

Revised Officer Evaluation Reports 1 APR 14 Implementation

OVERVIEW MOD 1



- 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
 ovaluation reports

OER remains the primary tool documenting officer performance and potential



- 36th and 37th 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



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



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 multisource assessment feedback

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

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

| HQDA#: | | | | | | | | | Attachments Menu |
|--|--------------------------------|--------------------|------------------------|----------------------|-------------|-------------------|-------------|--------------------|----------------------|
| COMPANY GRADE PLATE | | | | | TION RE | PORT | - | | ivacy Act |
| For use of this f | orm, see AR 6 | | | y is DCS, G-1. | Officiari | | S | tatement | t in AR 623-3. |
| . NAME (Last, First, Middle Initial) | | FARIT-A | b. SSN | CATIVE (nated) | c. RANK | d. DATE (| DF RANK | e. BRANC | CH 1. COMPONENT |
| | | | | | | | (100) | | (Status Code) |
| . UNIT, ORG., STATION, ZIP CODE OR A | PO MAJOR C | OMMAND | | | h. UIC | | ABON EC | DR SUBMIS | BION |
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| J. PERIOD COVERED | k. RATED MONTHS | L NON RATED | m | NO. OF | n. RATED | OFFICER'S EM | AIL ADDP | RESS (.gov | |
| FROM (YYYYMMDD) THRU (YYYYMMDD) | MONTHS | CODES | | ENGLOSURES | | | | | |
| PART II - AUTHENTICATION (| Rated officer's | signature verifi | ies officer l | as seen comple | eted OER I | Parts I-VI and | the admi | inistrative | data is correct) |
| a1. NAME OF RATER (Last, First, Middle Ind | | <u> </u> | | a2.88N | | a3. RANK | a4. POS | | , |
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| 5. EMAIL ADDRESS (.gov or .mil) | | | | a6. SIGNATURE | | | | 1 | a7. DATE (YYYYMMDD) |
| 1. NAME OF INTERMEDIATE RATER (Las | t, First, Middle In | 100 | | b2. SSN (Option | a/) | b3. RANK | b4. POS | BITION | |
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| 5. EMAIL ADDRESS (.gov or .mil) | | | | 6. SIGNATURE | | | • | 1 | 57. DATE (YYYYMMDD) |
| | | | | THE RM | | | | | |
| 1. NAME OF SENIOR RATER (Last, First, A | Nddle Initial) | | | c2. 88N | | c3. RANK | c4. POS | SITION | |
| 5. SENIOR RATER'S ORGANIZATION | c6. BRANCH | c7. COMPONENT | т | c9. EMAIL ADD | RESS (.gov | | | | |
| | | | | | | | | | |
| | c8. SENIOR F | ATER PHONE N | UMBER | c10. SIGNATUR | E | | | | c11. DATE (YYYYMMDD |
| d. This is a referred report, do you wish to ma | ke commente? | | | e1. SIGNATURE | - | | | | e2. DATE (YYYYMMDD) |
| | | tached No | | TTHE R. | - | | | Ľ | |
| 11. Supplementary Review Required? | | | | 12. NAME OF R | EVIEWER (| Last, First, Midd | ie initial) | | |
| 13. RANK | Yes No 14. POSITION | | | | | | | | |
| I. PARK | H4. POSITION | | | 15. Comments E | nciosed | Yes | | No | |
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| a. PRINCIPAL DUTY TITLE | | PAR | T III - DUT | b. POSITION AC | | - | | | |
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| C. SIGNIFICANT DUTIES AND RESPONSIB | ILITIES | | | • | | | | | |
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| PART IV - PERF | | | PROFESS | ONALISM, CO | MPETENC | IES, AND AT | TRIBUTE | E S (Rater) |) |
| a. APFT Pass/Fail/Profile: | | Date: | | eight | | Weight: | i there a | | Standard? |
| Comments required for "Failed" APFT, or " | Profile" when it j | preciudes performa | ance of duty | , and "No" for Arm | y weight at | andaros?ross | st toem a | AFFI/Fd66 | aramerome |
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| b. This Officer's overall Performance is Rated your career. Managed at less than 60% in | as: (Select one EXCELS.) | box representing | Rated Offic | er's overall perform | nance comp | ared to others o | of the same | e grade who | om you have rated in |
| I currently rate Army Officers in t | | | | | | | _ | | |
| A completed DA Form 67-10-1A was receiv EXCELS (49%) P | ved with this rep ROFICIENT | | d in my evak VPABLE | | TIBFACTOR | | in comme | nts below) | |
| EXCELS (49%) P | | | | UNSA | | | | | |
| Comments: | | | | | | | | | |
| | | Up to | o 4 line | es of text | | | | | |
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DA FORM 67-10-1, XXX 2013



