



# ***New NCOER Information Brief***

as of 27 August 2014



# Why Change?



- **Key focus of the Evaluation Reporting System Review:**
  - ✓ Reflect current leadership doctrine (ADP 6-22)
  - ✓ Establish and enforce evaluation accountability
  - ✓ Address the “one size may not fit all” assessment of different skills and competencies at different grades
  - ✓ Encourage counseling through improvement of the support form
  - ✓ Incorporate an ability to document, “data mine”, and identify talent



# NCOER Key Changes



**SECARMY approved revisions on 1 Aug 14.**

- Three NCOER forms aligned with Army Leadership Doctrine (ADP 6-22)
  - SGT (Developmental)
  - SSG-1SG/MSG (Organizational)
  - CSM/SGM (Strategic)
- Rater Tendency Label (i.e., rating history) for Raters of SSG-CSM/SGM imprinted on completed NCOER
- Senior Rater Profile established for Senior Raters of SSG-CSM/SGM; managed at <50% in the MOST QUALIFIED indication

PART V – SENIOR RATER OVERALL POTENTIAL	
<p>a. Select one box representing Rated NCO's overall potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ NCOs in this grade.</p> <p><input type="checkbox"/> MOST QUALIFIED (<i>limited to &lt;50%</i>)</p> <p><input type="checkbox"/> HIGHLY QUALIFIED</p> <p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> NOT QUALIFIED</p>	<p>b. COMMENTS:</p>



# NCOER Key Changes



*SECARMY approved revisions on 1 Aug 14.*

- Delineation of Rating Official Roles/Responsibilities
  - Rater assesses performance
  - Senior Rater assesses potentialEliminates inconsistent ratings and supports rating chain accountability
  
- Assessment Format
  - Rater
    - Bullet comments (SGT-1SG/MSG)
    - Narrative comments (CSM/SGM)
  - Senior Rater – narrative comments for all NCOs
  
- Senior Rater counsels, at a minimum, twice during rating period
  
- Supplementary Reviewer required in certain situations where, like the OER, there are non-Army rating officials in the Rating Chain



# New DRAFT 2166-9 Series Front Page



- Administrative data is the same for all reports.
- Soldier's signature verifies seeing the report, accuracy of administrative data in Part I, rating officials and counseling dates in Part II, duty description in Part III, and APFT and HT/WT data in Part IV.

NCO EVALUATION REPORT (SGT)						SEE PRIVACY ACT STATEMENT IN AR 623-3	
For use of this form, see AR 623-3 and DA PAM 623-3; the proponent agency is DCS, G-1.							
<b>PART I – ADMINISTRATIVE DATA</b>							
a. NAME (Last, First, MI)			b. SSN		c. RANK	d. DATE OF RANK	e. PMOSC
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND					g. STATUS CODE	h. UIC CODE	i. REASON FOR SUBMISSION
j. PERIOD COVERED		k. RATED MONTHS	l. NONRATED CODES	m. NO OF ENCLOSURES	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)		
FROM (YYYYMMDD)		THRU (YYYYMMDD)					
<b>PART II – AUTHENTICATION</b>							
a1. NAME OF RATER (Last, First, MI)			a2. SSN		a3. RATER'S SIGNATURE		a4. DATE (YYYYMMDD)
a5. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT				a6. RATER'S EMAIL ADDRESS (.gov or .mil)			
b1. NAME OF SENIOR RATER (Last, First, MI)			b2. SSN		b3. SENIOR RATER'S SIGNATURE		b4. DATE (YYYYMMDD)
b5. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT				b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)			
c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, MI)			c3. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT			
c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE		c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)			
RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.							
d1. COUNSELING DATES		INITIAL	LATER	LATER	LATER	d2. RATED NCO'S SIGNATURE	d3. DATE (YYYYMMDD)
<b>PART III – DUTY DESCRIPTION (Rater)</b>							
a. PRINCIPAL DUTY TITLE					b. DUTY MOSC		
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)							
d. AREAS OF SPECIAL EMPHASIS							
e. APPOINTED DUTIES							
<b>PART IV – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)</b>							
a. APFT Pass/Fail/Profile: _____ Date: _____ b. Height: _____ Weight: _____ Within Standard? _____ (Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)							
c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)						COMMENTS:	
MET STANDARD <input type="checkbox"/>		DID NOT MEET STANDARD <input type="checkbox"/>					



