New NCOER
Information Brief

as of 6 January 2015

Background

- **Key Focus of the Evaluation Reporting System Review:**
  - Reflect current leadership doctrine (ADP 6-22)
  - Establish and enforce rating official 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
  - Query reports to identify talents

- **Development Process**
  - Current NCOER (DA Form 2166-8) implemented in 1987
  - Proposed changes based on the following:
    - 38th CSA Strategic Priorities
    - DA Centralized Selection Board comments noting the difficulty in identifying the very best
    - Field input
    - Lessons learned during fielding of OER
  - Mirrors development of OER with modification by SMA

Approved Changes

- Three NCOER forms aligned with Army Leadership Doctrine (ADP 6-22)
  - ➢ SGT (Direct)
  - ➢ SSG-1SG/MSG (Organizational)
  - ➢ CSM/SGM (Strategic)

- Rater Tendency (i.e., profile history) for Raters of SSG-CSM/SGM; imprinted on completed NCOER

- Senior Rater Profile established for Senior Raters of SSG-CSM/SGM; managed at less than 50% for "MOST QUALIFIED" selection

PART V - SENIOR RATER OVERALL POTENTIAL	
a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ NCOs in this grade. ☐ MOST QUALIFIED *(limited to <50%)* ☐ HIGHLY QUALIFIED ☐ QUALIFIED ☐ NOT QUALIFIED	b. COMMENTS:
c. List two successive assignments and one broadening assignments (3-5 years). Successive Assignment: 1)　　　　2)　　　　Broadening Assignment:	

Approved Changes (cont.)

- Delineation of Rating Official Roles/Responsibilities
  - Rater assesses performance
  - Senior Rater assesses potential
  Eliminates 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 (i.e., no uniformed Army-designated rating officials, Senior Rater or someone outside the rating chain directs relief)

- Front page – same for all grade-plate forms

- Part IIc – Supplementary Reviewer, as required

- Part IVa and Part IVb – APFT and HT/WT

HQDA#:

DRAFT

Attachments Menu

NCO EVALUATION REPORT (SSG-1SG/MSG)
For use of this form, see AR 623-3 and DA PAM 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT IN AR 623-3

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)	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	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	THRU				
YEAR MONTH DAY	YEAR MONTH DAY				

PART II - AUTHENTICATION

a1. NAME OF RATER (Last, First, Middle Initial)	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, Middle Initial)	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?	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c3. RANK PMOSC/BRANCH ORGANIZATION DUTY ASSIGNMENT
☐ YES ☐ NO		

c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE(YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)
☐ YES ☐ NO			

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)

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC

c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars)

d. AREAS OF SPECIAL EMPHASIS

e. APPOINTED DUTIES

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

a. APFT Pass/Fail/Profile:	Date:	b. Height:	Weight:	Within Standard?

(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.) [Reset Item a. APFT/Pass/Fail/Profile]

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 ☐ DID NOT MEET STANDARD ☐	

- Focuses on proficiency and is developmental in nature; aligns with Army Leadership Doctrine

- Rater – Bullet format

- Senior Rater – Narrative format

- Unconstrained Senior Rater box check

RATED NCO'S NAME *(Last, First, Middle Initial)*		SSN	THRU DATE

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

d. **PRESENCE**: (Military and professional bearing, Fitness, Confidence, Resilience.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
e. **INTELLECT**: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
f. **LEADS**: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example Communicates.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
g. **DEVELOPS**: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:
h. **ACHIEVES**: (Gets results.) MET STANDARD ☐ DID NOT MEET STANDARD ☐	COMMENTS:

RATER OVERALL PERFORMANCE

i. I currently rate _____ NCOs in this grade.
COMMENTS:

PART V - SENIOR RATER OVERALL POTENTIAL

a. Select one box representing Rated NCO's overall potential compared to others in the same grade whom you have rated in your career. I currently senior rate _____ NCOs in this grade. ☐ MOST QUALIFIED ☐ HIGHLY QUALIFIED ☐ QUALIFIED ☐ NOT QUALIFIED	b. COMMENTS:

c. List two successive assignments and one broadening assignment.

