



**DEPARTMENT OF THE NAVY**  
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MCO 1553.2D  
TECOM (PSD)  
23 June 2021

MARINE CORPS ORDER 1553.2D

From: Commandant of the Marine Corps  
To: Distribution List

Subj: MARINE CORPS FORMAL SCHOOL MANAGEMENT POLICY

Ref: See Enclosure (1)

Encl: (1) References

1. Situation

a. Through the 38th Commandant's Planning Guidance and 2030 Force Design initiative, the Commandant of the Marine Corps has directed the elevation of Training and Education Command (TECOM) to a three-star command. In this new capacity, the Commanding General (CG), TECOM joins the Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA) and the Deputy Commandant, Combat Development and Integration (CD&I) as one of the primary 3-star pillar owners having cognizance over the train, man, and equip functions, respectively.

b. Within the scope of the train function, CG, TECOM develops doctrine, training, and education policies; manages and allocates resources; and provides subject matter expertise and technical support to advise and enable the Fleet Marine Force (FMF) and supporting establishment in all matters related to Marine Corps training and education. CG, TECOM directly enhances force development, readiness, and lethality by supporting all aspects of the training and education continuum through direct oversight of five major subordinate commands (MSC), which include Training Command (TRNGCMD), Education Command (EDCOM), Marine Corps Recruit Depots (MCRD) San Diego and Parris Island, and Marine Air Ground Task Force Training Command (MAGTFTC).

c. As essential and integrated efforts, training, and education encompass a broad spectrum of complementary activities focused on the professional development of the total force - specifically at developing adaptive, decisive Marines and interoperable units capable of achieving decisive effect. These activities include, but are not limited to, the development of individual and collective training standards and outcomes, establishment and sustainment of Marine Corps formal schools and training detachments, professional military education (PME) opportunities that support service and joint force development requirements, oversight and management of worldwide Marine Corps training and education support resources, and the organization, management, and execution of training and education related planning organizations.

d. TECOM is broadly focused on evolving our current industrial age instructional model to establish a 21<sup>st</sup> Century learning environment that facilitates the integration of doctrine, policies, innovative technologies,

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and a renewed emphasis on warfighting and naval integration across the Marine Corps training and education continuum. Within this context, CG, TECOM develops, coordinates, resources, executes, assesses, and evaluates a broad range of training and education concepts, policies, plans, programs, activities, and investments to ensure Marines and units are mentally, morally, physically, cognitively, and tactically ready to meet the challenges of both current and future operational environments.

2. Cancellation. MCO 1553.2C

3. Mission. TECOM leads the Marine Corps training and education continuum from individual entry-level training, PME, and continuous professional development through unit, collective, and service-level training in order to produce warfighters and enhance warfighting units that enable the FMF to build and sustain the combat readiness required to fight and win today and in the future.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Purpose. Training and education sustains and enhances the combat readiness and lethality of the FMF. Accordingly, everything TECOM does must promote the professional development and warfighting capability of all Marines and Marine Corps units. The Nation expects our Corps to be able to consistently fight and win in the current and future operating environment as part of a capable and ready naval force. Further, the Marine Corps must continue to develop and return quality citizens to the Nation at the conclusion of their service. Marine Corps formal schools play a critical role in reinforcing these foundational precepts.

(2) Method. CG, TECOM, TECOM MSCs, and cognizant FMF commanders will establish and sustain formal learning venues that provide active student-centered learning experiences to prepare Marines and Sailors to perform capably in their FMF billets. We must ensure that training and education are both complementary and reinforcing to achieve success in this endeavor. Our formal schools will focus on developing learners with the cognitive capacities and competencies necessary to ensure their readiness to capably perform at assigned units or in specialized billets. We will ensure that instruction in all formal schools provides learners with the highest quality of academic rigor. Instruction will be supported by both objectives and outcomes, and it will imbue learners with not only "what" to think, but more importantly, "how" to think, decide, and act. It will blend knowledge and competency development within traditional and engaging, scenario-based training that requires learner flexibility, mental agility, critical-thinking, creativity, time-sensitive problem solving, and ethical decision-making. When practical, formal school curriculum design and development will further provide learning opportunities that include wargaming and increase naval understanding and military occupational specialty (MOS)-related naval orientation. Each opportunity should be aimed at reinvigorating and enhancing our collective ability to meet service responsibilities in support of the fleet. Additionally, formal schools will support the near-term implementation of a sustainable service-wide approach to train and educate Marines on the inherent value of establishing a more diverse and inclusive force.

