



# **Revised Officer Evaluation Reports 1 APR 14 Implementation**

OVERVIEW MOD 1



# Background

## ❑ Senior Leader focus for Evaluation Review:

- ✓ Re-establish the company grade box check
- ✓ Reduce the frequency of reports
- Establish and enforce rater accountability
- Strengthens relationship to leadership doctrine

(ADP 6-22)

- Incorporate ability to document, “data mine” and identify talent
- Address the “one size may not fit all” assessment of different skills and competencies at different grades
- Keep the OER relevant and adaptive

## ❑ SECARMY guidance (9 Mar 11):

- Ensure responsibilities are clearly defined and vested with appropriate individuals
- Assess the usefulness of Academic Evaluation Reports
- Identify clear standards to assist raters with drafting evaluation reports

### Informed By:

- 36<sup>th</sup> and 37<sup>th</sup> CSA framing guidance
- Other Services and Industry review
- Officer Selection Board AARs
- Profession of Arms Forum
- OPMS CoCs and GOSCs
- Army White Paper, The Profession of Arms
- Army Leader Development Strategy
- ADRP 6-22

**OER remains the primary tool documenting officer performance and potential**



# ***OER CHANGES***

- **Discourage creation of large senior rater populations (pooling)**
  - **Limits the use of Intermediate Raters**
- **Supplementary Review by an Army Officer for non-Army Rating Chains**
- **Assess performance based on leadership attributes and competencies**
- **Clear delineation of responsibilities: Rater-Performance; Senior Rater-Potential**
- **Four separate evaluation reports based on grade:**
  - **Company Grade (2LT-CPT & WO1-CW2)**
  - **Field Grade (MAJ-LTC & CW3-CW5)**
  - **Strategic Leaders (COL)**
  - **Brigadier General**
- **Implement a Rater Profile for the Company and Field Grade Forms**
- **Future Operational and Broadening Assignment Recommendations**
- **Redefine Senior Rater box label techniques (Less than 50% Top Box for LTC and below; 24/25% split for COL report (requires profile re-start))**
- **Support form realigned and mandatory for WO1-COL**
- **Evaluation Entry System (EES) replaces AKO**



# ***Strengthening the Rating Chain***

## **Develop regulatory guidance to strengthen rating chain accountability**

- The updated policy strengthens accountability within the members of a rating chain to maintain relationships that provide rated officers with leaders who have first-hand knowledge of their responsibilities, performance and potential.

Still allows commanders and senior leaders to be responsible for designating rating schemes / approved one level up (up to 3-Star HQ)

- Intermediate Raters limited to special branches and dual supervisor situations

**Supplementary Review:** In instances when there are no uniformed Army designated rating officials for the Rated Officer, an Army Officer within the organization will be designated as a Uniformed Army Advisor and perform a supplementary review.

- The Uniformed Army Advisor will be an U.S. Army officer, normally senior to the senior rater, within the organization.
- The Uniformed Army advisor will monitor evaluation practices, provide assistance and advice to rating officials (as required) on matters pertaining to Army evaluations.
  - Applies in Joint Environments
  - Applies where DoD and DA Civilians serve as Rater and Senior Rater
  - Applies in multi-national environments



# Company Grade Form Page 1

•Administrative data remains consist with the old OER (67-9)

Highlights the need for a supplementary reviewer is required by updated AR / DA PAM 623-3

•Addresses the completion of the multi-source assessment feedback

•Rater's comments pertaining to APFT move to page 1

•Performance block checks and the Rater's overall performance assessment

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT						See Privacy Act Statement in AR 623-3.	
PART I - ADMINISTRATIVE (Rated Officer)							
a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)	
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			h. UIC		i. REASON FOR SUBMISSION		
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	l. NON RATED CODES	m. NO. OF ENCLOSURES	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)		
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)							
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN	a3. RANK	a4. POSITION			
a5. EMAIL ADDRESS (.gov or .mil)		a6. SIGNATURE			a7. DATE (YYYYMMDD)		
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (Optional)	b3. RANK	b4. POSITION			
b5. EMAIL ADDRESS (.gov or .mil)		b6. SIGNATURE			b7. DATE (YYYYMMDD)		
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)		c2. SSN	c3. RANK	c4. POSITION			
c5. SENIOR RATER'S ORGANIZATION		c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)			
		c8. SENIOR RATER PHONE NUMBER		c10. SIGNATURE		c11. DATE (YYYYMMDD)	
d. This is a referred report, do you wish to make comments?				e1. SIGNATURE		e2. DATE (YYYYMMDD)	
<input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				e1. SIGNATURE		e2. DATE (YYYYMMDD)	
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No				f2. NAME OF REVIEWER (Last, First, Middle Initial)			
f3. RANK		f4. POSITION		f5. Comments Enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No			
f6. SIGNATURE		f7. DATE (YYYYMMDD)		g. MSAF Date (YYYYMMDD)			
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE				b. POSITION AOC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES							
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)							
a. APFT Pass/Fail/Profile: <input type="checkbox"/> Date: <input type="text"/> Height: <input type="text"/> Weight: <input type="text"/> Within Standard? <input type="checkbox"/> Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? <input type="text"/>							
b. This Officer's overall Performance is Rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 60% in EXCELS.) I currently rate _____ Army Officers in this grade. A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review: <input type="checkbox"/> Yes <input type="checkbox"/> No (explain in comments below) EXCELS (49%) <input type="checkbox"/> PROFICIENT <input type="checkbox"/> CAPABLE <input type="checkbox"/> UNSATISFACTORY <input type="checkbox"/>							
Comments:				Up to 4 lines of text			



# Company Grade Form Page 2

## •Focused on Attributes and Competencies (6-22)

- Character
- Presence
- Intellect
- Leads
- Develops
- Achieves

## •Intermediate Rater if applicable

## •Senior Rater block checks redefined to better identify leader potential

- Most Qualified
- Highly Qualified
- Qualified
- Not Qualified

HQDA#:		SSN	PERIOD COVERED: FROM (YYYYMMDD)	THRU (YYYYMMDD)
<b>c. 1) Character:</b> (Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)				
<b>c. 2) Presence:</b> (Military and Professional Bearing, Fitness, Confident, Resilient)				
<b>c. 3) Intellect:</b> (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)		Up to 4 lines of text		
<b>c. 4) Leads:</b> (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)				
<b>c. 5) Develops:</b> (Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)				
<b>c. 6) Achieves:</b> (Gets Results)				
PART V - INTERMEDIATE RATER				
Up to 5 lines of text				
PART VI - SENIOR RATER				
<b>a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)</b>		<b>b. I currently senior rate _____ Army Officers in this grade.</b>		
<input type="checkbox"/> MOST QUALIFIED (limited to 40%)		Up to 5 lines of text		
<input type="checkbox"/> HIGHLY QUALIFIED				
<input type="checkbox"/> QUALIFIED				
<input type="checkbox"/> NOT QUALIFIED				
		<b>c. COMMENTS ON POTENTIAL:</b>		
		<b>d. List 3 future <u>SUCCESSIVE</u> assignments for which this Officer is best suited:</b>		



# Rater Box Check

Rater overall assessment of rated officer's performance compared to officers in same grade

- Limited to Company and Field Grade forms

e. **This Officer's Overall Performance is Rated as:** (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.) I currently rate \_\_\_\_\_ Army Officers in this grade.

