



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



SECARMY approved revisions on 1 Aug 14.

- 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	
<p>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.</p> <p><input type="checkbox"/> MOST QUALIFIED (limited to <50%)</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 assignments (3-5 years).</p> <p>Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____</p>	



Approved Changes (cont.)



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 (i.e., no uniformed Army-designated rating officials, Senior Rater or someone outside the rating chain directs relief)



DA Form 2166-9 Series Front Page



- 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) <small>For use of this form, see AR 623-3 and DA PAM 623-3; the proponent agency is DCS, G-1.</small>					SEE PRIVACY ACT STATEMENT <small>IN AR 623-3</small>	
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 REVIEWER REQUIRED?	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT	
<input type="checkbox"/> YES <input type="checkbox"/> NO						
c4. COMMENTS ENCLOSED?	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE		c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)		
<input type="checkbox"/> YES <input type="checkbox"/> 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?	
<small>(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)</small>						
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				
<input type="checkbox"/>		<input type="checkbox"/>				



Direct-level Report (SGT)



- 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.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
e. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
f. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example Communicates.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
g. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
h. ACHIEVES: (Gets results.)		COMMENTS:	
MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>		
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.		b. COMMENTS:	
<input type="checkbox"/> MOST QUALIFIED <input type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED			
c. List two successive assignments and one broadening assignment. Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____			



Organizational-level Report (SSG-1SG/MSG)



- 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)				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. INTELLECT: (Mental agility, Sound judgement, 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. LEADS: (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. DEVELOPS: (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. ACHIEVES: (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"/>		
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.					
<input type="checkbox"/> FAR EXCEEDED STANDARD		<input type="checkbox"/> EXCEEDED STANDARD		<input type="checkbox"/> MET STANDARD	
<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
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.			b. COMMENTS:		
<input type="checkbox"/> MOST QUALIFIED (limited to <50%) <input type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED					
c. List two successive assignments and one broadening assignments (3-5 years). Successive Assignment: 1) _____ 2) _____ Broadening Assignment: _____					



Strategic-level Report (CSM/SGM)



- 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 <input type="checkbox"/>	EXCEEDED STANDARD <input type="checkbox"/>	MET STANDARD <input type="checkbox"/>	DID NOT MEET STANDARD <input type="checkbox"/>
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:	
<input type="checkbox"/> MOST QUALIFIED (limited to <50%) <input type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> 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 <u>6</u> NCOs in this grade.				
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2	6	5	1	Total Ratings: 14
j. COMMENTS: <u>2</u> 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



Senior Rater Profile Label



(applies to SSG-CSM/SGM)

PART V - SENIOR RATER OVERALL POTENTIAL	
<p>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 <u> 3 </u> NCOs in this grade.</p> <p>HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AT THE TIME THIS REPORT PROCESSED</p> <p>HIGHLY QUALIFIED</p> <p>RNCO: SGM SMITH, B 9999 SR: COL DODD 6677 DATE: 20160201 TOTAL RATINGS: 3 RATINGS THIS NCO: 1</p>	<p>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.</p>

- 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	
<p>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 <u>3</u> NCOs in this grade.</p>	<p>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.</p>
<p>HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AT THE TIME THIS REPORT PROCESSED</p> <p>HIGHLY QUALIFIED</p> <p>RNCO: SGM SMITH, B 9999 SR: COL DODD 6677 DATE: 20160201 TOTAL RATINGS: <u>3</u> RATINGS THIS NCO: 1</p>	

Small Population
(3 or less)

Immature Profile
(5 or less)



Senior Rater Profile Calculation



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



NCOER Support Form – Page 1



- 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.

HQDA#:		DRAFT			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?				MEL:	SSD:	
<input type="checkbox"/> YES <input type="checkbox"/> NO						
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	c4. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)	
d. RATED NCO'S INITIALS		INITIAL	LATER	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:						



NCOER Support Form – Page 2



- 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: _____ CURRENT RECORD APFT: _____ Date: _____

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

a. APFT Pass/Fail/Profile: _____ 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