Successive Assignment: 1)   **2)**   **Broadening Assignment:**

- Focuses on organizational systems and processes; aligns with Army Leadership Doctrine

- Rater – Bullet format

- Senior Rater – Narrative format

- Unconstrained Rater Tendency

- Constrained Senior Rater Profile (limited to less than 50% for "MOST QUALIFIED" selection)

- "Silver bullet" – only one of the first four reports may be "MOST QUALIFIED"

RATED NCO'S NAME *(Last, First, Middle Initial)*		SSN	THRU DATE

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

d. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

COMMENTS:

e. INTELLECT: (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

COMMENTS:

f. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

COMMENTS:

g. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

COMMENTS:

h. ACHIEVES: (Gets results)

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

COMMENTS:

RATER OVERALL PERFORMANCE

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

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

j. COMMENTS:

PART V - SENIOR RATER OVERALL POTENTIAL

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

☐ MOST QUALIFIED *(limited to <50%)*

☐ HIGHLY QUALIFIED

☐ QUALIFIED

☐ NOT QUALIFIED

b. COMMENTS:

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

Successive Assignment: 1)   2)   Broadening Assignment:

- Focuses on large organizations and strategic initiatives; aligns with Army Leadership Doctrine

- Rater and Senior Rater – Narrative format

- Unconstrained Rater Tendency

- Constrained Senior Rater Profile (limited to less than 50% for "MOST QUALIFIED" selection)

- "Silver bullet" – only one of the first four reports may be "MOST QUALIFIED"

RATED NCO'S NAME *(Last, First, Middle Initial)*	SSN	THRU DATE

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

Provide narrative comments which demonstrate performance regarding organizational/strategic competencies (i.e., providing vision, motivation, and inspiration, leading and inspiring change, dealing with uncertainty and ambiguity, creating 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, accomplishing missions consistently and ethically) in the Rated NCO's current duty position. Remaining Attributes and Competencies must be addressed in the narrative. Presence as it relates to military and professional bearing, fitness, confident, and resilient. Intellect as it relates to mental agility, sound judgment, innovation, interpersonal tact, and expertise. Leads as it relates to leads others, builds trust, extends influence beyond chain of command, leads by example, and communicates. Develops as it relates to creates a positive command/workplace environment, fosters esprit de corps, prepares self, develops others, and stewards the profession. Achieves as it relates to gets results.

d. COMMENTS:

RATER OVERALL PERFORMANCE

e. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate _____ NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
☐	☐	☐	☐

f. COMMENTS:

PART V - SENIOR RATER OVERALL POTENTIAL

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

b. COMMENTS:

☐ MOST QUALIFIED *(limited to <50%)*

☐ HIGHLY QUALIFIED

☐ QUALIFIED

☐ NOT QUALIFIED

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

Successive Assignment: 1)   2)   Broadening Assignment:

Rater Tendency Label

(applies to SSG-CSM/SGM)

RATER OVERALL PERFORMANCE

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate ___6___ NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	
☐	☒	☐	☐	
2	6	5	1	Total Ratings: 14

j. COMMENTS: SFC Doe is my #2 of 6 SFCs that I currently rate. As the _____, she executed every assignment or tasking with minimal guidance and exceeded all expectations from the command. Compelling performance from an outstanding NCO.

- Key information includes the following:
  - ➢ Rater's assessment of Rated NCO
  - ➢ Rater Tendency Label – the value below each box equals the overall history of those ratings in this grade
  - ➢ Rater Tendency (i.e., profile history) will be viewable within the Evaluation Entry System (EES) by the Rater's Rater and Senior Rater

(applies to SSG-CSM/SGM)

PART V - SENIOR RATER OVERALL POTENTIAL	
a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate ___3___ NCOs in this grade.	b. COMMENTS: SGM Smith is easily a top 10% performer and among the very finest and professional NCOs with whom I have had the privilege to work with in my 25 years of service. Already demonstrates leadership and potential to serve at the nominative level. Select for CSM.