Company Grade Form Page 2

| Focused on Attribu | tes |
|--|--------|
| 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

| NAME: | | | | | |
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| | | 88N | PERIOD COVERED: FROM (| YYYYMMDD) | THRU (YYYY), MAD |
| 1) Observator | | | | | |
| c. 1) <u>Charaoter</u> : | | | | | |
| (Adherence to Army Values, Empathy, and Warrior Ethos/ | | | | | |
| Service Ethos and Discipline. Fully | | | | | |
| supports SHARP, EO, and EEO.) | | | | | |
| c. 2) Presence: | | | | | |
| (Military and Professional | | | | | |
| Bearing, Filness, Confident, | | | | | |
| Resilient) | | | | | |
| | | | | | |
| c. 3) intellect: | | | | | |
| (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, | Un | to 4 lines of t | ext | | |
| Expertise) | υp | | OAL | | |
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| c. 4) <u>Leads</u> : | | | | | |
| (Leads Others, Builds Trust, | | | | | |
| Extends influence beyond the Chain | | | | | |
| of Command, Leads by Example, Communicates) | | | | | |
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| c. 5) <u>Develops</u> : (Creates a positive command/ | | | | | |
| workplace environment/Fosters | | | | | |
| Esprit de Corps, Prepares Seif, | | | | | |
| Develops Others, Stewards the Profession) | | | | | |
| c. 6) <u>Aohieves</u> : | | | | | |
| (Gets Results) | | | | | |
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| | PARTV | - INTERMEDIATE RATE | R | | |
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Rater overall assessment of rated officer's <u>performance</u> 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.

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| Comments: | | | |

Example Rater Label:

| OFILE AND BOX CHECK AT THE TIME THIS REPORT |] |
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| R: RANK/GRADE | |
| NAME | |
| SSN: xxx-xx-xxxx | |
| TOTAL RATINGS: | |
| _ | R: RANK/GRADE NAME SSN: xxx-xx-xxxx |



•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



How to Lock the Rater Profile

| FL | ELD GRADE PLATE (O4 - C For use of this form, see | SEE PRIVACY ACT STATEMENT IN AR 623-3 | | |
|---------------------------------|--|--|---|--|
| | PART IV - PERFOR | MANCE EVALUATION - F | PROFESSIONALISM, COMPETENCIES | AND ATTRIBUTES (Rater) |
| | erall Performance is Rated n your career. Managed at less | | enting Rated Officer's overall performance of I Cul | compared to others of the same grade rrently rate <u>3</u> Army Officers in this grade. |
| EXCELS (49%) | PROF | FICIENT | CAPABLE | UNSATISFACTORY |
| 0 | 59 | ۲ | 0 | 0 |
| Overall Performance | ating has been locke | ued r ed for profiling. | ws Raters to see to No. of Officers currently rated in this g | |
| | with an EXCELS indication (502) 613-9019, DSN 635 PROFICIENT | n, process those first. If yo CAPABLE | ou have any further questions, please UNSATISFACTORY | e contact Human Resources Command Evaluation |
| (45%) | (@) | | | |
| | ~ | | | |
| 🔿 Yes 💿 No | s both the rater and senior rall Performance Rating: | rater? | | |
| O Yes O No Comments for Over | rall Performance Rating: | | unior Field Grade Officer. | · |