(3) Endstate. Resilient Marines who possess a bias for ethical, intelligent action; are knowledgeable and decisive in applying their MOS skills at the appropriate level; can readily adapt at the team or unit-level to rapidly changing circumstances within ambiguous naval environments; and are highly capable of enabling Marine Corps units and supported warfighting organizations to fight and win in evolving and novel threat contexts.

b. Concept of Operations

(1) All Marine Corps formal learning venues, to include those schools outside the TECOM chain of command, unless exempt per reference (a), will adhere to the guidance contained in this directive to ensure standardization of practice and commonality of documentation. A formal school is defined as an institution that analyzes, designs, develops, implements, and evaluates POI or curricula approved by the appropriate general/flag officer to meet a specified training and education requirement. Reference (a) will be reviewed biennially and published, as required, in lieu of revising this order to promulgate the requirements and establish procedures to implement the policy.

(2) The standards and procedures set forth in references (a) through (w) apply to commanding officers (CO)/officers in charge (OIC)/directors (Dir) and all personnel assigned to Marine Corps formal schools. Formal school COs/OICs/Dirs will ensure that all POIs/curricula are developed based on the guidance contained in this order and references (a) through (c). Formal schools shall be administered to ensure continuity of service level outcomes and satisfaction of identified learning requirements.

(3) The Inspector General of the Marine Corps evaluates the functional area effectiveness of formal schools in the implementation of the procedures outlined in references (a) and (b) during periodic formal school inspections. CG, TECOM provides well-qualified subject matter experts to support these functional area evaluations and to support command assist visits (CAV) as requested or considered necessary.

c. Subordinate Element Tasks

(1) Commanding General, Training and Education Command (CG, TECOM)

(a) Act as the approval authority for all Marine Corps training and education standards and TECOM formal school POIs/curricula that are not formally assigned or delegated to TECOM MSCs for this purpose and support transitions of this authority as appropriate.

(b) Ensure TECOM formal schools possess well-qualified academic faculty, support staff, and a learning leader acumen that enhances active, student-centered learning focused on outcomes, and objectives as appropriate, to reinforce emerging learning requirements.

(c) Develop, coordinate, promulgate, monitor, and evaluate training and education policies, plans, concepts, and programs in formal schools, and ensure they support the progressive attainment of 21<sup>st</sup> Century learning tasks, outcomes, and critical capabilities.

(d) Incorporate simulation and wargaming capabilities within POI/curricula training design at formal schools and home station training in order to increase "reps and sets" and improve the efficiency and effectiveness of individual and collective cognitive skill development.

(e) Submit timely and accurate plans of action and milestones (POA&M) for course content review boards (CCRB) to the appropriate POI approval authority, and ensure coordination is conducted with designated Headquarters Marine Corps (HQMC) agencies to provide appropriate command representation and provide a feedback loop to maintain positive communication.

(f) Provide program oversight for the Defense Activity for Non-Traditional Education Support (DANTES) Military Evaluation Program.

(g) Ensure all formal schools implement a staff and faculty development plan.

(h) Ensure all formal schools implement a formal school evaluation plan.

(i) Provide CAV to requesting formal schools within capability.

(j) Support the TECOM CG's Inspection Program (CGIP) by conducting formal school functional area inspections per the Formal School Management (1553.2) inspection checklist and TECOM Order 5041.1.

(k) Develop and publish the annual training input plan (TIP) and related student registrar (REG) data based on requirements submitted by DC M&RA, HQMC, and other formal training and education requirements submitted by occupational field (OccFld) managers and Marine Forces (MARFOR) commanders.

(l) Incorporate operational safety, safety and occupational health, and risk management (RM) into POIs/curricula of all appropriate military and civilian training and education, per references (h) through (l).

(m) Review, approve, and designate courses meeting high risk training (HRT) criteria and provide HQMC Safety Division with an annual update of all identified courses.

(n) Delegate HRT approval authority to TECOM MSCs as appropriate.

(o) Design, manage, and maintain a Service-level automated information management system to develop, promulgate, record, evaluate, and track standards based training to serve the needs of the FMF and the supporting establishment.

(p) Ensure the Marine Corps Training and Information Management System (MCTIMS) integrates effectively with relevant training, education, talent management, readiness, and logistics systems and that formal schools fully leverage MCTIMS functionality in designing, developing, planning, executing, facilitating, assessing, and evaluating training execution.

(q) In coordination with the MARFORs, ensure formal schools, requirement sponsors, and the FMF use MCTIMS REG to maintain accountability of students from course commencement through graduation, per reference (g).