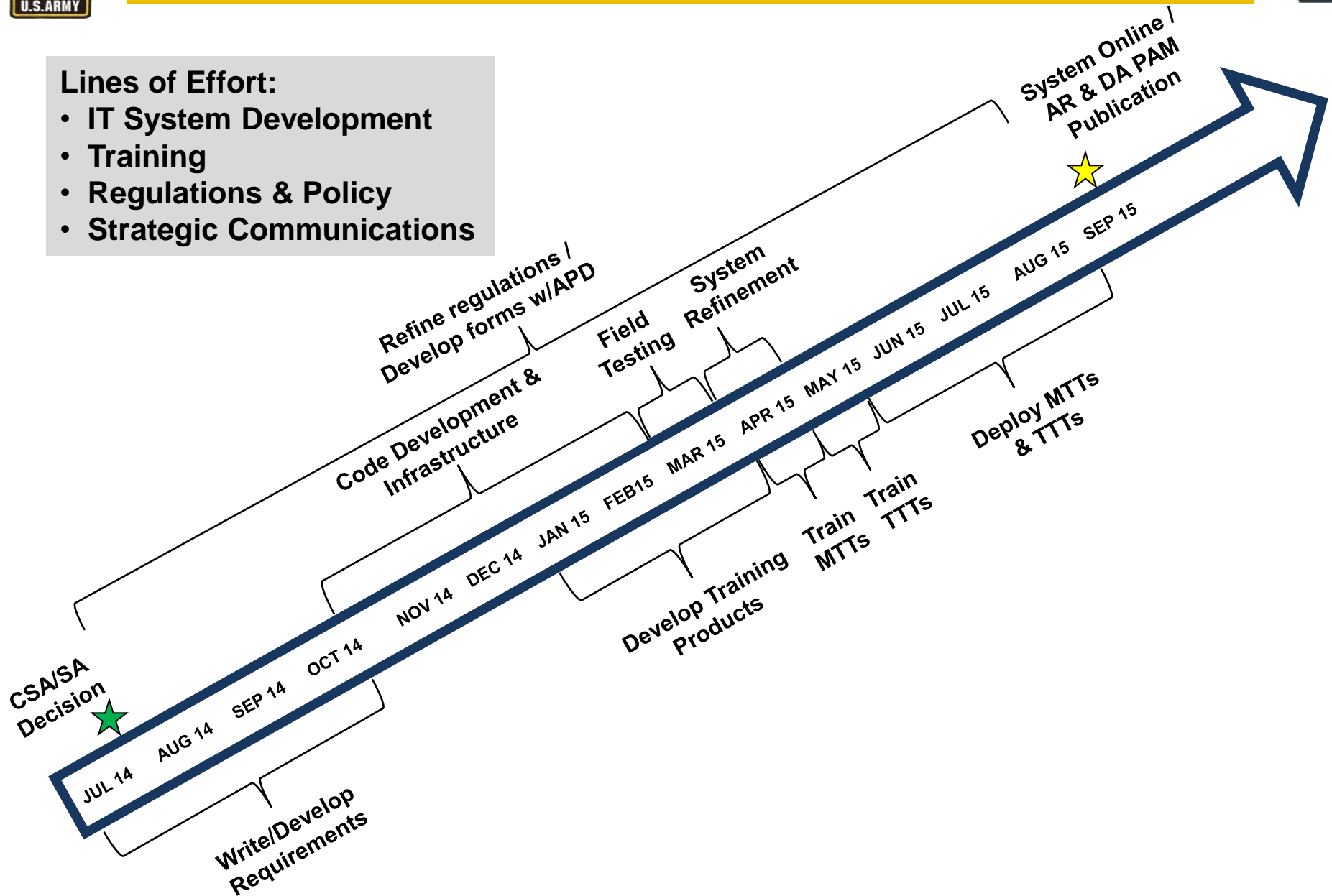


Timeline



Lines of Effort:

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





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/>

FOUO - Unclassified

Evaluation Entry System
 U.S. Army Human Resources Command

Main Menu ▾ Profiles ▾ New OER Training ▾

Support Links:

Evaluation Support and Help

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

External Links and Resources

- [AR 623-3](#)
- [DA PAM 600-3](#)
- [DA PAM 600-4](#)
- [DA PAM 623-3](#)
- [S1 NET](#)
- [MYBOARDFILE](#)
- [ERS](#)
- [User Survey and Feedback](#)
- [Army Doctrine](#)
- [Army Doctrine References](#)

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](#)

Recent Evaluation Activity:

Rated Soldier	Your Role	Thru Date	Status
WELL, WISHING COL	DELEGATE	20121217	DRAFT
WILLIAMS, ANTHONY MAJ	SENIOR RATER		DRAFT
WILLIAMS, ANTHONY MAJ	RATER		DRAFT
MCDERMID, STEPHEN 1LTP	RATED OFFICER	20140430	DRAFT
WHITEHEAD, MEETING MAJ	DELEGATE	20130506	DRAFT
HOLM, SCOTT MAJ	DELEGATE	20131223	DRAFT
COLLINS, VICTOR CPTP	RATER	20140520	DRAFT
COLLINS, VICTOR CPTP	INTERMEDIATE RATER	20140520	DRAFT
COLLINS, VICTOR CPTP	SENIOR RATER	20140520	DRAFT
WISHING, WELL COL	DELEGATE	20140701	ACCEPTED/IIPERMS