U.S. ARMY

# DRAFT Rater Assessment (SGT)



- Rater assesses performance using a 2-box scale (Met or Did Not Meet Standard).
- Bullet comment format

RATED NCO'S NAME (Last, First, Middle Initial)		SSN	THRU DATE
<b>PART IV – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES</b> (Rater)			
d. <b>PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>		COMMENTS:	
e. <b>INTELLECT:</b> (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>		COMMENTS:	
f. <b>LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>		COMMENTS:	
g. <b>DEVELOPS:</b> (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>		COMMENTS:	
h. <b>ACHIEVES:</b> (Gets results)  MET STANDARD <input type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>		COMMENTS:	
<b>RATER OVERALL PERFORMANCE</b>			
i. COMMENTS:			



# DRAFT Senior Rater Assessment (SGT)



PART V – SENIOR RATER OVERALL POTENTIAL		
<p>a. Select one box representing Rated NCO's overall potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ NCOs in this grade.</p> <p><input type="checkbox"/> MOST QUALIFIED</p> <p><input type="checkbox"/> HIGHLY QUALIFIED</p> <p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> NOT QUALIFIED</p>	<p>b. COMMENTS:</p>	
<p>c. List two successive assignments and one broadening assignment (3-5 years).</p> <p><b>Successive Assignment: 1) _____ 2) _____</b> <b>Broadening Assignment: _____</b></p>		

- Senior Rater's overall assessment of rated NCO's overall potential compared to NCOs in same grade
- Unconstrained box check
- Narrative comment format



# DRAFT Rater Assessment (SSG-1SG/MSG)



- Rater assesses performance using a 4-box scale (Far Exceeded, Exceeded, Met, Did Not Meet Standard).
- Bullet comment format
- Unconstrained rater overall performance

RATED NCO'S NAME (Last, First, Middle Initial)				SSN	THRU DATE
PART IV – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)					
d. <b>PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
e. <b>INTELLECT:</b> (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
f. <b>LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
g. <b>DEVELOPS:</b> (Creates a positive command/ workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
h. <b>ACHIEVES:</b> (Gets results)				COMMENTS:	
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<b>RATER OVERALL PERFORMANCE</b>					
i. This NCO's overall performance is rated as:					
	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
j. COMMENTS:					

**Performance Measure Descriptions**

- **Far Exceeded Standard:** Actions have a significant, enduring, and positive impact on mission, the unit, and beyond.
- **Exceeded Standard:** Actions have a positive impact on unit and mission.
- **Met Standard:** Actions have a positive impact on unit or mission but may be limited in scope of impact or duration.
- **Did Not Meet Standard:** Actions do not have any effect or may have negative impacts on unit and mission.





# DRAFT Rater Tendency Label (SSG-1SG/MSG)



RATER OVERALL PERFORMANCE					
i. This NCO's overall performance is rated as:					
FAR EXCEEDED STANDARD <input type="checkbox"/>	EXCEEDED STANDARD <input checked="" type="checkbox"/>	MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
<b>Rating History</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>Total Ratings: 9</b>
j. COMMENTS:					
<b>BULLET COMMENTS</b>					

- Unconstrained Rater Profile – Count reflects number of ratings in each box & total reports.
- The Rater Tendency (History) Label – Rater’s assessment of the rated NCO’s overall performance compared to NCOs in same grade (X) and number of times those ratings are used shown below



