting

RZA - 22 Points, 3 Members Reporting

D - 2 Points, 2 Members Reporting

### **Shattering Strike -**

RZA - 35 Points, 7 Members Reporting

RDS - 20 Points, 8 Members Reporting

D - 7 Points, 3 Members Reporting

### **Dying Embers -**

RZA - 29 Points, 5 Members Reporting

D- 23 Points, 4 Members Reporting

RDS - 12 Points, 1 Member Reporting.

### **Triage -**

RZA - 40 Points, 6 Members Reporting

RDS - 19 Points, 6 Members Reporting

D - 17 Points, 6 Members Reporting

For these four sessions, RZA took the squadron top honors three times, RDS once, and Diamond unfortunately was only remotely competitive with the top squadron once, and even then had a 30% point gap. The average member participation for these four sessions were:

RZA - 5.25 Members/Session

RDS - 5 Members/Session

Diamond - 3 Members/Session

Therefore, the proposal is to break our three squadrons down into six, plus an academy squadron, reduce the responsibilities of the Squad CO, and increase intra-squadron rivalry and promote additional activity with increased recognition of these squadrons.

## **New Proposed Squadron Layout**

### **Resurrection Squadron -**

CO: Danny "David Lee Japan" Qatar

### **Diamond Squadron -**

CO: Ceradan Jade

### **Red Dagger Squadron -**

CO: Anton "Ups" Nels

### **Wildcard Squadron -**

CO: LGN Koah

### **Fireclaw Squadron -**

CO: TBD

### **Renegade Squadron -**

CO: TBD

### **Academy Squadron -**

CO: TBD

These squadrons will be reorganized into groups of six (6) members, with the option to expand as we continue on and gain new members. Currently as we have 36 people ON ROSTER, the proposal will be to fit everyone where they go. The Academy will be an exception to this, and will be unlimited. The Academy Squadron CO will be the Academy Executive Office CO.

These new squadrons will be populated by a one time RS-wide Squadron Draft. Members will put into the draft via a Google Sheet. An announcement will be made via E-mail, put on the

main page, and put in Discord; so all active members should be able to see it and sign up. This will additionally act as a lovely RS-wide AWOL check.

Each Squadron CO will, in turn, pick members to fill out their squadrons, the exact order is being worked on as this is a 'neutral' draft, all COs should have an equal chance to grab the members they want from the current active roster, however the FIRST ROUND will be based off of the squadrons' performance over the past year. Assuming they want to keep their positions, the first three draft picks will go to RZA, RDS, and Dagger in order. The new three squadrons will also stay in the order listed above, so the first three members to step up to claim one of the new Squad CO positions have incentive to do so sooner rather than later.

The full draft order will be put into the Draft Sign Up sheet, released in early December.

## **New Squadron CO Responsibilities and Powers**

Squadron COs will be responsible for promoting activity in their squadrons and will have only a few, measurable things that they have to do; but will also gain things that they can do to help their squadron out and create competition between their members.

Like General Activities and Multiplayer, ITOD scores will now be scaled to the number of members in a squadron to determine a winner, this will encourage Squad COs to at least poke their members to report on something each session.

Squadron COs will be measured on one of two metrics, whichever is more favorable:

Metric 1 - % Of Squadron Reporting on ITOD.

Metric 2 - % Of Squadron Reporting on General Activities.

These simple, measurable metrics, will make a Squad CO's job easy -- motivate your members, however you'd like.

Currently, I am only asking for one of these metrics to be 50% or better.

With these responsibilities will come additional THINGS, rewards, and powers that Squad COs will be able to exercise.

### **Squad COs will be allowed to trade pilots between Squadrons.**

Pilots will be able to be swapped between squadrons. Between each session, there will be a 1 week lag time before the next session starts. This will be the trade window for squadrons. Trades may be spoken about, negotiated, but they will happen in this one week gap.