Recent Evaluation Support Form Activity:

Rated Soldier	Role	Thru Date
TRAINING 1LT	DELEGATE	20130311

10 most current Evaluations

10 most current Support Forms



Evaluation Entry System (EES) Homepage



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

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

OER	NCOER
Create OER Support Form	Create NCOER Support Form
Edit OER Support Form	Edit NCOER Support Form
Create New OER	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”)

FOUO - Unclassified



Evaluation Entry System

U.S. Army Human Resources Command

Main Menu ▾ Profiles ▾ New OER Training ▾

Manage Delegates

Delegates for **Stephen McDermid** in the role of **SENIOR RATER**

Name	Manage Delegates	View Rating Profile	Edit and Submit Evaluations	Start	End	
1. Stephen McDermid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	20140528	20150528	<input type="button" value="Remove"/>
2.						
3.						
4.						
5.						
6.						
7.						
8.						
9.						
10.						

Additional CSM/SGM/1SG Reviewer Column – rating officials may identify up to two (2) individuals to review and provide comments; visible only to rating officials and CSM/SGM/1SG Reviewer(s)

Instructions

Delegation allows Raters and Senior Raters to designate authority for the processing of evaluations in their organization. Creating delegates will allow up to two delegates to see/manage the Senior Rater's Profile or the Rater's Profile (The delegates must be authorized access to each profile individually).

Select the box under "View Rating Profile" to authorize viewing of the Senior Rater or Rater Profile

Only two delegates may be authorized to add names to this list. If "Manage Delegates" is checked, Up to two individuals will be authorized to add other administrative personnel authorized to assist in the preparation and submission of evaluations.

Select the box under "Manage Delegates" to authorize adding names to this list.

Up to ten delegates may be authorized to assist in the preparation and submission of evaluations on your behalf after signatures are applied.

Select the box under "Edit and Submit Evaluations" to authorize assistants in the preparation and submission of evaluations.



EES Link from AKO Website



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

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FOUO

Home ▾ My Account ▾ Favorites ▾ Quick Links ▾ Self Service ▾
Sea

AKO Mail Inbox

New Notifications (0)

New In My Files (2)

New In My Blogs

My Tasks

Tell CPT AKO/Tell 1SG

SHARP Program

G1 Suicide Prevention

IPPS-A

AKO Portal Training

CAC Resource Center

Slick Deals

Inside AKO

Career Opportunities

Visit the site of the week archive page.

Special Event Announcements

These announcements include a range of events, including commemorative celebrations and contests. [More »](#) | [Mark as Read](#)

- [PEO Soldier Announces #PowerUpProperly Campaign](#)
- [New Training Brain Repository Exercise Design Tool Available](#)
- [Select Users Permitted to Auto-Forward to Unofficial Email](#)
- [Think AKO is Complicated? The Hunt Can Help](#)
- [Prove Your AKO Mettle](#)

Announcements

AKO News

AKO Select Links

AKOstats

How often do you check out the offers on the AKO Slick Deals page?

* Answer

Daily

Weekly

Once a month or so

Every once in awhile

Never

I didn't know there was a Slick Deals page.

My Professional Data

My Medical Readiness Status is **GREEN**

My Global Assessment Tool (GAT) Status is **GREEN**

My DA Photo is **VALID**

My DEERS

My Training

My Leader Development

Army Career Tracker/Structured Self De...

Status

Army Career Tracker Information

Army Links

DA Photo

IPPS-A

MyArmyBenefits: DS Logon

MyPay

Official Military Personnel File (OMPF) / Home...

AMHRR)

EES: Evaluation Entry System

Assignment Satisfaction Key

Enlisted Promotions

My ERB: Enlisted Record Brief

Army Publications

DTS

CAC Reference Center

Toolbox

Manage My Groups

Edit My Favorites

Edit Notification Settings

Create a Site

Create a Page

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Select "EES: Evaluation Entry System"





U.S. ARMY

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"

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Records

 AMHRR/OMPF	 DAPMIS
 EES Evaluations Entry System	 IPERMS
 IWRB	 MyERB
 MyORB	My Record Portal
 SR Profile Report	

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Information

ALARACT	Chief Army Reserve Decision Support System (CARDSS)
FAQ Knowledge Base	MILPER Messages
My Army Benefits	 PERNET
Real-time Automated Personal Identification	Security Clearance



Questions