☐ EXCELS☒ PROFICIENT☐ CAPABLE☐ UNSATISFACTORY

Comments:

## Example Rater Label:

HQDA COMPARISON OF THE RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT

RO: RANK SOLDIERS  
NAME  
SSN: xxx-xx-xxxx  
DATE:

R: RANK/GRADE  
NAME  
SSN: xxx-xx-xxxx  
TOTAL RATINGS:

RATINGS THIS OFFICER:  
Comments:



# ***Rater Profile***

- **Maintain less than 50% of reports written by grade in the “Excels” box (for Raters of LTCs and below)**

- **Flexibility - Raters have a “credit” of 3 in the “Proficient” box to start profile**
- **OER profiles calculated based on date Rater “Locks” the profile**
  - **May not Lock profile earlier than 14 days prior to report THRU Date**

**OERs are due at HRC within 90 days after the thru date of evaluation**

- **Senior Rater sequencing does not interfere with the Rater’s Locked profile**
  - **Maintain a working copy of your rater profile and monitor for accuracy**
- Profile calculators will be provided in EES for raters to use, which will assist with profile anagement**



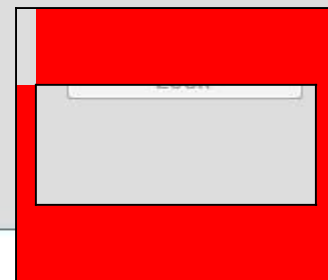


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# How to Lock the Rater Profile

FIELD GRADE PLATE (O4 - O5; CW3 - CW5) OFFICER EVALUATION REPORT For use of this form, see AR 623-3 the proponent agency is DCS, G-1		SEE PRIVACY ACT STATEMENT IN AR 623-3
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES AND ATTRIBUTES (Rater)		
e. This Officer's Overall Performance is Rated As:(Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have known in your career. Managed at less than 50% in EXCELS.)		
I currently rate <u>3</u> Army Officers in this grade.		
EXCELS (49%) <input type="radio"/>	PROFICIENT <input checked="" type="radio"/>	CAPABLE <input type="radio"/>
UNSATISFACTORY <input type="radio"/>		
Comments:		
Performance Evaluation Comments Continued		
Overall Performance Rating <a href="#">Profile Stats</a>	No. of Officers currently rated in this grade <u>3</u>	
<b>Performance Rating has been locked for profiling.</b>		
An overall performance indication of EXCELS is not authorized as your profile does not support. If you have other evaluations to process that would allow this report to process with an EXCELS indication, process those first. If you have any further questions, please contact Human Resources Command Evaluation Policy Section at (502) 613-9019, DSN 635		
EXCELS (49%) <input type="radio"/>	PROFICIENT <input checked="" type="radio"/>	CAPABLE <input type="radio"/>
UNSATISFACTORY <input type="radio"/>		
Are you serving as both the rater and senior rater? <input type="radio"/> Yes <input checked="" type="radio"/> No		
Comments for Overall Performance Rating: MAJ Lewis performs at the level expected of a junior Field Grade Officer.		
<div>Previous</div> <div>Exit</div> <div>Next</div> <div>Go to Signatures</div> <div>Print Draft</div>		

Allows Raters to see their profile





# Rater Assessment: Company Grade Form

•Focused on core attributes and competencies in ADP 6-22

•More prescriptive

•Performance based assessment

•Narrative only (4 lines per entry)

•Mandatory entry for each Attribute/Competency

•Encourages specific discussion with Rated Officer on desired traits

Comments on performance  
not potential

c. 1) **Character:**

(Include narrative comments addressing Rated Officer's performance as it relates to adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline.)

A true professional and leader; embodies the Army Values in all that he does. Bill tactfully instills discipline and the Warrior Ethos in his subordinates. He consistently uses sound, informed judgment.

c. 2) **Presence:**

(Military and Professional Bearing, Fitness, Confident, Resilient)

Displays confidence and enthusiasm while projecting a positive command presence that permeates his unit; evidenced by his company's 275 APFT average, best in the brigade.

c. 3) **Intellect:**

(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)

c. 4) **Leads:**

(Leads Others, Builds Trust Extends Influence beyond the Chain of Command, Leads by Example, Communicates)

c. 5) **Develops:**

(Creates Positive Environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)

c. 6) **Achieves:**

(Gets Results)



# Field Grade Form MAJ/LTC; CW3-CW5 Page 1

•Administrative data remains consist with the CO Grade evaluation

•Raters have the opportunity to comment on possible broadening and operational assignments

Attribute of Character is highlighted on the Field Grade Form

HQDA#:		Attachments Menu			
<b>FIELD GRADE PLATE (O4 - O5; CW3 - CW5) OFFICER EVALUATION REPORT</b> For use of this form, see AR 623-3; the proponent agency is DCS, G-1.					
<b>PART I - ADMINISTRATIVE (Rated Officer)</b>					
a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND		h. UIC		i. REASON FOR SUBMISSION	
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	l. NON RATED CODES	m. NO. OF ENCLOSURES	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)
<b>PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)</b>					
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN	a3. RANK	a4. POSITION	
a5. EMAIL ADDRESS (.gov or .mil)		a6. SIGNATURE			a7. DATE (YYYYMMDD)
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (Optional)	b3. RANK	b4. POSITION	
b5. EMAIL ADDRESS (.gov or .mil)		b6. SIGNATURE			b7. DATE (YYYYMMDD)
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)		c2. SSN	c3. RANK	c4. POSITION	
c5. SENIOR RATER'S ORGANIZATION	c6. BRANCH	c7. COMPONENT		c9. EMAIL ADDRESS (.gov or .mil)	
c8. SENIOR RATER PHONE NUMBER		c10. SIGNATURE			c11. DATE (YYYYMMDD)
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		e1. SIGNATURE			e2. DATE (YYYYMMDD)
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No		f2. NAME OF REVIEWER (Last, First, Middle Initial)			
f3. RANK	f4. POSITION		f5. Comments Enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No		
f6. SIGNATURE		f7. DATE (YYYYMMDD)		g. MSAF Date (YYYYMMDD)	
<b>PART III - DUTY DESCRIPTION</b>					
a. PRINCIPAL DUTY TITLE			b. POSITION AOC/BRANCH		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES					
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)</b>					
a. APFT Pass/Fail/Profile: <input type="checkbox"/> Date: _____ Height: _____ Weight: _____ Within Standard? _____ Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? <a href="#">Reset Item a. APFT/Pass/Fail/Profile</a>					
b. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING BROADENING ASSIGNMENTS					
c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING OPERATIONAL ASSIGNMENTS					
d1. <u>Character:</u> (Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)					