# DRAFT Senior Rater Assessment (SSG-1SG)



PART V – SENIOR RATER OVERALL POTENTIAL	
<p>a. Select one box representing Rated NCO's overall potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ NCOs in this grade.</p> <p><input type="checkbox"/> MOST QUALIFIED</p> <p><input type="checkbox"/> HIGHLY QUALIFIED</p> <p><input type="checkbox"/> QUALIFIED</p> <p><input type="checkbox"/> NOT QUALIFIED</p>	<p>b. COMMENTS:</p>
<p>c. List two successive assignments and one broadening assignment (3-5 years).</p> <p>Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____</p>	

**Most Qualified: Definitely select for higher levels of responsibilities (less than 50%)**

**Highly Qualified: Possesses the ability to perform at the next level of responsibility**

**Qualified: Retain at current level**

**Not Qualified: Needs improvement**

- Senior Rater's assessment of rated NCO's overall potential compared to NCOs in same grade
- Profile limited to less than 50%
- Only one of the first four NCOERs may be rated as Most Qualified ("Silver bullet")
- Narrative comment format



# DRAFT Rater Assessment (CSM/SGM)



- Performance assessment focused on strategic level objectives
- Narrative must address each attribute and competency
- Unconstrained rater overall performance

RATED NCO'S NAME (Last, First, Middle Initial)	SSN	THRU DATE
<b>PART IV – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES</b> (Rater)		
<p>Provide narrative comments which demonstrate performance regarding organizational/strategic competencies (i.e., providing vision, motivation, and inspiration, leading and inspiring change, dealing with uncertainty and ambiguity, creates a positive environment to prepare for the future, expanding knowledge in cultural and geopolitical areas, self-awareness and recognition of impact on others, building team skills and processes, allocating the right resources, capitalizing on unified action partner assets, capitalizing on technology, accomplishes missions consistently and ethically) in the Rated NCO's current duty position. Remaining Attributes and Competencies must be addressed in the narrative. Presence as it relates to military and professional bearing, fitness, confident, and resilient. Intellect as it relates to mental agility, sound judgment, innovation, interpersonal tact, and expertise. Leads as it relates to leads others, builds trust, extends influence beyond chain of command, leads by example, and communicates. Develops as it relates to creates a positive command/workplace environment, fosters esprit de corps, prepares self, develops others, and stewards the profession. Achieves as it relates to gets results.</p>		
<p>d. COMMENTS:</p>		
<b>RATER OVERALL PERFORMANCE</b>		
<p>e. This NCO's overall performance is rated as:</p>		
<p>FAR EXCEEDED STANDARD</p> <input type="checkbox"/>	<p>EXCEEDED STANDARD</p> <input type="checkbox"/>	<p>MET STANDARD</p> <input type="checkbox"/>
<p>DID NOT MEET STANDARD</p> <input type="checkbox"/>		
<p>f. COMMENTS:</p>		



# DRAFT Rater Tendency Label (CSM/SGM)



RATER OVERALL PERFORMANCE				
e. This NCO's overall performance is rated as:				
FAR EXCEEDED STANDARD <input checked="" type="checkbox"/>	EXCEEDED STANDARD <input type="checkbox"/>	MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>	
<b>Rating History</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>0 Total Ratings: 9</b>
f. COMMENTS:				
<b>NARRATIVE COMMENTS</b>				

- Unconstrained Rater Profile – Count reflects number of ratings in each box & total reports.
- The Rater Tendency (History) Label – Rater’s assessment of the rated NCO’s overall performance compared to NCOs in same grade (X) and number of times those ratings are used shown below



# DRAFT Senior Rater Assessment (CSM/SGM)



PART V – SENIOR RATER OVERALL POTENTIAL	
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<p>c. List two successive assignments and one broadening assignment (3-5 years).</p> <p>Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____</p>	