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AT THE TIME THIS REPORT PROCESSED

HIGHLY QUALIFIED

RNCO: SGM SMITH, B   9999
SR: COL DODD   6677
DATE: 20160201
TOTAL RATINGS: 3
RATINGS THIS NCO: 1

- Key information includes the following:
  - ➢ Senior Rater's profiled assessment of Rated NCO
  - ➢ Senior Rater's total number of ratings
  - ➢ Number of ratings for the Rated NCO by the current Senior Rater

Immature Profile / Small Population

Future Guidance to DA Selection Boards for the New NCOER

- Check DA Label: "Total Ratings" (5 or less = immature profile)
- Check Part Va – same grade in population (3 or less = small population)
- If immature profile and/or small population, then **expect** "HIGHLY QUALIFIED" assessment
- Focus on Senior Rater's narrative

PART V - SENIOR RATER OVERALL POTENTIAL	
a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate __3__ NCOs in this grade.	b. COMMENTS: SGM Smith is easily a top 10% performer and among the very finest and professional NCOs with whom I have had the privilege to work with in my 25 years of service. Already demonstrates leadership and potential to serve at the nominative level. Select for CSM.
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AT THE TIME THIS REPORT PROCESSED **HIGHLY QUALIFIED** RNCO: SGM SMITH, B 9999 SR: COL DODD 6677 DATE: 20160201 TOTAL RATINGS: 3 RATINGS THIS NCO: 1	

Small Population (3 or less)

Immature Profile (5 or less)

Type of Report	THRU Date	Box Check "Most Qualified"	Box Check "Highly Qualified"	Box Check "Qualified"	Box Check "Not Qualified"	Profile MQ	Profile HQ	Profile Q	Profile NQ	Total	Date of Receipt[1]	SR Profile
Annual	20150901	X				1	0	0	0	1	20151015	**100%**
CoR	20151128		X			1	1	0	0	2	20160128	**50%**
CoR	20160131			X		1	1	1	0	3	20160214	33.3%
Annual[2]	20160901		X			1	2	1	0	4	20161022	25%
Annual	20161128	X				2	2	1	0	5	20161229	40%
CoR	20161201		X			2	3	1	0	6	20170117	33.3%

Note 1: As each NCOER is rendered, the Evaluation Entry System (EES) will automatically calculate the Senior Rater Profile. If the profile does not support a top block or "MOST QUALIFIED", then that option will not be available (i.e., grayed out) in EES. If a hardcopy report is mailed to HQDA and the profile does not support a "MOST QUALIFIED" box check, the assessment will be considered a "misfire", automatically downgraded to "HIGHLY QUALIFIED", and processed.

Note 2: The Senior Rater cannot render a "MOST QUALIFIED" for the fourth report because it would "break" the profile. A "MOST QUALIFIED" assessment would create the following:

MQ	HQ	Q	NQ	Total	SR Profile
2	1	1	0	4	**50% (exceeds profile limitation)**

Evaluation Narrative

- Selection boards should understand what input the Rating Chain is providing without having to guess

- Raters – focus on specifics to quantify and qualify performance

- Senior Raters
  - Amplify potential box checks by using the narrative to capture the rating official's passion (or lack thereof) for the Rated NCO
  - Reserve exclusive and strong narratives for the **very best** NCOs
  - Focus on the next 3-5 years (assignment, schooling, and promotion)
  - "HIGHLY QUALIFIED" box checks will be the **norm**

Assessment of Overall Potential

MOST QUALIFIED: Strong potential for selection in the secondary zone; 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; consider for separation

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- 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.

DRAFT

HQDA#:

Attachments Menu

NCO EVALUATION REPORT SUPPORT FORM
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 I - ADMINISTRATIVE DATA

a. NAME *(Last, First, Middle Initial)*	b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC

f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND	g. UIC CODE	h. RATED OFFICER'S EMAIL ADDRESS *(.gov or .mil)*

i. SSD AND NCOES REQUIREMENT MET FOR NEXT GRADE OR NOMINATIVE/JOINT ASSIGNMENT? ☐ YES ☐ NO   MEL: SSD:

PART II - AUTHENTICATION

a1. NAME OF RATER *(Last, First, Middle Initial)*	a2. SSN	INITIAL	LATER	LATER	LATER

a3. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	a4. RATER'S EMAIL ADDRESS *(.gov or .mil)*

b1. NAME OF SENIOR RATER *(Last, First, Middle Initial)*	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, Middle Initial)*	c2. SSN

c3. RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT	o4. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS *(.gov or .mil)*

d. RATED NCO'S INITIALS	INITIAL	LATER	LATER	LATER

PART III - DUTY DESCRIPTION *(Rater)*

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC

c. DAILY DUTIES AND SCOPE *(To include, as appropriate, people, equipment, facilities, and dollars)*

d. AREAS OF SPECIAL EMPHASIS

e. APPOINTED DUTIES

PART IV - PERFORMANCE GOALS AND EXPECTATIONS *(Rated NCO)*

INDICATE YOUR PERFORMANCE GOALS AND EXPECTATIONS DURING THIS RATING PERIOD:

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

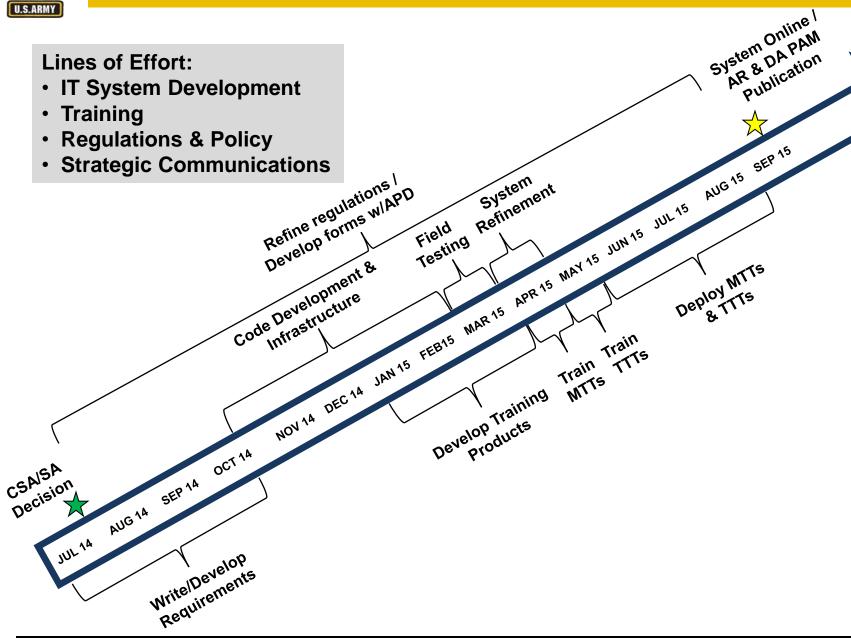- Part VI – Senior Rater provides comments.

HQDA#:

PART V - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES *(Rater)*

a. CHARACTER: (Army Values, Empathy, Warriors Ethos/Service Ethos, Discipline. Fully supports SHARP, EO, and EEO.)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:

LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

b. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience)

APFT GOALS:

PU:_____ SU:_____ RUN:_____ HT/WT:_____   (ONLY AS NEEDED)

CURRENT RECORD APFT:

a. APFT Pass/Fail/Profile: _____ ▼ Date: _____

b. Height: _____ Weight: _____ Within Standard? _____

Reset Item a. APFT/Pass/Fail/Profile

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:

LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

c. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:

LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

d. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:

LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

e. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:

LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

f. ACHIEVES: (Gets results)

INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:

LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:

PART VI - SENIOR RATER COMMENTS

Timeline

Lines of Effort:
- **IT System Development**
- **Training**
- **Regulations & Policy**
- **Strategic Communications**

System Online /
AR & DA PAM
Publication

Refine regulations /
Develop forms w/APD

System
Refinement

Field
Testing

Code Development &
Infrastructure

Deploy MTTs
& TTTs

Train Train
MTTs TTTs

Develop Training
Products

CSA/SA
Decision

JUL 14   AUG 14   SEP 14   OCT 14   NOV 14   DEC 14   JAN 15   FEB15   MAR 15   APR 15   MAY 15   JUN 15   JUL 15   AUG 15   SEP 15