# Rater Recommended Assignments

## (Field Grade and Strategic Level)

### Field Grade Plate- Rater Recommended

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

a. APFT Pass/Fail: \_\_\_\_\_ DATE: \_\_\_\_\_ b. HEIGHT \_\_\_\_\_ WEIGHT: \_\_\_\_\_ WITHIN STANDARD? Yes/No: \_\_\_\_\_  
(Comments required for “failed” APFT, or “profile” when precludes performance of duty, and “no” for Army weight standards)

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING            ASSIGNMENTS:

d. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING            ASSIGNMENTS:

### Strategic Grade Plate- Rater Recommended

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

a. APFT Pass/Fail: \_\_\_\_\_ DATE: \_\_\_\_\_ b. HEIGHT \_\_\_\_\_ WEIGHT: \_\_\_\_\_ WITHIN STANDARD? Yes/No: \_\_\_\_\_  
(Comments required for “failed” APFT, or “profile” when precludes performance of duty, and “no” for Army weight standards)

c. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING            ASSIGNMENTS:



# Field Grade Form MAJ/LTC; CW3-CW5 Page 2

•Rater comments on the Officer's performance against the Attributes and Competencies during the rating period

•Box checking philosophy remain consistent; less than 50% Excels

•Rater's overall performance is further codified in the Comments section

HQDA#:		NAME		SSN	PERIOD COVERED: FROM (YYYYMMDD)	THRU (YYYYMMDD)
<p>d2. Provide narrative comments which demonstrate <u>performance</u> regarding field grade competencies and attributes in the Rated Officer's current duty position. (i.e. demonstrates excellent presence, confidence and resilience in expected duties and unexpected situation, adjusts to external influence on the mission or taskings and organization, prioritizes limited resources to accomplish mission, proactive in developing others through individual coaching counseling and mentoring, active learner to master organizational level knowledge, critical thinking and visioning skills, anticipates and provides for subordinates on-the-job needs for training and development, effective communicator across echelons and outside the Army chain of command, effective at engaging others, presenting information and recommendations and persuasion, highly proficient at critical thinking, judgment and innovation, proficient in utilizing Army design method and other to solve complex problems, uses all influence techniques to empower others; proactive in gaining trust in negotiations, remains respectful, firm and fair. Fully supports SHARP and creates a positive command/workplace environment.)</p>						
COMMENTS:						
Up to 5 lines of text						
e. This Officer's overall Performance is rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 60% in EXCELS.)						
I currently rate _____ Army Officers in this grade.						
A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review: <input type="checkbox"/> Yes <input type="checkbox"/> No (explain in comments below)						
EXCELS (48%) <input type="checkbox"/> PROFICIENT <input type="checkbox"/> CAPABLE <input type="checkbox"/> UNSATISFACTORY <input type="checkbox"/>						
Comments:						
Up to 4 lines of text						
PART V - INTERMEDIATE RATER						
Up to 5 lines of text						
PART VI - SENIOR RATER						
a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)				b. I currently senior rate _____ Army Officers in this grade.		
<input type="checkbox"/> MOST QUALIFIED (limited to 40%) <input type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED				c. COMMENTS ON POTENTIAL:		
				Up to 5 lines of text		
				d. List 3 future <u>SUCCESSIVE</u> assignments for which this Officer is best suited:		



# ***Rater Assessment: Field Grade Form***

**d2. Provide narrative comments which demonstrate performance regarding field grade competencies and attributes in the Rated Officer's current duty position.** (i.e. demonstrates excellent presence, confidence and resilience in expected duties and unexpected situation, adjusts to external influence on the mission or taskings and organization, prioritizes limited resources to accomplish mission, proactive in developing others through individual coaching counseling and mentoring, active learner to master organizational level knowledge, critical thinking and visioning skills, anticipates and provides for subordinates on –the-job needs for training and development, effective communicator across echelons and outside the Army chain of command, effective at engaging others, presenting information and recommendations and persuasion, highly proficient at critical thinking, judgment and innovation, proficient in utilizing Army design method and other to solve complex problems, uses all influence techniques to empower others; proactive in gaining trust in negotiations, remains respectful, firm and fair. Fully supports SHARP and supports a positive command/workplace environment )

Comments:

- **Narrative comments focused on performance in line with field grade competencies and attributes**
- **Limited to 5 lines of text**
- **Performance based assessment; no comment on potential**





# Senior Rater Box Check

- Four box profile remains consistent with current system; provides more options for senior raters
  - Highly Qualified and Qualified enable greater stratification
- Most Qualified becomes the control box (limited to less than 50%)
- No restart of profile; no close-out reports
- Continue to mask 2LT/1LT after promotion to CPT; WO1 after selection to CW3

a. POTENTIAL COMPARED WITH  
OFFICERS SENIOR RATED IN SAME  
GRADE (OVERPRINTED BY DA)

☐

**Most Qualified**  
(limited to 49%)

☐

**Highly Qualified**

☐

**Qualified**

☐

**Not Qualified**

## Box Check Assessment

**MOST QUALIFIED**: Strong potential for  
BZ and CMD; potential ahead of peers

**HIGHLY QUALIFIED**: Strong potential for  
promotion with peers

**QUALIFIED**: Capable of success at the  
next level; promote if able

**NOT QUALIFIED**: Not recommended for  
promotion



# COL Report Page 1

HQDA#:

Attachments Menu

•Admin data mirrors  
Company and Field Grade  
forms

Raters will recommend  
future strategic assignments  
to assist talent managers in  
placing the Rated Officer  
into their next duty  
assignment