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

not potentia

•Encourages specific discussion with Rated Officer on desired traits

Comments on performance -

| c. 1) <u>Character</u> : (Include narrative comments addressing Rated Officer's performance as it relates to adherance to <i>Army Values, Empathy, and</i> <i>Warrior Ethos/Service Ethos and Discipline.</i>) | 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 <i>Bearing, Fitness, Confident,</i> <i>Resilient</i>) | 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#: | | | | | | | | | Attachmen | ts Menu |
|--|-------------------------------------|--|---------------|----------------------------|---------------|----------------------------|--------------|----------|----------------|---------------------------|
| FIELD GRADE PLATE (C | | | | | N REPC | DRT | ~ | | rivacy Act | - |
| For use of this f | orm, see AR 623 | | | ATIVE (Rated) | Officiari | | St | atemen | t in AR 623- | 3. |
| a. NAME (Last, First, Middle Initial) | | TAKIT-A | b. 88N | CALLED VALUES | c. RANK | d. DATE | OF RANK | e. BRAN | CH 1. COMPO | |
| | | | | | | | MMDD) | | (Status 0 | code) |
| g. UNIT, ORG., STATION, ZIP CODE OR / | PO, MAJOR CON | MMAND | | | h. UIC | | EASON FO | R SUBMIS | BBION | |
| | | | | | | | | | | - |
| J. PERIOD COVERED FROM (YYYYMMDD) THRU (YYYYMMDD) | | L NON RATED CODES | m | NO. OF ENCLOSURES | n. RATED | OFFICER'S EN | AIL ADDR | ESS (.go | v or .mil) | |
| | 'I I | | | | | | | | | |
| PART II - AUTHENTICATION (a1. NAME OF RATER (Last, First, Middle Init | | ignature verifi | ies officer h | as seen comple a2.88N | eted OER P | Parts I-VI and a3. RANK | a4. POS | | data is correc | t) |
| an reverse of forter (cast, rest, those the | | | | 01.00N | | 12. POINT | | | | |
| a5. EMAIL ADDRE88 (.gov or .mll) | | | | a6. SIGNATURE | | | - | | a7. DATE (YYY | YMMDD) |
| b1. NAME OF INTERMEDIATE RATER (Las | t, First, Milddie Initia | a0 | | b2.88N (Option | ai) | b3. RANK | 64. POS | ITION | | |
| b5. EMAIL ADDRESS (.gov or .mil) | | | | b6. SIGNATURE | | | | | b7. DATE (YYY | YMMDD) |
| c1. NAME OF BENIOR RATER (Last, First, I) | | | | c2. 88N | | c3. RANK | c4. POS | ITION | | |
| c5. SENIOR RATER'S ORGANIZATION | c6. BRANCH c7 | COMPONENT | । र | c9. EMAIL ADD | RESS (.gov | or .mil) | | | | |
| | CB. SENIOR RA | TER PHONE N | | c10. SIGNATUR | E | | | | c11. DATE (YY | YYMMDD) |
| | | | | Mitrane | | | | | | |
| d. This is a referred report, do you wish to ma Referred Yes, o | ake comments? comments are attac | hed No | | e1. SIGNATURE | | | | | e2. DATE (YYY | YMMDD) |
| fl. Supplementary Review Required? | Yes No | | | 12. NAME OF R | EVIEWER (L | ast, First, Mido | lle Initial) | 1 | | |
| 13. RANK | 14. POSITION | | | 15. Comments E | inclosed | Yes | | bio. | | |
| 15. SIGNATURE | | 17. DATE (YY | YYMMDD) | g. MSAF Date (| YYYYMMDD | | | | | |
| | | PAR | T III - DUT | I Y DESCRIPTIO | N | | | | | |
| a. PRINCIPAL DUTY TITLE | | | | b. POSITION AC | C/BRANCH | 1 | | | | |
| C. SIGNIFICANT DUTIES AND RESPONSIB | ILITIES | | | | | | | | | |
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| PART IV - PERF | | | | | | - | TRIBUTE | | | |
| a. APFT Pass/Fall/Profile: Comments required for "Failed" APFT, or " | Dat Profile" when it pre | | | eight: and "No" for Arm | | veight: andards? Rec | et item a. A | | standard? | |
| section required for Faired APP1, or | Since amenia pre | enormality of the second s | Lines of only | | y mengine des | | | | | |
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| b. THIS OFFICER POSSESSES SKILLS AN | D QUALITIES FOR | R THE FOLLOW | VING BROAD | DENING ASSIGN | MENTS | | | | | |
| | | | | | | | | | | |
| C. THIS OFFICER POSSESSES SKILLS AN | D QUALITIES FOR | R THE FOLLOW | ING OPER/ | ATIONAL ASSIGN | IMENTS | | | | | |
| d1. <u>Charaolor</u> : (Adherence to Army Values, Empathy, and Warrior Ethos:/Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.J | | | | | | | | | | |
| DA FORM 67-10-2, XXX 2013 | | | | | | | | | P | age 1 of 2 DEC V1.00E8 |



Rater Recommended Assignments

(Field Grade and Strategic Level)

Field Grade Plate- Rater Recommended

| PART IV - PE | RFORMANCE EVA | LUATION - PROFI | ESSIONALISM, | COMPETENCIES AND ATTRIBUTES | (Rater) |
|--|------------------------------------|--------------------------------------|--------------|---|---------|
| a. APFT Pass/Fail: (Comments required f | DATE: for "failed" APFT, or "pr | b. HEIGHT ofile" when precludes p | WEIGHT: | WITHIN STANDARD? Yes/No: ty, and "no" for Army weight standards) | |
| c. THIS OFFICER POS | SESSES SKILLS AND G | UALITIES FOR THE FO | | ASSIGNMENTS: | |
| d. THIS OFFICER POS | SESSES SKILLS AND G | UALITIES FOR THE FO | | ASSIGNMENTS: | |

Strategic Grade Plate- Rater Recommended

| PART IV – PERFC | RMANCE EVALUA | TION - PROFES | SSIONALISM, C | OMPETENCIES AND ATTRIE | BUTES (Rater) |
|--|---------------------|------------------|-------------------------------|--|---------------|
| a. APFT Pass/Fail: (Comments required for "fa | | | WEIGHT: rformance of duty, | WITHIN STANDARD? Yes/No: and "no" for Army weight standards | s) |
| c. THIS OFFICER POSSESS | ES SKILLS AND QUALI | TIES FOR THE FOL | | 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**