**Most Qualified: Definitely select for higher levels of responsibilities (less than 50%)**

**Highly Qualified: Possesses the ability to perform at the next level of responsibility**

**Qualified: Retain at current level**

**Not Qualified: Needs improvement**

- Senior Rater’s assessment of rated NCO’s overall potential compared to NCOs in same grade
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- Narrative comment format



# DRAFT NCO Evaluation Report Support Form



- Part I – SSD and NCOES requirement met for next grade
- Part II – Senior Rater counsels Soldier twice during the rated period
- Part IV – Rated NCO provides goals and expectations

NCO EVALUATION REPORT SUPPORT FORM				SEE PRIVACY ACT STATEMENT IN AR 623-3	
For use of form, see AR 623-3; the proponent agency is DCS, G-1.					
<b>PART I – ADMINISTRATIVE DATA</b>					
a. NAME (Last, First MI)		b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND			g. UIC	h. RATED NCO'S EMAIL ADDRESS (.gov or .mil)	
i. SSD AND NCOES REQUIREMENT MET FOR NEXT GRADE OR NOMINATIVE/JOINT ASSIGNMENT? <input type="checkbox"/> YES <input type="checkbox"/> NO				MEL:	SSD:
<b>PART II – AUTHENTICATION</b>					
a1. NAME OF RATER (Last, First, MI)		a2. SSN	INITIAL	LATER	LATER
a3. RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			a4. RATER'S EMAIL ADDRESS (.gov or .mil)		
b1. NAME OF SENIOR RATER (Last, First, MI)		b2. SSN	INITIAL	LATER	
b3. RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			b4. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)		
c1. NAME OF SUPPLEMENTARY REVIEWER (Last, First, MI)		c2. SSN			
c3. RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			c4. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)		
d. RATED NCO'S INITIALS			INITIAL	LATER	LATER
<b>PART III – DUTY DESCRIPTION (Rater)</b>					
a. PRINCIPAL DUTY TITLE			b. DUTY MOSC		
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)					
d. AREAS OF SPECIAL EMPHASIS					
e. APPOINTED DUTIES					
<b>PART IV – PERFORMANCE GOALS AND EXPECTATIONS (Rated NCO)</b>					
INDICATE YOUR PERFORMANCE GOALS AND EXPECTATIONS DURING THIS RATING PERIOD:					



# DRAFT NCO Evaluation Report Support Form



- Part V – Attributes and Competencies (ADP 6-22)

**CHARACTER:** Rater assesses the rated NCO's performance in fostering a climate of dignity and respect and adhering to the requirements of the SHARP Program.

- Part VI – Senior Rater provides comments

PART V – PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES <i>(Rater)</i>	
<b>a. CHARACTER: (Army Values, Empathy, Warriors Ethos/Service Ethos, Discipline, Fully supports SHARP, EO, and EEO.)</b>	
INDICATE MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
<b>b. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)</b>	
APFT GOALS: PU: ____ SU: ____ RUN: ____ HT/WT: ____ (ONLY AS NEEDED)	CURRENT RECORD APFT: PASS/FAIL/PROFILE : _____ DATE: _____ HEIGHT: ____ WEIGHT: ____ WITHIN STANDARD? _____
INDICATE MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
<b>c. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)</b>	
INDICATE 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)</b>	
INDICATE MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
<b>e. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)</b>	
INDICATE MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
<b>f. ACHIEVES: (Gets results)</b>	
INDICATE MAJOR PERFORMANCE OBJECTIVES:	LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:
<b>PART VI – SENIOR RATER COMMENTS</b>	