(r) Develop distance learning (DL) courseware within MarineNet for entry-level, MOS, and grade-specific professional development based on approved training and readiness (T&R) events and/or learning outcomes.

(s) Ensure Service-level training and education installations conduct appropriate screening and selection of sensitive military, civilian, and contractor positions that directly and regularly engage our recruits, officer candidates, midshipmen, and entry level Marines attending MOS training, per reference (m).

(t) Ensure occupational standards are gender neutral and accurately predict performance of actual, regular, and recurring duties of a military occupation and are applied equitably to measure individual capabilities, per references (n) through (p).

(u) Provide planning, policy, and resource support to enable Training Command to transform Train the Trainer School (T3S) into a learning institution that develops Marine Corps formal school instructors, curriculum developers, and school administrators into world class learning leaders.

(v) Develop an audit risk assessment checklist and inspect all HRT courses identified by TECOM formal schools on a triennial basis for compliance with this order and pertinent directives.

(w) Monitor the conduct of risk assessments for existing, modified, or new HRT courses and coordinate assessment/assistance requests.

(2) MARFOR Commanders, MSC Commanders, and HQMC Staff Agencies with OccFld Manager Oversight

(a) MARFOR and MSC commanders will act as POI approval authority for non-TECOM formal schools that fall directly under their cognizance.

(b) MARFOR and MSC commanders will ensure formal schools within their cognizance abide by the guidance in this directive and the references.

(c) Report issues concerning training or education to CG, TECOM (C 466) for coordinated resolution.

(d) Provide program effectiveness feedback on training and education matters affecting sponsored OccFlds to CG, TECOM (C 466).

(e) Assist CG, TECOM in the determination of T&R events and learning objectives/outcomes, revisions to existing curricula, the infusion of DL technologies, and the development and execution of an integrated curriculum plan for MOS and non-MOS learning requirements outlined in references (b) and (d) through (f).

(f) Solicit, develop, validate, prioritize, and submit TIP requirements to TECOM Student Registrar Branch (SRB) at [tecomtqmrequest@usmc.mil](mailto:tecomtqmrequest@usmc.mil).

(3) Deputy Commandant, Manpower and Reserve Affairs (DC, M&RA)

(a) Report specific manpower issues impacting training and education to CG, TECOM (C 466) for awareness and to coordinate resolution.

(b) Comply with coordinating instructions contained within the references for determining entry-level seat requirements at formal schools.

(c) Solicit, develop, validate, prioritize, and submit entry level and lateral movement TIP requirements to CG, TECOM.

(d) Ensure eligible and well qualified instructor candidates are assigned to Marine Corps formal schools/training detachments per MCO 1326.6.

(4) Director, Safety Division (SD) HQMC

(a) Provide assistance for HRT assessments to TECOM SD upon request.

(b) Conduct TECOM HRT assessments at least triennially.

(5) Commanding General, Training Command (CG, TRNGCMD)

(a) Exercise command and operational control of all Marine Corps formal schools and training detachments assigned to TRNGCMD.

(b) Per paragraph 4.c.(1)(a), CG, TRNGCMD is delegated POI approval authority for assigned formal schools and training detachments.

(c) Ensure TRNGCMD formal schools develop a well-qualified and trained academic faculty, support staff, and learning leader acumen that enhances active, student-centered learning and the attainment of outcomes and objectives that satisfy current/emerging 21<sup>st</sup> Century learning requirements.

(d) Ensure TRNGCMD formal school curriculum design incorporates an emphasis on scenario-based learning and/or wargaming opportunities designed to achieve learning objectives and outcomes, while reinforcing general naval understanding and MOS-specific naval orientation.

(e) Ensure TRNGCMD formal school curricula enhance learning by integrating training and education elements and methodologies in a complementary manner.

(f) Enforce policies and administrative procedures for the application of this order, per reference (a), (b), and risk management (RM) processes, per references (h) through (l).

(g) Require all subordinate elements to submit POIs to the approval authority for compliance review, validation, and approval every three (3) years at a minimum. When appropriate, ensure coordination is conducted with designated HQMC agencies to provide direction relative to special requirements, current vision and strategies, as well as the ever changing operating environment.

(h) Per paragraph 4.c.(1)(e), submit timely, accurate CCRB POA&Ms to the approval authority and coordinate with designated HQMC agencies to provide appropriate command representation and facilitate a feedback loop.

(i) Per paragraph 4.c.(1)(n), CG, TRNGCMD is delegated HRT approval authority from CG, TECOM to review, approve, and designate courses meeting HRT criteria.