| | | SSN | PERIOD COV | ERED: FROM (YYYYMMDD) | THRU (YYYYM) |
|---|---|---|--|---|---|
| 12. Provide narrative comments which di lemonstrates excellent presence, confidence prioritizes limited resources to accomplish a nowledge, icritical thinking and visioning sk sutside the Army chain of command, effecti norwation, porticient in utilizing Army design emains respectful, firm and fair. Fully suppli- | e and resilience in expension, proactive in deve hission, proactive in deve lits, anticipates and provi- ve at engaging others, pro- method and other to so | cted duties and unexpected situ eloping others through individua ides for subordinates on-the-joi resenting information and recon olve complex problems, uses all | ation, adjusts to external inf I coaching counseling and m b needs for training and dew nmendations and persuasion I influence techniques to emp | luence on the mission or tasking rentoring, active learner to maste elopment, effective communicato n, highly proficient at critical think | s and organization, r organizational lev r across echelons a ing, judgment and |
| OMMENTS: | | | | | |
| | Up t | to 5 lines of tex | (t | | |
| . This Officer's overall Performance is Rate | | presenting water onicer's over | ar performance compared to | owners or me same grade whom | you have rated in , |
| career. Managed at less than 60% in EXC | | | | | |
| I currently rate Army Officers in | this grade. | | | | |
| A completed DA Form 67-10-1A was receipted | ived with this report and | considered in my evaluation an | d review: Yes No | (explain in comments below) | |
| EXCELS (49%) | ROFICIENT | CAPABLE | UNSATISFACTORY | | |
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| comments: | | | | | |
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| | | PART V - INTERMEDIA | TE RATER | | |
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| | | PART VI - SENIOR | RATER | | |
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| OFFICERS SENIOR RATED IN SAME | b. I currently senik | or rate Army Officers | | | |
| DEFICERS SENIOR RATED IN SAME SRADE (OVERPRINTED BY DA) | b. I currently senik | or rate Army Officers | in this grade. | | |
| OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) | b. I currently senik | or rate Army Officers | in this grade. | | |
| DEFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) MOST GUALIFIED (NUMBED to 49%) HIGHLY GUALIFIED | b. I currently senik | or rate Army Officers | | | |
| DEFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) MOST QUALIFIED (Number to 49%) | b. I currently senik | or rate Army Officers | in this grade. | t | |
| OFFICER'S SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) | b. I currently senik | or rate Army Officers | in this grade. | t | |
| (Imited to 49%) | b. I currently senik | or rate Army Officers | in this grade. | t | |
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| OFFICER'S SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) | b. I currently senk | or rate Army Officers | in this grade. | | |
| OFFICER'S SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA) | b. I currently senk | or rate Army Officers | in this grade. | | |



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 supports a positive command/workplace environment)

Comments:

Narrative comments focused on performance in line with field

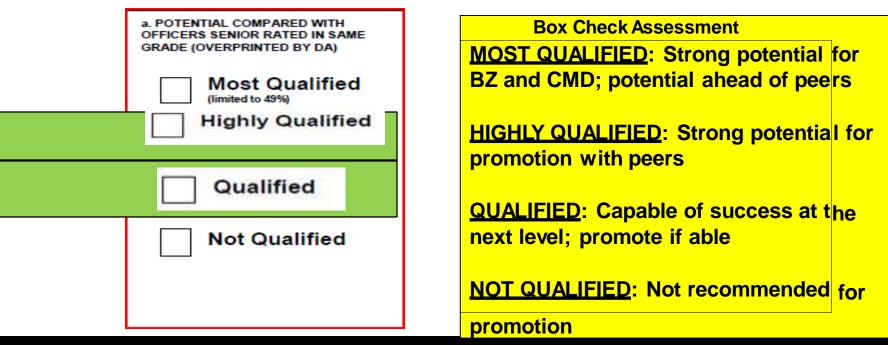
grade competencies and attributes

- Limited to 5 lines of text
- Performance based assessment; no comment on potential