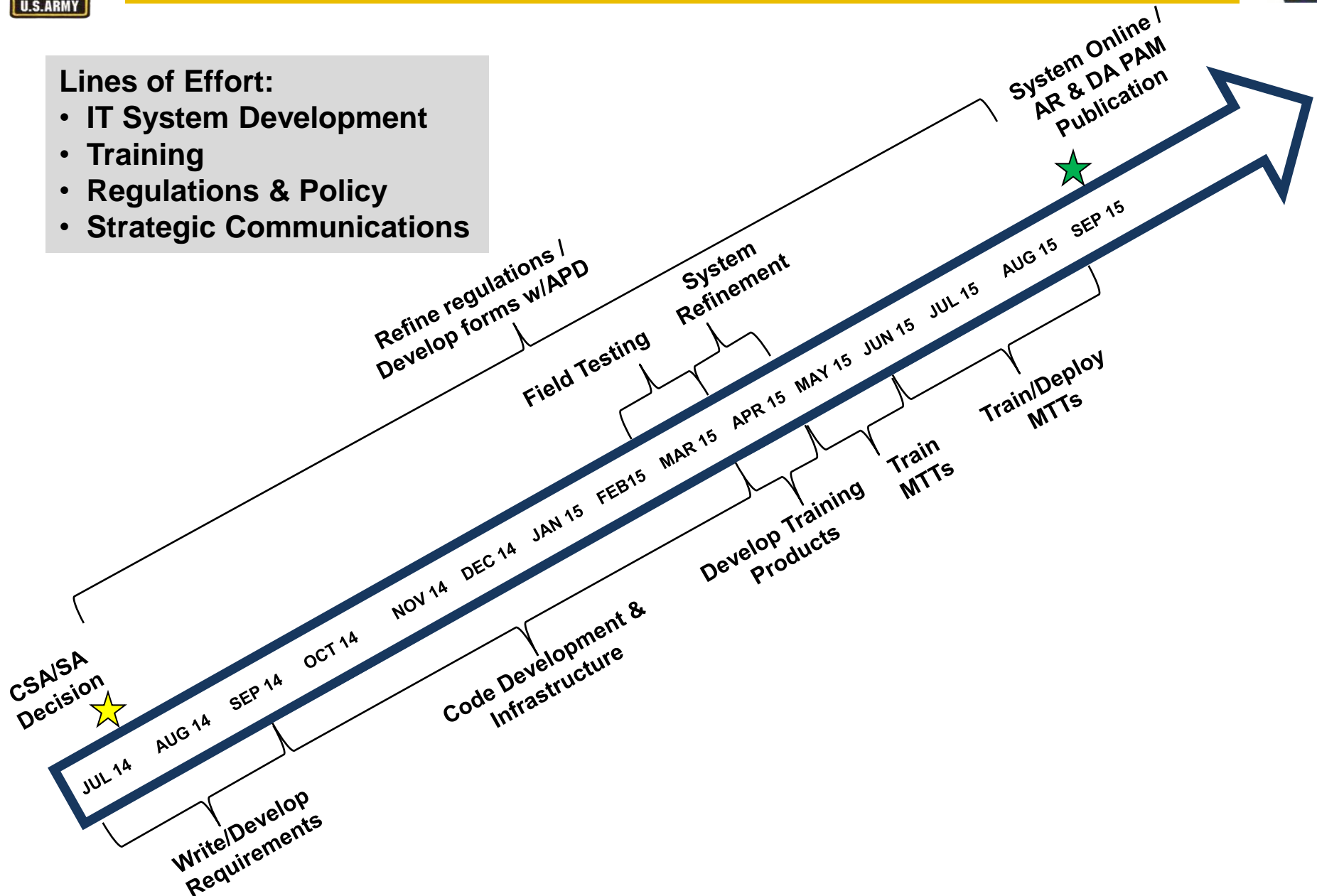


# Timeline



## Lines of Effort:

- IT System Development
- Training
- Regulations & Policy
- Strategic Communications







# Training Concept



- “Train the Trainer”
  - 250 MTTs at Fort Knox
    - RA Installation representative MTT
    - ARNG trains the trainer at Professional Education Center
    - USAR pushes MTTs to various locations for training
  - HRC EPMD and ESPD SMEs for training/assistance
  - Senior Leader engagements by CG HRC, TAG, Director ESPD



# Questions