Some general rules for transfers will be intact to prevent any sort of silly situations -

- 1 . Once traded a pilot cannot be traded again for the next three sessions.
2. Both Squad COs need to agree to the transfer.
3. The pilot can reject a transfer, in which case the squadron they would have gone to will receive Credits in compensation.

This new thing isn't meant to be some sort of 'squad stacking' mechanic, nor alienate players, the intent is to have an easy way for a squad member to try to find a place they are comfortable with; and enjoy. Additionally, the idea is to have some sort of perpetual vested interest in both your squad and other squadrons. By enabling trades both members and squad COs will potentially be encouraged to reach out and try to cooperate with other squads to encourage them to swap over -- and the Squad COs will have a vested interest in keeping their squadron mates engaged.

**Squad COs will be able to gain interesting, new, and unique rewards for their squadrons.**

As detailed in the next section, Squadrons will earn credits each session which will be able to be turned in for unique prizes, shout-outs, fictional tie-ins, rewards, etc. The squadron CO will have sole discretion over these credits, and may even use them as an incentive to another squadron to trade a pilot, etc.

**Squad COs will be directly looked at by command for possible awards/promotions/medals each session.**

To be honest, the RS is perpetually behind awarding Squadron COs properly for the work that they do. As I have placed squadrons directly under the RSXO, we are developing a solid, actionable plan to look at squadron COs each session (not just once in a blue moon) for proper recognition, thanks, and awards/promotions. Just meeting the metrics above, along with keeping participation up, **is** grounds for at least a thank you in the RS. For too long, we have taken 'status quo' as a bad thing, when really any sort of continual participation, especially measured over a long period of time, should be awarded. Considering we are **literally based on participation**, participation trophies are OK with additional rewards for exceptional persons.

## **New Squadron Currency and ITOD Fun Stuff**

Each session, the Squadron's ITOD score will be converted, scaled by their participation, to Credits, which the Squadron CO will be able to use for squadron based rewards.

For example, if RZA earns an ITOD score of 30, with half participation, they would earn 15 credits.

These credits will persist between sessions, and can be traded, along with pilots, to other squadrons.

They can additionally be redeemed for squadron-based rewards, and other fun things that will tie into the RS. The full system is still being developed (Expected Release in early December), but examples of what these credits will be able to be redeemed for include:

#### **Your Squadron becomes the ITOD Squadron**

Mission builders will use YOUR squadrons, including your pilots, in the actual missions themselves.

#### **Your Squadron gets a Fictional Profile**

Your full squadron will get a fictional profile posted as news to the front page, put on the Wiki, and promoted for the entire session as a 'get-to-know-your-heroes' sort of event.

#### **Your Squadron is built into the fiction**

You will be written directly into the fiction that we are creating in the RS, instead of being referred to as generic squadrons, or "The RS", it's **you (and your squad)** who will be permanently ingrained in our rich fiction.

#### **Various Levels of Squadron Commendation**

One of the things we are doing is updating medals, and we intend to create many levels of Squadron Commendations. You'll be able to reward your squadron with an upgradable commendation, permanently showing up on your profile to indicate the amount of activity your squadron has attained over time.

#### **Other Awards As Appropriate**

This is still a work in progress (As the FC is doing a billion things), so we can always expand this list over time. Feel free to add any suggestions you may have.

## **Timeline**

**Early November 2020** - Release Final Proposal to the RS as a whole, and populate the Draft List.

**December 15, 2020** - Have all seven Squad COs in place. Heavily promote the RS Draft as a Discord Event.

**December 31, 2020** - RS Draft List is finalized.

**Early January, 2021** - Hold the RS Draft, new squadrons are made.

**January 31, 2020** - Old session ends, new session begins, and this entire proposal goes into official effect with the new squadron layouts uploaded after the end-of-year session is scored.

Please feel free to COMMENT on this sheet and add your opinions

Insert -> Comment, and just highlight the section you want to comment on