•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





COL Report Page 1

| Admin data mirrors |
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| 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 GRA For use of this NAME (Last, First, Middle Initial) UNIT, ORG., STATION, ZIP CODE OR J. PERIOD COVERED ROM (YYYYMMDD) THRU (YYYYMMD PART II - AUTHENTICATION N. NAME OF RATER (Last, First, Middle I | APO, MA | NOR CO | 3-3; the propo PART I - A | nent age | LUATION RE ncy is DCS, G-1. TRATIVE (Rated | | d. DA | | | See Pri atement | | y Act AR 623-3. |
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| 5. SENIOR RATER'S ORGANIZATION | c6. BR | ANCH | 7. COMPONEN | | c9. EMAIL ADD | RESS (.gov | or .mil) | | | | | |
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| d. This is a referred report, do you wish to | | | | | e1. SIGNATURE | E | | | | | 2. D/ | TE (YYYYMM |
| | , comment | s are atta | iched No | | and the second s | | | | | | | |
| 1. Supplementary Review Required? | Yes | No | | | 12. NAME OF R | EVIEWER (2 | .ast, First, I | liddie | Initial) | | | |
| 73. RANK | 14. POS | | | | 15. Comments E | Enclosed | ΠYe | 5 | | No | | |
| 6. SIGNATURE | _1 | | f7. DATE (VY | YYMMDD, | g. MSAF Date (| YYYYMMDD | | | <u> </u> | | | |
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| . PRINCIPAL DUTY TITLE | | | 1 44 | | b. POSITION AC | | 4 | | | | | |
| . SIGNIFICANT DUTIES AND RESPONS | | | | | | | | | | | | |
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| PART IV - PER | FORMA | NCE EV | ALUATION - F | PROFES | SIONALISM, CO | MPETENC | IES, AND | ATTR | RIBUTE | S (Rater) | | |
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| a. APFT Pass/Fail/Profile: | | when It pr | eciudes perform | ance of du | ity, and "No" for Arm | ny Weight St | andards? 📕 | locot | item a. A | APFT/Pase | /Fall/ | Profile |
| | r "Profile" v | | | | | | | | | | | |
| a. APFT Pass/Fail/Profile: Comments required for 'Failed' APFT, o | | | | | | - | | | | | | |
| a. APFT Pass/Fail/Profile: | | ITIES FO | R THE FOLLOW | VING STR | ATEGIC ASSIGNME | ENTS | | | | | | |
| a. APFT Pass/Fall/Profile: Comments required for "Falled" APFT, o b. THIS OFFICER POSSESSES SKILLS A c1. <u>Character</u> ; | ND QUAL | ITIES FO | R THE FOLLOW | VING STR | ATEGIC ASSIGNME | ENTS | | | | | | |
| a. APFT Pass/Fall/Profile: Comments required for "Failed" APFT, o D. THIS OFFICER POSSESSES SKILLS A | | .TIES FO | R THE FOLLOW | VING STR | ATEGIC ABBIGNME | ENTS | | | | | | |



COL Report Page 2

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

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

| HQDA#: | | |
|---|---|--|
| NAME | SSN PE | RIOD COVERED: FROM (YYYYMMDD) THRU (YYYYMMD |
| r2 Provide parrative comments which dem | onstrate <u>performance</u> and potential regarding strategic competer | noies in the Rated Officer's ourrent duty position // c. growide |
| vision, motivation, and inspiration, negotiating | within and beyond national boundaries, building strategic consensus, | leading and inspiring change, dealing with uncertainty and |
| | epare for the future, expanding knowledge in cultural and geopolitical resources, capitalizing on unified action partner assets, capitalizing on | |
| supports SHARP and creates a positive comm | | |
| | | A completed DA Form 67-10-1A was received with t |
| | report and co | nsidered in my evaluation and review YES NO (explain |
| COMMENTS ON PERFORMANCE: | | |
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| | Up to 5 lines of te | xt |
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| COMMENTS ON POTENTIAL: | | |
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| | PART V - INTERMEDIATE RATER | |
| | FART V - INTERMEDIATE RATER | |
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| | PART VI - SENIOR RATER | |
| a. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME | b. I currently senior rate Army Offloors in this grade. | |
| GRADE (OVERPRINTED BY DA) | C. COMMENTS ON POTENTIAL: | |
| | | |
| | | |
| MULTI-STAR POTENTIAL (Imited to 24%) | | |
| (Innied 10 24 36) | 🗕 I Cumulative percentage | must remain below 50% |
| PROMOTE TO BO | | |
| (25% to 49%) | | |
| | | |
| RETAIN AS COLONEL | | |
| | | |
| | | |
| UNSATISFACTORY | | |
| Note: Combined cumulative percentages | | |
| of both "MULTI-STAR POTENTIAL" and "PROMOTE TO BG" must be less than | d. List 3 future SUCCESSIVE assignments for which this Officer H | e basé sulfad- |
| 50%. | List 3 tuture <u>BUGGEBBIVE</u> assignments for which this Officer it | a peak suited. |
| | | |
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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 | |
|--|---------------------------------------|---|
| MULTI-STAR POTENTIAL (Limited to no more than 24%) PROMOTE TO BG (25% to 49%) | CUMULATIVE % Remains less than 50% | Multi-Star limited to 24% of total reportsPromote To BG limited to 25 – 49.9% of total |
| RETAIN AS COLONEL | | reports |
| | | |
| Note: Combined cumulative percentages of both "MULTI-STAR POTENTIAL" and "PROMOTE TO BG" will not exceed 49% | | |



BG Report

•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#: | | | | | | | | _ | _ | Attac | hments Men |
|--|-------------------|----------------------|--|------------------|---|---------------|--------------------------|-----------------------|-----------|--------------|---------------|
| STRATEG | SIC GRAD | EPLATE | 07) OFFICE | ER EV | ALUATION R | EPORT | | | See P | | |
| For | use of this fo | rm, see AR 6 | | | gency is DCS, G-1. | | | St | tatemen | t in A | R 623-3. |
| a. NAME (Last, First, Middle Ini | 25m11 | | PARI I - A | 4DMINI b. 88/ | STRATIVE (Rated | c. RANK | d DATE | OF RANK | | CH I | COMPONENT |
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| . UNIT, ORG., STATION, ZIP | CODE OR A | PO, MAJOR (| OMMAND | | | h. UIC | LR | EASON FO | RSUBMIS | BBION | |
| J. PERIOD COVERS | ED | k. RATED | L NON RATE | n 1 | m, NO, OF | n. RATED C | FEICER'S F | | RE88 (aa | v or n | 10 |
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| 5. EMAIL ADDRESS (.gov or | r.mil) | | | | a6. SIGNATUR | NE . | | - | | a7. DA | TE (YYYYMM |
| | | | | | TALINA MARK | | | | | | |
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| 5. SENIOR RATER'S ORGAN | NIZATION | 6. BRANCH | b7. COMPONEN | | | DRESS (.gov o | r.mil) | | | | |
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| | | 68. SENIOR 1 | RATER PHONE N | UMBER | b10. SIGNATU | RE | | | | 611. D | ATE (YYYYM |
| . This is a referred report, do y | you wish to mail | e comments? | | | d1. SIGNATUR | E | | | | d2. DA | TE (YYYYMM |
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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