STRATEGIC GRADE PLATE (O6) OFFICER EVALUATION REPORT						See Privacy Act Statement in AR 623-3.	
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.							
PART I - ADMINISTRATIVE (Rated Officer)							
a. NAME (Last, First, Middle Initial)		b. SSN		c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIC		i. REASON FOR SUBMISSION	
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	l. NON RATED CODES	m. NO. OF ENCLOSURES	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)		
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)							
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN		a3. RANK	a4. POSITION		
a5. EMAIL ADDRESS (.gov or .mil)		a6. SIGNATURE			a7. DATE (YYYYMMDD)		
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (Optional)		b3. RANK	b4. POSITION		
b5. EMAIL ADDRESS (.gov or .mil)		b6. SIGNATURE			b7. DATE (YYYYMMDD)		
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)		c2. SSN		c3. RANK	c4. POSITION		
c5. SENIOR RATER'S ORGANIZATION		c6. BRANCH	c7. COMPONENT		c9. EMAIL ADDRESS (.gov or .mil)		
		c8. SENIOR RATER PHONE NUMBER		c10. SIGNATURE		c11. DATE (YYYYMMDD)	
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				e1. SIGNATURE		e2. DATE (YYYYMMDD)	
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input type="checkbox"/> No				f2. NAME OF REVIEWER (Last, First, Middle Initial)			
f3. RANK		f4. POSITION		f5. Comments Enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No			
f6. SIGNATURE		f7. DATE (YYYYMMDD)		g. MSAF Date (YYYYMMDD)			
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE				b. POSITION AOC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES							
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)							
a. APFT Pass/Fail/Profile: <input type="checkbox"/> Date: _____ Height: _____ Weight: _____ Within Standard? _____				Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? <input type="button" value="Reset Item a. APFT/Pass/Fail/Profile"/>			
b. THIS OFFICER POSSESSES SKILLS AND QUALITIES FOR THE FOLLOWING STRATEGIC ASSIGNMENTS							
c1. Character: (Adherence to Army Values, Empathy, and Warrior Ethos/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)							





# COL Report Page 2

•Rater's of COLs will comment on the Officer's potential

HQDA#:		NAME		SSN	PERIOD COVERED: FROM (YYYYMMDD) THRU (YYYYMMDD)
<small>c2. Provide narrative comments which demonstrate performance and potential regarding strategic competencies in the Rated Officer's current duty position. (i.e. providing vision, motivation, and inspiration, negotiating within and beyond national boundaries, building strategic consensus, 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. Fully supports SHARP and creates a positive command/workplace environment.)</small>					
<small>A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review <input type="checkbox"/> YES <input type="checkbox"/> NO (explain)</small>					
COMMENTS ON PERFORMANCE:					
Up to 5 lines of text					
COMMENTS ON POTENTIAL:					
Up to 5 lines of text					
PART V - INTERMEDIATE RATER					
PART VI - SENIOR RATER					
a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)			b. I currently senior rate _____ Army Officers in this grade.		
<input type="checkbox"/> MULTI-STAR POTENTIAL (limited to 24%) <input type="checkbox"/> PROMOTE TO BG (25% to 49%) <input type="checkbox"/> RETAIN AS COLONEL <input type="checkbox"/> UNSATISFACTORY			c. COMMENTS ON POTENTIAL:		
<small>Note: Combined cumulative percentages of both "MULTI-STAR POTENTIAL" and "PROMOTE TO BG" must be less than 50%.</small>			d. List 3 future <u>SUCCESSIVE</u> assignments for which this Officer is best suited:		

•Senior Rater box check labels change from Company and Field Grade Officer forms



# Senior Rater Box Check

- No Rater “box check”
- Rater narrative comments focused on performance and potential
- Change Box Check Terminology and option of 24% and 25 - 49% limits (more restrictive than current system)
- More clearly identifies the best compared to current system
- Requires restart of COL population
- Senior Rater will receive a “credit” of 5 to start profile in “Retain as Colonel” block
- Senior Rater philosophy will best determine how to describe the rated officer’s General Officer Potential

a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)		Two ACOM Boxes
<input type="checkbox"/> <b>MULTI-STAR POTENTIAL</b> (Limited to no more than 24%)	<b>CUMULATIVE % Remains less than 50%</b>	<b>Multi-Star</b> limited to 24% of total reports  <b>Promote To BG</b> limited to 25 – 49.9% of total reports
<input type="checkbox"/> <b>PROMOTE TO BG</b> (25% to 49%)		
<input type="checkbox"/> <b>RETAIN AS COLONEL</b>		
<input type="checkbox"/> <b>UNSATISFACTORY</b>		

Note: Combined cumulative percentages of both “MULTI-STAR POTENTIAL” and “PROMOTE TO BG” will not exceed 49%



# BG Report

•1-Page OER for BGs

•Rater and Senior rater both comment on character and potential

•No rater and senior rater box check

•Processes thru HRC to Officers Army Military Human Resource Record

HQDA#:

[Attachments Menu](#)

STRATEGIC GRADE PLATE (O7) OFFICER EVALUATION REPORT						See Privacy Act Statement in AR 623-3.	
PART I - ADMINISTRATIVE (Rated Officer)							
a. NAME (Last, First, Middle Initial)		b. SSN		c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIC		i. REASON FOR SUBMISSION	
j. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD)		k. RATED MONTHS	l. NON RATED CODES	m. NO. OF ENCLOSURES	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)		
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)							
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN		a3. RANK	a4. POSITION		
a5. EMAIL ADDRESS (.gov or .mil)		a6. SIGNATURE			a7. DATE (YYYYMMDD)		
b1. NAME OF SENIOR RATER (Last, First, Middle Initial)		b2. SSN		b3. RANK	b4. POSITION		
b5. SENIOR RATER'S ORGANIZATION		b6. BRANCH	b7. COMPONENT		b9. EMAIL ADDRESS (.gov or .mil)		
		b8. SENIOR RATER PHONE NUMBER		b10. SIGNATURE		b11. DATE (YYYYMMDD)	
c. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				d1. SIGNATURE		d2. DATE (YYYYMMDD)	
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE				b. POSITION ADC/BRANCH			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES							
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)							
a. APFT Pass/Fail/Profile: <input type="checkbox"/> Date: _____ Height: _____ Weight: _____ Within Standard? _____ Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards? <a href="#">Reset Item a. APFT/Pass/Fail/Profile</a>							
b. COMMENTS ON CHARACTER & POTENTIAL:							
PART V - SENIOR RATER EVALUATION							
COMMENTS ON CHARACTER & POTENTIAL:							



