

HQDA#:

Attachments Menu

**NCO EVALUATION REPORT (CSM/SGM)**

For use of this form, see AR 623-3 and DA PAM 623-3; the proponent agency is DCS, G-1.

**SEE PRIVACY ACT STATEMENT  
IN AR 623-3**

**PART I – ADMINISTRATIVE DATA**

a. NAME (Last, First, MI)		b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			g. STATUS CODE	h. UIC CODE	i. REASON FOR SUBMISSION
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)
FROM (YYYYMMDD)	THRU (YYYYMMDD)				

**PART II – AUTHENTICATION**

a1. NAME OF RATER (Last, First, MI)		a2. SSN	a3. RATER'S SIGNATURE		a4. DATE (YYYYMMDD)
a5. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT			a6. RATER'S EMAIL ADDRESS (.gov or .mil)		
b1. NAME OF SENIOR RATER (Last, First, MI)		b2. SSN	b3. SENIOR RATER'S SIGNATURE		b4. DATE (YYYYMMDD)
b5. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT			b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)		
c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, MI)		c3. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT		
c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)		

RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.

d1. COUNSELING DATES	INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE (YYYYMMDD)
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**PART III – DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)	
d. AREAS OF SPECIAL EMPHASIS	
e. APPOINTED DUTIES	

**PART IV – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: _____ Weight: _____ Within Standard? _____ (Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)	
c. <b>CHARACTER:</b> (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>	COMMENTS:

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
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**PART IV – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES** (Rater)

Provide narrative comments which demonstrate performance regarding organizational/strategic competencies (i.e., providing vision, motivation, and inspiration, leading and inspiring change, dealing with uncertainty and ambiguity, creates a positive environment to prepare for the future, expanding knowledge in cultural and geopolitical areas, self-awareness and recognition of impact on others, building team skills and processes, allocating the right resources, capitalizing on unified action partner assets, capitalizing on technology, accomplishes missions consistently and ethically) in the Rated NCO's current duty position. Remaining Attributes and Competencies must be addressed in the narrative. Presence as it relates to military and professional bearing, fitness, confident, and resilient. Intellect as it relates to mental agility, sound judgment, innovation, interpersonal tact, and expertise. Leads as it relates to leads others, builds trust, extends influence beyond chain of command, leads by example, and communicates. Develops as it relates to creates a positive command/workplace environment, fosters esprit de corps, prepares self, develops others, and stewards the profession. Achieves as it relates to gets results.

d. COMMENTS:

**RATER OVERALL PERFORMANCE**

e. This NCO's overall performance is rated as:

FAR EXCEEDED  
STANDARD

EXCEEDED  
STANDARD

MET  
STANDARD

DID NOT MEET  
STANDARD

f. COMMENTS:

**PART V – SENIOR RATER OVERALL POTENTIAL**

a. Select one box representing Rated NCO's overall potential compared to others in the same grade whom you have rated in your career. I currently senior rate \_\_\_\_ NCOs in this grade.

- MOST QUALIFIED (limited to <50%)
- HIGHLY QUALIFIED
- QUALIFIED
- NOT QUALIFIED

b. COMMENTS:

c. List two successive assignments and one broadening assignment (3-5 years).

**Successive Assignment: 1)**

**2)**

**Broadening Assignment:**