| Der Berner | HQDA#: | | | | | | -INAL DE | (AF I | Attachments Menu | |
|--|---|---|--|---|----------|----------------------|---|----------------------------------|--------------------------------|--|
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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

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•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 <u>Tools</u>
- Appeals and Corrections
- Evaluation Entry System Users Guide
- Ask an Expert
- <u>Frequently Asked</u>
 <u>Questions</u>

External Links and Resources

- AR623-3
- DA PAM 623-3
- <u>\$1 NET</u>
- 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 | Evaluation Status | | |
| Active Evaluations | and Management Tools (IWRS) | | |
| View Senior Rater Profile | View my Rater | | |
| where I am a delegate | and Senior Rater Profile | | |
| Manage Rating Chain | View Forms | | |
| Signature Removal | Manage Delegates | | |

https://evaluations.hrc.armymil

| Rated Soldier | End Date | | Status | |
|--------------------|--------------|----------|-------------|-------------|
| ALVORD, AND | 20130801 | | In Progress | |
| SMITH, CPT | | | | In Progress |
| SMEDLAP, 1L1 | Г | | | In Progress |
| Name | Role | Signed? | Vi | ew |
| HOLLIFIELD | Rater | No | | Go |
| JONES | Senior Rater | No | | Go |
| ALVORD, ANDREW MAJ | | 20100531 | | In Progress |
| SMITH, 1LT | | | In Progress | |
| SMITH, CPT | | | | In Progress |

*Click row for more information

1.20

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 |







Questions



Backup Data





CHARACTER

- * Army Values
- * Empathy
- * Warrior Ethos/Ser∨ice Ethos
- * Discipline

PRESENCE

- * Military and professional bearing
- * Fitness
- * Confidence
- * Resilience

INTELLECT

- * Mental agility
- * Sound judgment
- * Inno∨ation
- * Interpersonal tact
- * Expertise

LEADS

- * Leads others
- * Builds trust
- * Extends influence beyond the chain of command
- * Leads by example
- * Communicates

DEVELOPS

- * Creates a positi∨e en∨ironment/ Fosters esprit de corps
- * Prepares self
- * De∨elops others
- * Stewards the profession

COMPETENCIES

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

ACHIEVES

* Gets results



O-4 Broadening Experiences

| Functional | Institutional | Academia & Civilian | MIIL |
|--|--|--|---|
| | | <u>Enterprise</u> | |
| •ASCC | •CIG Action Officer | •Fellowships | •AIDE TO PRES/VP |
| •OPS/Plans Officer | •SA/CSA/ASA/DCS | •PMS/APMS | COCOM/Joint Staff Asst XO |
| •WFF Chief | •Asst XO | USMA Faculty/Staff | •COCOM HQs Commandant |
| •ASA/DCS | •ADC | •Directorate | •UN Staff Officer |
| •Asst XO | Special Assistant | •BTO | DCE Region OPS Officer |
| •ADC | Strategic Plans | Training With Industry | DOS Defense Trade Analyst |
| Division Chief (BR/ | Officer | | •OSD |
| FA Specific) | AOC Action Officer | | •Analyst |
| •USACE | Speech writer | | •Planner |
| •DCO | •DA Staff Asst XO | | Emergency Ops |
| •ARCIC W FF Chief/Manager | •HRC Branch Chief | | officer Assistant |
| •AMC | •AWC Staff | | •Watch Officer |
| •COCOM LNO | •CGSC Faculty | | COCOM/Joint Staff |
| •OCLL LNO | Recruiting Command HQs | | •Analyst |
| •CTC | (BDE XO, S3) | | •OPS/PLANS/JOC |
| Senior OC-T | TRADOC HQs (LNO, ARCIC | | •WFF Chief |
| JRTC Village Stability | Chief, DIV Chief) | | Chiefs/Liaisons |
| Director | •CAC | | •IA Liaisons |
| •AC/RC OC-T | •DIV Chief | | •Watch Officer |
| •DA/ASA/DCS | Doctrine Dev | | NORTHCOM Regional |
| Division Chief | CDID Project Officer | | Support Chief |
| •Director. | Exercise Officer | | •State IG |
| •AWG (Forward Ops Chief) | Action Officer | | •OCLL Liaison |
| •TRADOC | •ASCCs | | Sister Service Faculty |
| •CAC WFF Chief/SME | •OPS/Plans Officer | | TRADOC Sister Service LNO |
| | Cadet Command HQs | | Transition Team |
| | •USAREC HQs | | Military Observer |
| | •1st Army/5th Army Staff | | Allied Program Manager |
| | •FORSCOM HQs | | •NGB Staff |
| | | | •CGSC IA Fellow |