# OER Support Form Page 1

MILPER 13-349  
released 3 DEC 13

- Data transferable between the support and evaluation forms within EES

- Facilitates the rater's ability to easily complete future OERs

- Performance based counseling tool

- Ties performance objectives to measureable accomplishments

HQDAE:				FINAL DRAFT		Attachments Menu	
<b>OFFICER EVALUATION REPORT SUPPORT FORM</b> For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.						SEE PRIVACY ACT STATEMENT IN AR 623-3	
<b>PART I - ADMINISTRATIVE (Rated Officer)</b>							
a. NAME (Last, First, Middle Initial)		b. SSN	c. GRADE/ RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (STATUS CODE)	
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIC CODE	i. THRU DATE OF LAST COMPLETED EVALUATION		
j. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)				k. MSAF DATE			
<b>PART II - AUTHENTICATION</b>							
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN	a3. RANK	a4. POSITION	a5. EMAIL ADDRESS (.gov or .mil)		
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (OPTIONAL)	b3. RANK	b4. POSITION	b5. EMAIL ADDRESS (.gov or .mil)		
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)		c2. SSN	c3. RANK	c4. POSITION	c5. EMAIL ADDRESS (.gov or .mil)		
c6. SENIOR RATER'S ORGANIZATION		c7. BRANCH	c8. COMPONENT	c9. SENIOR RATER PHONE NUMBER			
d1. INDIVIDUAL TO PERFORM SUPPLEMENTARY REVIEW (Last, First, Middle Initial) - (IF REQUIRED)			d2. RANK	d3. POSITION	d4. EMAIL ADDRESS (.gov or .mil)		
<b>PART III - VERIFICATION OF FACE - TO - FACE DISCUSSION</b>							
MANDATORY RATER/RATED OFFICER INITIAL FACE-TO-FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON (DATE) RATED OFFICER INITIALS RATER INITIALS SENIOR RATER INITIALS							
RATED OFFICER ACCESS TO SUPPORT FORMS PRIOR TO INITIAL COUNSELING: RATER (Date ) SENIOR RATER (Date )							
PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:							
DATE	RATED OFFICER INITIALS	RATER INITIALS	SENIOR RATER INITIALS				
DATE	RATED OFFICER INITIALS	RATER INITIALS	SENIOR RATER INITIALS				
DATE	RATED OFFICER INITIALS	RATER INITIALS	SENIOR RATER INITIALS				
<b>PART IV - RATED OFFICER - DUTIES AND RESPONSIBILITIES</b>							
a. PRINCIPAL DUTY TITLE:				b. POSITION AOC/BRANCH:			
c. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES							
<b>PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS</b>							
a. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:				b. LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENT:			



# OER Support Form Page 2

•Nested with the current leadership doctrine (ADRP 6-22)

- Character
- Presence
- Intellect
- Leads
- Develops
- Achieves

•Pages 3-5 of the form contain instructions to assist

HQDA#:

PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS CONTINUED Describe adherence to leadership attributes and demonstration of competencies	
<b>A. CHARACTER: (Army Values, Empathy, Warrior Ethos/Service Ethos, Discipline - see ADRP 6-22)</b> INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:   LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:   	
<b>B. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience - see ADRP 6-22); (Safety/ Individual and unit deployment readiness/Support of behavioral health goals, AR 623-3 and Mission Command Principles, see ADP 6-0, addressed under fitness and resilience)</b> AFPT GOALS: PU <input type="text"/> SU <input type="text"/> RUN <input type="text"/> HEIGHT/WEIGHT <input type="text"/> (ONLY AS NEEDED) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:   LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:   	
<b>C. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, expertise - see ADRP 6-22 and ADRP 6-0)</b> INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:   LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:   	
<b>D. LEADS: (Leads others, builds trust, extends influence beyond the chain of command, Leads by example, Communicates-see ADRP 6-22 and ADRP 6-0)</b> INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:   LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:   	
<b>E. DEVELOPS: (Creates a positive environment/Fosters esprit de corps, prepares self, Develops others, Stewards the profession - see ADRP 6-22 )</b> MSAF PROJECTED COMPLETION DATES IAW AR 350-1 DATE: <input type="text"/> INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:   LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:   	
<b>F. ACHIEVES: (Gets Results - see ADRP 6-22 and ADRP 6-0)</b> INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:   LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:   	



# ***Evaluation Entry System (EES)***

- **EES is the revised web-based tool in development at HRC, which will be used to complete and submit evaluations.**
- **EES will consolidate AKO MyForms wizard, IWRS, excel profile calculators, etc.**
- **Benefits of EES:**
  - **Enhanced wizard to guide rating chain and Human Resource professionals in preparing the evaluation**
  - **Multi-pane dashboard allows user to view data input and form simultaneously**  
**Built-in tool to view and manage Rater and Senior Rater profiles**
  - **Provides quick reference to AR 623-3 and DA PAM 623-3**
  - **Eliminates accessing multiple systems and consolidates evaluation tools to one system**
  - **Does not delay evaluation processing due to rater profile “misfires” (automatic downgrade)**



# Evaluation Entry System (EES) Landing Page



## Evaluation Entry System U.S. Army Human Resources Command



Main Menu ▾

### Support Links:

#### Evaluation Support and Help

- [Evaluation and Training Tools](#)
- [Appeals and Corrections](#)
- [Evaluation Entry System Users Guide](#)
- [Ask an Expert](#)
- [Frequently Asked Questions](#)

#### External Links and Resources

- [AR623-3](#)
- [DA PAM 623-3](#)
- [S1 NET](#)
- [MYBOARDFILE](#)
- [IWRS](#)
- [USER Survey and Feedback](#)
- [Army Doctrine](#)
- [Army Doctrine References](#)

## Welcome to the HRC Evaluations Entry System

Please select an option below:

Create OER Support Form

Edit OER Support Form

Create NCOER Support Form

Edit NCOER Support Form

Create New OER

Create New NCOER

Continue/View  
Active Evaluations

Evaluation Status  
and Management Tools (IWRS)

View Senior Rater Profile  
where I am a delegate

View my Rater  
and Senior Rater Profile

Manage Rating Chain

View Forms

Signature Removal

Manage Delegates

Rated Soldier	End Date	Status
ALVORD, ANDREW 1LT	20130801	In Progress
SMITH, CPT		In Progress
SMEDLAP, 1LT		In Progress

Name	Role	Signed?	View
HOLLIFIELD	Rater	No	<a href="#">Go</a>
JONES	Senior Rater	No	<a href="#">Go</a>

ALVORD, ANDREW MAJ	20100531	In Progress
SMITH, 1LT		In Progress
SMITH, CPT		In Progress