Write/Develop
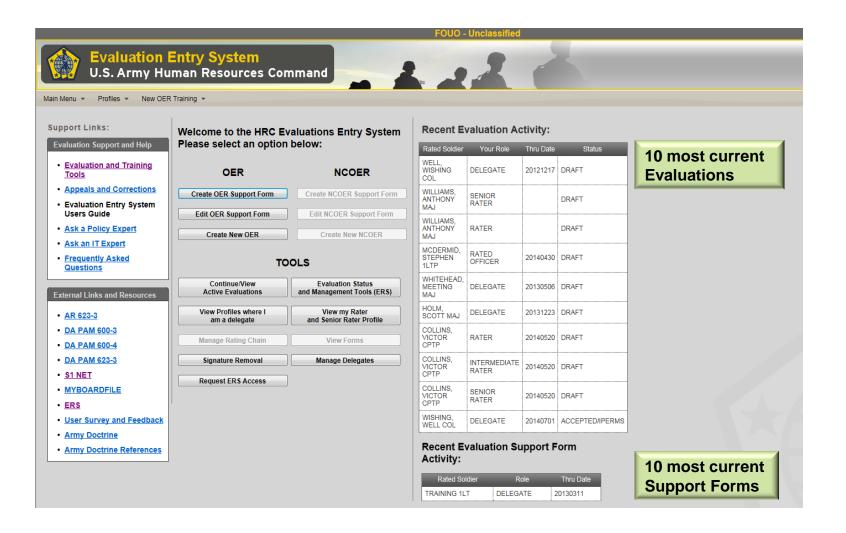Requirements

Training Concept

- Scheduled publication of HQDA EXORD is Jan 15

- Mobile Training Team (MTT) training at Fort Knox (13-24 Apr 15)

- Army J-1/G-1 SGMs attend certification at Fort Knox (21-23 Apr 15)

- Train-the-Trainer (TTT) training at Fort Jackson (27 Apr – 22 May 15)

- Army Total Force (ATF) training (May – Aug 15)

- HRC MTTs will supplement units / installations that require augmentation

- Scheduled implementation date is Sep 15

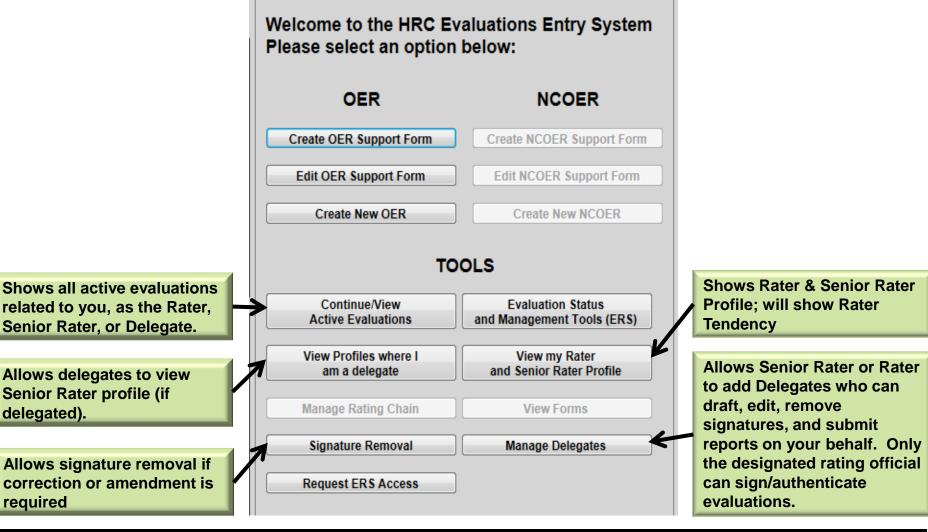# *Evaluation Entry System (EES) Homepage*