(j) Provide CAVs to requesting TRNGCMD formal schools.

(k) Identify resources required to execute approved POIs and apply available resources consistent with applicable TECOM guidance.

(l) Per the annual TIP planning schedule, ensure all assigned formal schools submit course schedules for the current fiscal year (FY) and subsequent FY not later than three months after the publication of the current FY TIP.

(m) Per paragraph 4.c.(1)(f), submit approved POIs/curricula to the TECOM DANTES Military Evaluation Program representative for recommended course accreditation at least triennially or as required.

(n) Per paragraph 4.c.(1)(w), lead the transformation of T3S into a premier learning organization that develops Marine Corps formal school instructors, curriculum developers, and school administrators into world class leaders capable of designing, developing, and facilitating active, student-centered adult learning across the learning continuum by 2030.

(6) Commanding General, Education Command (CG, EDCOM)

(a) Exercise command and operational control of all Marine Corps formal schools assigned to EDCOM.

(b) Ensure EDCOM formal schools develop well-qualified and trained academic faculty, support staff, and a learning leader acumen that enhances active, student-centered learning and the attainment of outcomes and objectives that satisfy current/emerging 21<sup>st</sup> Century learning requirements.

(c) Ensure EDCOM formal school curriculum design incorporates an emphasis on scenario-based learning and/or wargaming opportunities designed to achieve learning objectives and outcomes, while reinforcing general naval understanding and MOS-specific naval orientation.

(d) Ensure EDCOM formal school curricula enhance learning by integrating training and education elements and methodologies in a complementary manner.

(e) Manage and enforce policies and administrative procedures for the application of this order, per reference (a) through (c), and RM processes, per references (h) through (l).

(f) Per paragraph 4.c.(1)(e), CG EDCOM is delegated curricula approval authority for EDCOM formal schools.

(g) Require all subordinate elements to submit curricula to CG EDCOM for validation and approval.

(h) Detail policies and procedures for all subordinate formal schools, per references (a) through (c), and (q) through (t).

(i) Design, develop and implement all resident and nonresident PME programs, per references (a) through (c), and (q) through (t).

(j) Resource approved curricula within the operational budget.

(k) Per paragraph 4.c.(1)(t), manage and maintain a Service level learning management system (e.g. MarineNet) to support DL requirements for

entry-level, MOS, and grade-specific professional development based on approved T&R events and/or learning outcomes.

(l) Per the annual TIP planning schedule, ensure all assigned formal schools submit course schedules for the current FY and subsequent FY not later than three (3) months after the publication of the current FY TIP.

(7) Commanding General, Marine Air Ground Task Force Training Center (CG, MAGTFTC)

(a) Exercise command and operational control of all Marine Corps formal schools assigned to MAGTF-TC.

(b) Per paragraph 4.c.(1)(a), CG, MAGTFTC is delegated POI approval authority for assigned formal schools and training detachments and will coordinate associated transition requirements with TECOM (C 466).

(c) Ensure MAGTFTC formal schools develop well-qualified and trained academic faculty, support staff, and a learning leader acumen that enhances active, student-centered learning and the attainment of objectives and outcomes that satisfy current/emerging 21<sup>st</sup> Century learning requirements.

(d) Ensure MAGTFTC formal school curriculum design incorporates an emphasis on scenario-based learning and/or wargaming opportunities designed to achieve learning objectives and outcomes, while reinforcing general naval understanding and MOS-specific naval orientation.

(e) Ensure MAGTFTC formal school curricula enhance learning by integrating training and education elements and methodologies in a complementary manner.

(f) Enforce policies and administrative procedures for the application of this order, per reference (a) and (b), and RM processes, per references (h) through (l).

(g) Unless exempt per reference (a), subordinate elements shall submit POIs having direct Marine Corps resource equity to CG, TECOM (C 466) for compliance review, validation, and approval every three years.

(h) Per paragraph 4.c.(1)(e), submit timely, accurate CCRB POA&Ms to the approval authority and coordinate with designated HQMC agencies to provide appropriate command representation and facilitate a feedback loop.

(i) Identify resources required to execute approved POIs and apply available resources consistent with applicable TECOM guidance.

(j) Per paragraph 4.c.(1)(r), CG, MAGTFTC is delegated HRT approval authority from CG, TECOM to review, approve, and designate courses meeting HRT criteria.

(k) Per the annual TIP planning schedule, ensure all assigned formal schools submit course schedules for the current FY and subsequent FY not later than three months after the publication of the current FY TIP.