\*Click row for more information

## Recent OER Support Form Activity:

Rated Soldier	End Date	Role
VO, SON CPT	20130531	Delegate
VO, SON CW2	20081205	Delegate
CLINTON, YOLANDA CPT	20081207	Delegate
TERRY, ERROL CPT	20130531	Delegate
MATEO, SAMUEL CPT	20130531	Delegate
DYER, ISAAC CPT	20130531	Delegate
MCHUGH, JEREMY CPT	20130531	Delegate
BALDUS, JOSHUA CPT	20130531	Delegate
CUNNANE, JOHN CPT	20120731	Delegate
PRESTON, NICHOLAS CPT	20120731	Delegate

\*Click row for more information

<https://evaluations.hrc.armymil>



## *Questions*

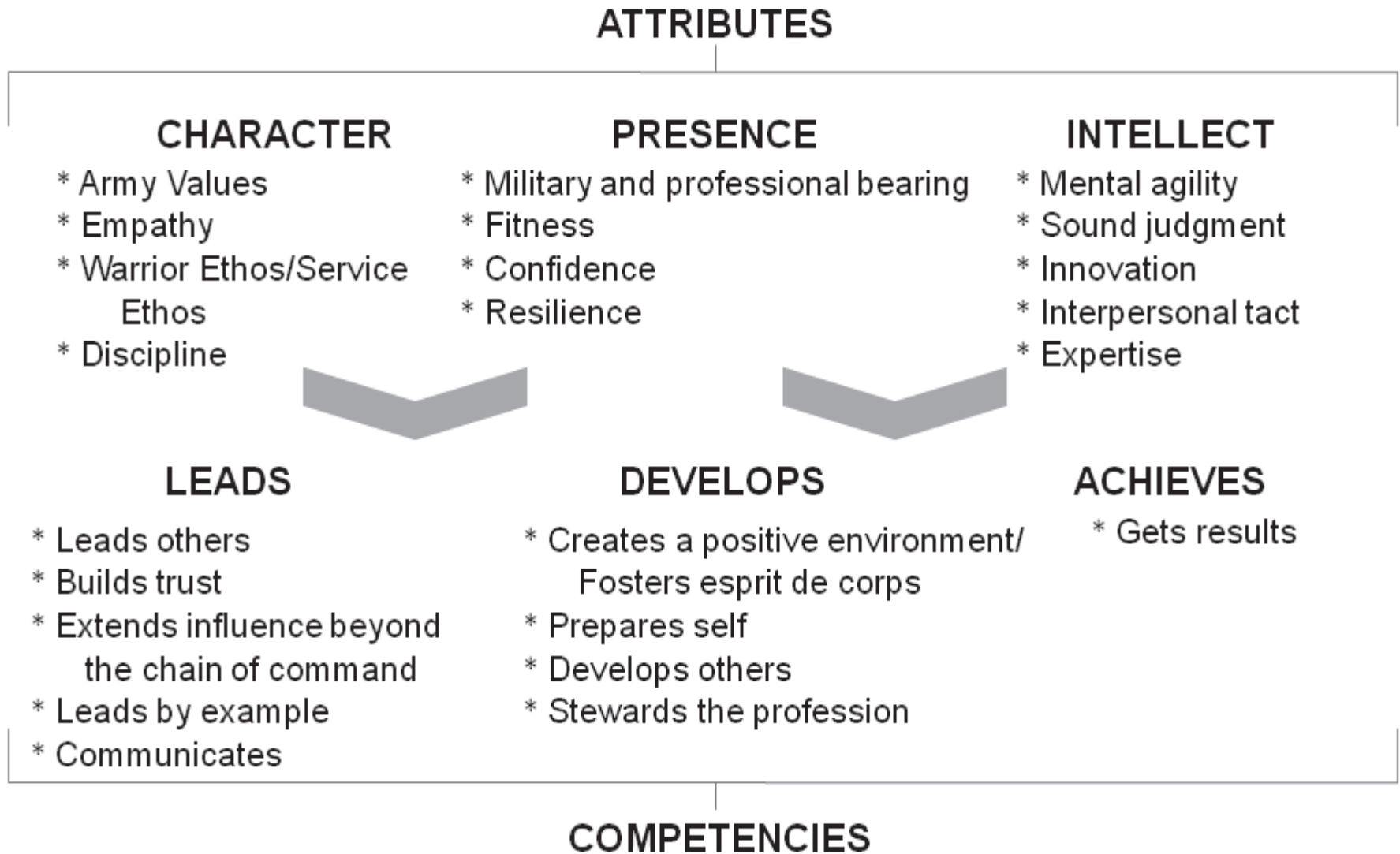




## ***Backup Data***



# Army Leadership Requirements



ADRP 6-22 AUG 2012 Figure 1-1. The Army leadership requirements model



# O-4 Broadening Experiences

<u>Functional</u>	<u>Institutional</u>	<u>Academia &amp; Civilian Enterprise</u>	<u>JLIM</u>
<ul style="list-style-type: none"> <li>•ASCC <ul style="list-style-type: none"> <li>•OPS/Plans Officer</li> <li>•WFF Chief</li> </ul> </li> <li>•ASA/DCS <ul style="list-style-type: none"> <li>•Asst XO</li> <li>•ADC</li> <li>•Division Chief (BR/FA Specific)</li> </ul> </li> <li>•USACE <ul style="list-style-type: none"> <li>•DCO</li> </ul> </li> <li>•ARCIC WFF Chief/Manager</li> <li>•AMC <ul style="list-style-type: none"> <li>•COCOM LNO</li> <li>•OCLL LNO</li> </ul> </li> <li>•CTC <ul style="list-style-type: none"> <li>•Senior OC-T</li> <li>•JRTC Village Stability Director</li> </ul> </li> <li>•AC/RC OC-T</li> <li>•DA/ASA/DCS <ul style="list-style-type: none"> <li>•Division Chief</li> <li>•Director.</li> </ul> </li> <li>•AWG (Forward Ops Chief)</li> <li>•TRADOC <ul style="list-style-type: none"> <li>•CAC WFF Chief/SME</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>•CIG Action Officer</li> <li>•SA/CSA/ASA/DCS <ul style="list-style-type: none"> <li>•Asst XO</li> <li>•ADC</li> <li>•Special Assistant</li> <li>•Strategic Plans Officer</li> <li>•AOC Action Officer</li> <li>•Speech writer</li> </ul> </li> <li>•DA Staff Asst XO</li> <li>•HRC Branch Chief</li> <li>•AWC Staff</li> <li>•CGSC Faculty</li> <li>•Recruiting Command HQs (BDE XO, S3)</li> <li>•TRADOC HQs (LNO, ARCIC Chief, DIV Chief)</li> <li>•CAC <ul style="list-style-type: none"> <li>•DIV Chief</li> <li>•Doctrine Dev</li> <li>•CDID Project Officer</li> <li>•Exercise Officer</li> <li>•Action Officer</li> </ul> </li> <li>•ASCCs <ul style="list-style-type: none"> <li>•OPS/Plans Officer</li> </ul> </li> <li>•Cadet Command HQs</li> <li>•USAREC HQs</li> <li>•1st Army/5th Army Staff</li> <li>•FORSCOM HQs</li> </ul>	<ul style="list-style-type: none"> <li>•Fellowships</li> <li>•PMS/APMS</li> <li>•USMA Faculty/Staff <ul style="list-style-type: none"> <li>•Directorate</li> <li>•BTO</li> </ul> </li> <li>•Training With Industry</li> </ul>	<ul style="list-style-type: none"> <li>•AIDE TO PRES/VP</li> <li>•COCOM/Joint Staff Asst XO</li> <li>•COCOM HQs Commandant</li> <li>•UN Staff Officer</li> <li>•DCE Region OPS Officer</li> <li>•DOS Defense Trade Analyst</li> <li>•OSD <ul style="list-style-type: none"> <li>•Analyst</li> <li>•Planner</li> <li>•Emergency Ops officer Assistant</li> <li>•Watch Officer</li> </ul> </li> <li>•COCOM/Joint Staff <ul style="list-style-type: none"> <li>•Analyst</li> <li>•OPS/PLANS/JOC</li> <li>•WFF Chief</li> <li>•Chiefs/Liaisons</li> <li>•IA Liaisons</li> <li>•Watch Officer</li> </ul> </li> <li>•NORTHCOM Regional Support Chief</li> <li>•State IG</li> <li>•OCLL Liaison</li> <li>•Sister Service Faculty</li> <li>•TRADOC Sister Service LNO</li> <li>•Transition Team</li> <li>•Military Observer</li> <li>•Allied Program Manager</li> <li>•NGB Staff</li> <li>•CGSC IA Fellow</li> </ul>