O-5 Broadening Experiences

| Institutional | <u>Academia & Civilian</u> | JIIM |
|--|---|--|
| | | |
| •CIG Action Officer | | •AIDE TO PRES/VP |
| •SA/CSA/ASA/DCS | •PMS/APMS | •COCOM/Joint Staff Asst XO |
| •Asst XO | USMA Faculty/Staff | •COCOM HQs Commandant |
| •ADC | •RTO | JCS Regional COCOM Desk |
| Special Assistant | Instructor | Chief |
| Strategic Plans | •HQs/Staff | •OSD |
| Officer | •AWC Faculty | •Analyst |
| Speech writer | •CGSC Faculty | •Planner |
| •DA Staff Asst XO | | Strategist |
| •HRC Branch Chief | | Desk Chief |
| •AWC Staff | | POL-MIL Planner |
| •CGSC Faculty | | Military Assistant |
| Recruiting Command HQs | | Speechwriter |
| (BDE XO, S3) | | COCOM/Joint Staff |
| •TRADOC HQs (LNO, ARCIC | | Division Chief |
| Chief, DIV Chief) | | TNG/Readiness |
| •CAC | | •OPS/PLANS/JOC |
| •DIV Chief | | •WFF Chief |
| Doctrine Dev | | Chiefs/Liaisons |
| •ASCCs | | IA Liaisons |
| OPS/Plans Officer | | NORTHCOM Regional |
| Cadet Command HQs | | Support Chief |
| •USAREC HQs | | •State IG |
| •1st Army/5th Army | | •OCLL Liaison |
| •IMCOM | | Sister Service Faculty |
| •CSA Strategic Studies Group | | TRADOC Sister Service LNO |
| | | Transition Team |
| •FORSCOM HQs | | Military Observer |
| | | Allied Program Manager |
| | | •NGB Staff |
| | CIG Action Officer SA/CSA/ASA/DCS Asst XO ADC Special Assistant Strategic Plans Officer Speech writer DA Staff Asst XO HRC Branch Chief AWC Staff CGSC Faculty Recruiting Command HQs (BDE XO, S3) TRADOC HQs (LNO, ARCIC Chief, DIV Chief) CAC DIV Chief Doctrine Dev ASCCs OPS/Plans Officer Cadet Command HQs USAREC HQs 1st Army/5th Army IMCOM CSA Strategic Studies Group Army Strategic Planner | CIG Action Officer SA/CSA/ASA/DCS Asst XO ADC Special Assistant Strategic Plans Officer Speech writer Speech writer Speech writer Speech writer Speech writer Staff Asst XO HRC Branch Chief AWC Staff CGSC Faculty Recruiting Command HQs (BDE XO, S3) TRADOC HQs (LNO, ARCIC Chief, DIV Chief) CAC DIV Chief Doctrine Dev ASCCs OPS/Plans Officer Cadet Command HQs USAREC HQs Ist Army/5th Army IMCOM CSA Strategic Studies Group Army Strategic Planner |



O-6 Broadening Experiences

| Functional | Institutional | Academia & Civilian | JIIM | | | |
|---|---|---------------------|--|--|--|--|
| | | Enterprise | | | | |
| •ASCC | •HRC CIG Chief | •SSC Fellowships | •AIDE TO VP | | | |
| •Division Chief | •SA/CSA/ASA/DCS | •PMS | •COCOM/Joint Staff XO | | | |
| •Red Team | •XO | •USMA Faculty/Staff | JCS Regional COCOM Desk | | | |
| •OPS | •Mil Assistant | •AWC Faculty | Chief | | | |
| •Plans | Division Chief (BR/ | •CGSC Faculty | •OSD | | | |
| ۰IG | FA Specific) | •SAMS Faculty | •Analyst | | | |
| •ASA/DCS | | , | •Planner | | | |
| •XO | •DA Staff XO | | Strategist | | | |
| Mil Assistant | •HRC DIV Chief | | •Desk Chief | | | |
| Division Chief (BR/ | •CAC Director | | •POL-MIL Planner | | | |
| FA Specific) | •AWC Director | | Military Assistant | | | |
| •USACE | •CGSC Faculty | | •COCOM/Joint Staff | | | |
| •DCO | •Recruiting Command HQs | | Division Chief | | | |
| •TRADOC Capabilities Mgr | •TRADOC HQs | | TNG/Readiness | | | |
| •AMC | •CAC Director | | •OPS/PLANS | | | |
| Command Directors | •CAL | | •IG | | | |
| •PM | •COIN | | Special OPS | | | |
| •COS | •DTAC | | Chiefs/Liaisons | | | |
| •XO | •SAMS | | •IA Liaisons | | | |
| •CTC COG | •ASCCs | | DOS Desk Chief | | | |
| •DA/ASA/DCS | Division Chief | | AWC Director Joint Multi- | | | |
| Division Chief | Cadet Command HQs | | national studies | | | |
| •Director. | •USAREC HQs | | CAC Joint Allied Studies | | | |
| | •1 st Army/5 th Army | | Defense Coordination Officer | | | |
| | •IMCOM | | •State IG | | | |
| | CSA Strategic Studies Group | | OCLL Director/Liaison | | | |
| | Army Strategic Planner | | ALSA Director | | | |
| | •FORSCOM HQs | | Sister Service Faculty | | | |
| | | | •Allied PM Foreign Mil Sales | | | |
| | | | •DISA DIV Chief | | | |
| | | | | | | |