(l) Per paragraph 4.c.(1)(f), submit approved POIs/curricula to the TECOM DANTES Military Evaluation Program representative for recommended course accreditation at least triennially or as required.



(8) Commanding General, Marine Corps Recruit Depot San Diego and Parris Island (CG, MCRDSD and MCRDPI)

(a) Exercise command and operational control of all assigned Marine Corps formal schools.

(b) Ensure MCRD formal schools develop well-qualified and trained academic faculty, support staff, and a learning leader acumen that enhances active, student-centered learning. Also, the attainment of objectives and outcomes that satisfy current and emerging 21<sup>st</sup> Century learning requirements.

(c) Reinforce basic naval understanding within recruit training.

(d) Enforce policies and administrative procedures for the application of this order, per reference (a), (b), and RM processes, per references (h) through (l).

(e) Ensure all drill instructor curricula enhance learning by integrating training and education elements and methodologies in a complementary manner.

(f) Submit all POIs to CG, TECOM for compliance review, validation, and approval every three years for the following assigned formal schools: Recruit Training and Drill Instructor Schools.

(g) Submit timely, accurate CCRB POA&Ms to CG, TECOM (C 466).

(h) Resource approved POIs within the operational budget.

(i) Per the annual TIP planning schedule, ensure all assigned formal schools submit course schedules for the current FY and subsequent FY not later than three months after the publication of the current FY TIP.

(j) Per paragraph 4.c.(1)(f), submit approved POIs/curricula to the TECOM DANTES Military Evaluation Program representative for recommended course accreditation at least triennially or as required.

5. Administration and Logistics

a. Recommendations. Forward recommended updates for this order to CG, TECOM Policy and Standards Division, Policy and Learning Branch (C 466).

b. This order applies to all Marine Corps formal school environments, to include joint and inter-service venues. It does not apply to off-duty or civilian education opportunities.

c. Safety and occupational health guidelines contained in references (h) through (l), as well as other applicable directives in the 5100 series, will be followed to facilitate execution of this order.

d. Chairman of the Joint Chiefs of Staff High Interest Training Issues (HITI). Per references (q) through (s), HITI are an un-prioritized list of special interest mission areas or operational capabilities published annually by the Chairman to ensure visibility by the combatant commands and combat support agencies in developing joint training plans. HITI identify areas that may reinforce formal school learning analysis and design.

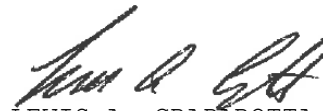
e. Privacy Act. Any misuse or unauthorized disclosure of Personally Identifiable Information (PII) may result in both civil and criminal penalties. The Department of the Navy (DON) recognizes that the privacy of an individual is a personal and fundamental right that shall be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities shall be balanced against the individuals' right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII shall be in accordance with the Privacy Act of 1974, as amended (5 U.S.C. 552a) and implemented per SECNAVINST 5211.5F.

f. Records Management. Records created as a result of this directive shall be managed according to National Archives and Records Administration (NARA)-approved dispositions per SECNAV M-5210.1 CH-1 to ensure proper maintenance, use, accessibility and preservation, regardless of format or medium. Records disposition schedules are located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management Division (DRMD) portal page at: <https://portal.secnave.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>. Refer to MCO 5210.11F for Marine Corps records management policy and procedures.

6. Command and Signal

a. Command. This Order is applicable to the Marine Corps Total Force.

b. Signal. This Order is effective the date signed.



LEWIS A. CRAPAROTTA  
Commanding General  
Training and Education Command  
By direction

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#### References

- (a) NAVMC 1553.2
- (b) NAVMC 1553.1A
- (c) MCO 1553.4B
- (d) MCO P3500.72A
- (e) NAVMC 3500.14C
- (f) MCO 1200.18
- (g) MCO 1553.10
- (h) MCO 1580.7E
- (i) MCO 5100.29C
- (j) MCO 3500.27C
- (k) NAVMC 5100.8
- (l) DoD Instruction 6055.01
- (m) Secretary of Defense Memorandum, Sensitive Screening in Support of Sexual Assault Prevention and Response (SAPR), 17 Apr 2014
- (n) Public Law 113-291, Section 524
- (o) Public Law 103-160
- (p) Public Law 113-66
- (q) CJCSM 3500.03E
- (r) CJCSI 1805.01A
- (s) CJCSI 3500.01H
- (t) CJCSI 1800.01F
- (u) SECNAV M-5210.1
- (v) SECNAVINST 5211.5F
- (w) 5 U.S.C 552a