# O-5 Broadening Experiences

<u>Functional</u>	<u>Institutional</u>	<u>Academia &amp; Civilian Enterprise</u>	<u>JJIM</u>
<ul style="list-style-type: none"> <li>•ASCC               <ul style="list-style-type: none"> <li>•OPS/Plans Officer</li> <li>•WFF Chief</li> </ul> </li> <li>•ASA/DCS               <ul style="list-style-type: none"> <li>•Asst XO</li> <li>•ADC</li> <li>•Division Chief (BR/FA Specific)</li> </ul> </li> <li>•USACE               <ul style="list-style-type: none"> <li>•DCO</li> </ul> </li> <li>•ARCIC WFF Chief/Manager</li> <li>•AMC               <ul style="list-style-type: none"> <li>•COCOM LNO</li> <li>•OCLL LNO</li> </ul> </li> <li>•CTC               <ul style="list-style-type: none"> <li>•Senior OC-T</li> <li>•JRTC Village Stability Director</li> </ul> </li> <li>•AC/RC OC-T</li> <li>•DA/ASA/DCS               <ul style="list-style-type: none"> <li>•Division Chief</li> <li>•Director.</li> </ul> </li> <li>•AW G (Forward Ops Chief)</li> <li>•TRADOC               <ul style="list-style-type: none"> <li>•CAC WFF Chief/SME</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>•CIG Action Officer</li> <li>•SA/CSA/ASA/DCS               <ul style="list-style-type: none"> <li>•Asst XO</li> <li>•ADC</li> <li>•Special Assistant</li> <li>•Strategic Plans Officer</li> <li>•Speech writer</li> </ul> </li> <li>•DA Staff Asst XO</li> <li>•HRC Branch Chief</li> <li>•AWC Staff</li> <li>•CGSC Faculty</li> <li>•Recruiting Command HQs (BDE XO, S3)</li> <li>•TRADOC HQs (LNO, ARCIC Chief, DIV Chief)</li> <li>•CAC               <ul style="list-style-type: none"> <li>•DIV Chief</li> <li>•Doctrine Dev</li> </ul> </li> <li>•ASCCs               <ul style="list-style-type: none"> <li>•OPS/Plans Officer</li> </ul> </li> <li>•Cadet Command HQs</li> <li>•USAREC HQs</li> <li>•1st Army/5th Army</li> <li>•IMCOM</li> <li>•CSA Strategic Studies Group</li> <li>•Army Strategic Planner</li> <li>•FORSCOM HQs</li> </ul>	<ul style="list-style-type: none"> <li>•Fellowships</li> <li>•PMS/APMS</li> <li>•USMA Faculty/Staff               <ul style="list-style-type: none"> <li>•RTO</li> <li>•Instructor</li> <li>•HQs/Staff</li> </ul> </li> <li>•AWC Faculty</li> <li>•CGSC Faculty</li> </ul>	<ul style="list-style-type: none"> <li>•AIDE TO PRES/VP</li> <li>•COCOM/Joint Staff Asst XO</li> <li>•COCOM HQs Commandant</li> <li>•JCS Regional COCOM Desk Chief</li> <li>•OSD               <ul style="list-style-type: none"> <li>•Analyst</li> <li>•Planner</li> <li>•Strategist</li> <li>•Desk Chief</li> <li>•POL-MIL Planner</li> <li>•Military Assistant</li> <li>•Speechwriter</li> </ul> </li> <li>•COCOM/Joint Staff               <ul style="list-style-type: none"> <li>•Division Chief</li> <li>•TNG/Readiness</li> <li>•OPS/PLANS/JOC</li> <li>•WFF Chief</li> <li>•Chiefs/Liaisons</li> <li>•IA Liaisons</li> </ul> </li> <li>•NORTHCOM Regional Support Chief</li> <li>•State IG</li> <li>•OCLL Liaison</li> <li>•Sister Service Faculty</li> <li>•TRADOC Sister Service LNO</li> <li>•Transition Team</li> <li>•Military Observer</li> <li>•Allied Program Manager</li> <li>•NGB Staff</li> </ul>