O-3 Broadening Experiences

| Functional | Institutional | Academia & Civilian Enterprise | ШГ |
|--|---|--|--|
| •ASCC •OPS/Plans Officer •WFF Chief •CTC •OC-T •AC/RC •OC-T •TRADOC •SGL •Training/Ops officer •INSCOM •G2 W atch Officer | 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 Action Officer ASCCs OPS/Plans Officer USAREC Staff Company CMD | •Fellowships •ACS •Training with Industry •APMS •USMA Faculty/Staff •TAC •Instructor | •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.



Senior Rater Profile Calculator COL

| U.S.ARMY | | | | | | | | | | | | | | | |
|--|----------|--------------|------------|--------------|---------------|-----------|-----------|--------------|---------------|---------|---------|----------|------------|-------------------|-------|
| Name | | Thru | Box Checks | | | | | Prof | ilo | | Total | Date Due | %Total | %Total Prom to | CCMB% |
| | Rot | Date | N 41 11 | | | NO | NAL II | | | NO | Reports | to HRC | Multi Star | BG | |
| | | | MUL TI | PROM OT E | RETAI N AS | NO T | MUL TI | PROM OT E | RETAI N AS | NO T | | | | | |
| | | | STA | TOBG | COL | u QUA | STA | TOBG | COL | QUA | | | | | |
| | | | R | | OOL | L | R | | | L | | | | F | |
| Credit | NA | NA | | 0 | 5 | | 0 | 0 | 5 | 0 | 5 | NA | 0 | #VALUE ! | |
| Example, | ANN | 201404 | | 1 | 0 | | 0 | 1 | 5 | 0 | 6 | 2014071 | 0 | 16.7 | 16.67 |
| Mark | | 15 | | | _ | | | | | | | 5 | - | | % |
| Example, | CTR | 201405 | | 1 | | | 0 | 2 | 5 | 0 | 7 | 2014080 | 0 | 28.6 | 28.57 |
| Sam | - | 01 | | | | | P | | • | • | | 1 | - | | % |
| Example, | SRO | 201405 | | 1 | | | • 0 | ' 3 | 5 | r 0 | 8 | 2014081 | 0 | 37.5 | 37.50 |
| Amb | | 15 | | - | | | | | | | | 5 | - | | % |
| Example, | SRO | 201405 | | 1 | | | • 0 | . 4 | , 5 | . 0 | 9 | 2014083 | 0 | 44.4 | 44.44 |
| Bob | | 30 | | | | | _ | _ | | | | 0 | - | | % |
| Example, | ANN | 201406 | | 1 | | | 0 | 5 | 5 | 0 | 10 | 2014090 | 0 | 50 | 50.00 |
| June | | 01 | | | | | - | | r - | r | | 1 | | | % |
| Example, | ANN | 201406 | | 1 | | | 0 | 6 | 5 | 0 | 11 | 2014091 | 0 | 54.5 | 54.55 |
| Tom | | 15 | | | | | - | | • | • | | 5 | | | % |
| | | | | | | | 0 | 6 | 5 | 0 | 11 | | | | |
| | | | | | | | 0 | , 6 | , 5 | , 0 | | | | | |
| | | | | | | | 0 | 6 | 5 | 0 | | | | | |
| 1: Senior Rater given a credit of 5 Retain as Odonel. | | | | | | | | - | | | | | | | |
| 2 Senior Rater pr | | | | | ission vi | a⊞Sor | Harel Cop | ∕ tớHQD | λ 5 | 0 | | | | | |
| 3: Senior Rater must stay below 50% for MOST QUALIFIED evaluations. — p0 p6 | | | | | | | | | | | | | | | |
| 4: Officers will be evaluated and profiled at promotable grade if listed as (the list and " and " and " of " and " an | | | | | | | | | | | | | | | |
| 5: (P) means offi | cer is p | romotable ar | nd servi | nginana | authorize | d positio | nature | oppetoble | arada | 0 | | | — | | |
| 5: (P) means officer is promotable and serving in an authorized position at the constable grade 0 | | | | | | | | | | | | | | | |