https://evaluations.hrc.army.mil/

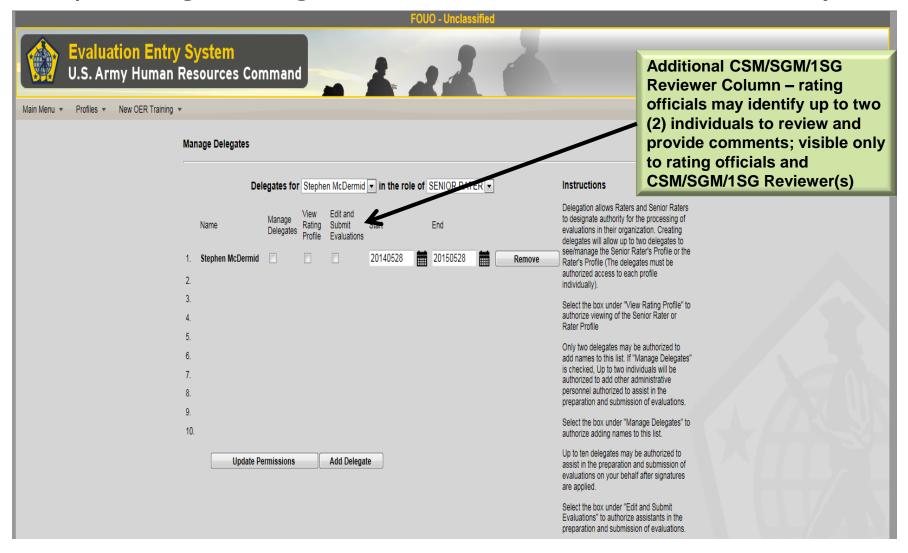# *Evaluation Entry System (EES) Homepage*

https://evaluations.hrc.army.mil/

Welcome to the HRC Evaluations Entry System Please select an option below:

OER

- Create OER Support Form
- Edit OER Support Form
- Create New OER

NCOER

- Create NCOER Support Form
- Edit NCOER Support Form
- Create New NCOER

TOOLS

- Continue/View Active Evaluations
- Evaluation Status and Management Tools (ERS)
- View Profiles where I am a delegate
- View my Rater and Senior Rater Profile
- Manage Rating Chain
- View Forms
- Signature Removal
- Manage Delegates
- Request ERS Access

Shows all active evaluations related to you, as the Rater, Senior Rater, or Delegate.

Allows delegates to view Senior Rater profile (if delegated).

Allows signature removal if correction or amendment is required

Shows Rater & Senior Rater Profile; will show Rater Tendency

Allows Senior Rater or Rater to add Delegates who can draft, edit, remove signatures, and submit reports on your behalf. Only the designated rating official can sign/authenticate evaluations.

CSM/SGM/1SG Reviewer Function

("Manage Delegates" link located under "TOOLS")

EES Link from AKO Website

https://www.us.army.mil/

Select "EES: Evaluation Entry System"
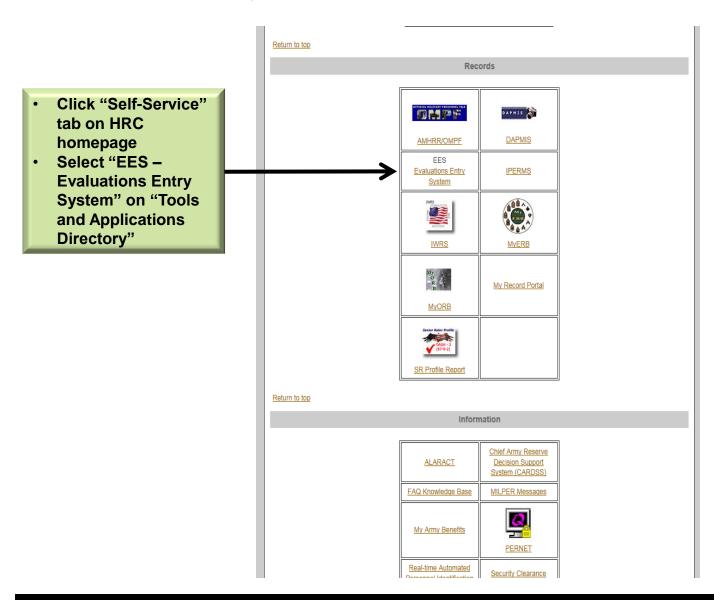
EES Link from HRC Website

https://www.hrc.army.mil/PERSINSD/Tools%20and%20Applications%20Directory

- **Click "Self-Service" tab on HRC homepage**
- **Select "EES – Evaluations Entry System" on "Tools and Applications Directory"**

Questions