# O-6 Broadening Experiences

<u>Functional</u>	<u>Institutional</u>	<u>Academia &amp; Civilian Enterprise</u>	<u>JJIM</u>
<ul style="list-style-type: none"> <li>•ASCC               <ul style="list-style-type: none"> <li>•Division Chief</li> <li>•Red Team</li> <li>•OPS</li> <li>•Plans</li> <li>•IG</li> </ul> </li> <li>•ASA/DCS               <ul style="list-style-type: none"> <li>•XO</li> <li>•Mil Assistant</li> <li>•Division Chief (BR/FA Specific)</li> </ul> </li> <li>•USACE               <ul style="list-style-type: none"> <li>•DCO</li> </ul> </li> <li>•TRADOC Capabilities Mgr</li> <li>•AMC               <ul style="list-style-type: none"> <li>•Command Directors</li> <li>•PM</li> <li>•COS</li> <li>•XO</li> </ul> </li> <li>•CTC COG</li> <li>•DA/ASA/DCS               <ul style="list-style-type: none"> <li>•Division Chief</li> <li>•Director.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>•HRC CIG Chief</li> <li>•SA/CSA/ASA/DCS               <ul style="list-style-type: none"> <li>•XO</li> <li>•Mil Assistant</li> <li>•Division Chief (BR/FA Specific)</li> </ul> </li> <li>•DA Staff XO</li> <li>•HRC DIV Chief</li> <li>•CAC Director</li> <li>•AWC Director</li> <li>•CGSC Faculty</li> <li>•Recruiting Command HQs</li> <li>•TRADOC HQs</li> <li>•CAC Director               <ul style="list-style-type: none"> <li>•CAL</li> <li>•COIN</li> <li>•DTAC</li> <li>•SAMS</li> </ul> </li> <li>•ASCCs               <ul style="list-style-type: none"> <li>•Division Chief</li> </ul> </li> <li>•Cadet Command HQs</li> <li>•USAREC HQs</li> <li>•1<sup>st</sup> Army/5<sup>th</sup> Army</li> <li>•IMCOM</li> <li>•CSA Strategic Studies Group</li> <li>•Army Strategic Planner</li> <li>•FORSCOM HQs</li> </ul>	<ul style="list-style-type: none"> <li>•SSC Fellowships</li> <li>•PMS</li> <li>•USMA Faculty/Staff</li> <li>•AWC Faculty</li> <li>•CGSC Faculty</li> <li>•SAMS Faculty</li> </ul>	<ul style="list-style-type: none"> <li>•AIDE TO VP</li> <li>•COCOM/Joint Staff XO</li> <li>•JCS Regional COCOM Desk Chief</li> <li>•OSD               <ul style="list-style-type: none"> <li>•Analyst</li> <li>•Planner</li> <li>•Strategist</li> <li>•Desk Chief</li> <li>•POL-MIL Planner</li> <li>•Military Assistant</li> </ul> </li> <li>•COCOM/Joint Staff               <ul style="list-style-type: none"> <li>•Division Chief</li> <li>•TNG/Readiness</li> <li>•OPS/PLANS</li> <li>•IG</li> <li>•Special OPS Chiefs/Liaisons</li> <li>•IA Liaisons</li> </ul> </li> <li>•DOS Desk Chief</li> <li>•AWC Director Joint Multi-national studies</li> <li>•CAC Joint Allied Studies</li> <li>•Defense Coordination Officer</li> <li>•State IG</li> <li>•OCLL Director/Liaison</li> <li>•ALSA Director</li> <li>•Sister Service Faculty</li> <li>•Allied PM Foreign Mil Sales</li> <li>•DISA DIV Chief</li> </ul>



# O-3 Broadening Experiences

## Functional

- ASCC
  - OPS/Plans Officer
  - WFF Chief
- CTC
  - OC-T
- AC/RC
  - OC-T
- TRADOC
  - SGL
  - Training/Ops officer
- INSCOM
  - G2 Watch Officer

## Institutional

- CIG Action Officer
- SA/CSA/ASA/DCS
  - ADC
  - Special Assistant
- HRC
  - Assignment Officer
  - HQs
- TRADOC
  - Ops Officer
  - Analyst
- CAC
  - Doctrine Dev
  - Project Officer
  - Officer
  - Action Officer
- ASCCs
  - OPS/Plans Officer
- USAREC
  - Staff
  - Company CMD

## Academia & Civilian Enterprise

- Fellowships
- ACS
- Training with Industry
- APMS
- USMA Faculty/Staff
  - TAC
  - Instructor

## JIM

- JCS Intern
- PEOC Watch Officer
- OSD
  - Watch Officer
- Transition Team



# ***Rater Box Check Defined***

## **Excels:**

Results far surpass expectations. The officer readily (fluently/naturally/effortlessly) demonstrates a high level of the all attributes and competencies. Recognizes and exploits new resources; creates opportunities. Demonstrates initiative and adaptability even in highly unusual or difficult situations. Emulated; sought after as expert with influence beyond unit. Actions have significant, enduring, and positive impact on mission, the unit and beyond. Innovative approaches to problems produce significant gains in quality and efficiency

## **Proficient:**

Consistently produces quality results with measurable improvement in unit performance. Consistently demonstrates a high level of performance for each attribute and competency Proactive in challenging situations. Habitually makes effective use of time and resources; improves position procedures and products. Positive impact extends beyond position expectations.

## **Capable:**

Meets requirements of position and additional duties. Capable of demonstrating Soldier attributes and competencies and frequently applies them; Actively learning to apply them at a higher level or in more situations. Aptitude, commitment, competence meets expectations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration.



Name	Type Rpt	Thru Date	Box Checks				Profile				Total Reports	Date Due to HRC	%Total Multi Star	%Total Prom to EG	COMB%
			MULTI STAR	PROMOTE TO BG	RETAIN AS COL	NOT QUAL	MULTI STAR	PROMOTE TO BG	RETAIN AS COL	NOT QUAL					
Credit	NA	NA		0	5		0	0	5	0	5	NA	0	#VALUE!	
Example, Mark	ANN	20140415		1	0		0	1	5	0	6	20140715	0	16.7	16.67%
Example, Sam	CTR	20140501		1			0	2	5	0	7	20140801	0	28.6	28.57%
Example, Amb	SRO	20140515		1			0	3	5	0	8	20140815	0	37.5	37.50%
Example, Bob	SRO	20140530		1			0	4	5	0	9	20140830	0	44.4	44.44%
Example, June	ANN	20140601		1			0	5	5	0	10	20140901	0	50	50.00%
Example, Tom	ANN	20140615		1			0	6	5	0	11	20140915	0	54.5	54.55%
							0	6	5	0	11				
							0	6	5	0					
							0	6	5	0					

1: Senior Rater given a credit of 5 Retain as Colonel.

2: Senior Rater profile calculated upon Electronic Submission via EES or Hard Copy to HCA

3: Senior Rater must stay below 50% for MDST QUALIFIED evaluations.

4: Officers will be evaluated and profiled at promotable grade if listed as (P) in the Part I rank block of the

5: (P) means officer is promotable and serving in an authorized position at the promotable grade