



May 2002

**UNITED STATES ARMY
SOLDIER SUPPORT INSTITUTE**

Review a NCOER

Practice Exercise Supplement

NCO EVALUATION REPORT						<i>SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.</i>			
+ For use of this form, see AR 623-205; the proponent agency is ODCSPER. +									
PART I - ADMINISTRATIVE DATA									
a. NAME (Last, First, Middle Initial) MARTIN, DOUGLASE.			b. SSN 999-02-2940		c. RANK SGT	d. DATE OF RANK 971101	e. PM OSC 19K20 C200		
f. UNIT, ORG., STATDN, ZIP CODE OR APO, MAJOR COMMAND Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Fort Stewart, GA 31314 (FC)						g. REASON FOR SUBMISSION 3 Change of Rater			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials	n. CMD CODE	o. PSB CODE
FROM	THRU				1. Given to NCO	Date			
YYYY MM	YYYY MM	9			2. Forwarded to NCO			FC	FA 22
2003 08	2004 03								
PART II - AUTHENTICATION									
a. NAME OF RATER (Last, First, Middle Initial) ALSTON, DONALD G.			SSN 999-00-5027		SIGNATURE Donald G. Alston - Signed				
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SSG, 19D 30, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Squad Leader							DATE 1 Mar 2004		
b. NAME OF SENIOR RATER (Last, First, Middle Initial) THOMAS, EUGENE B.			SSN 999-14-2278		SIGNATURE Eugene B. Thomas - Signed				
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SFC, 19D 4X, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Platoon Sergeant							DATE 1 April 2004		
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the AP FT and height/weight entries in Part IV are correct. I have seen the report completed through Part V, except Parts III and IV. I am aware of the appeals process of AR 623-205.					SIGNATURE Douglas E. Martin - Signed			DATE 1 April 2004	
d. NAME OF REVIEWER (Last, First, Middle Initial) WALKER, JULIUS P.			SSN 999-65-5584		SIGNATURE Julius P. Walker - Signed				
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 2LT, IN, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Platoon Leader							DATE 5 April 2004		
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS				<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL. (See attached comments)					
PART III - DUTY DESCRIPTION (Rater)									
a. PRINCIPAL DUTY TITLE Squad Leader				b. DUTY M OSC 19K20 C200					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Gunner on a M1A1 Abrams Tank assigned to a MTOE Arm or Battalion; responsible for the health, welfare, training and professional development of the 2 assigned enlisted soldiers; responsible for maintenance of a M1A1 Tank and assigned MTOE equipment in excess of 2.5 million dollars.									
d. AREAS OF SPECIAL EMPHASIS National Training Center rotation; 1 gunnery exercise; CTT donald.alston@ ; eugene.b.thomas@ ; julius.walker@									
e. APPOINTED DUTIES Company Drivers Training NCO ; Key Control NCO									
f. COUNSELING DATES			INITIAL 20040915	LATER 20041212	LATER 000208	LATER			
PART IV - ARMY VALUES ATTRIBUTES SKILLS ACTIONS (Rater)									
a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries, optional for "Yes" entries.									
V A L U H I P S		Loyalty Duty Respect Selfless Service Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	X	X				
			2. DUTY: Fulfills their obligations.	X	X				
			3. RESPECT/DEED: Treats people as they should be treated.	X	X				
			4. SELFLESS SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	X				
			5. HONOR: Lives up to all the Army values.	X	X				
			6. INTEGRITY: Does what is right - legally and morally.	X	X				
			7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	X				
			Built comments						
			o is committed to the Army goals						
			o supports EO						

(Figure 1)

+ NCO EVALUATION REPORT						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.		+			
Purpose of this form, see AR 623-205; the proponent agency is ODCSPER											
PART I - ADMINISTRATIVE DATA											
a. NAME (Last, First, Middle Initial) MARTIN, DOUGLASE.				b. SSN 999-02-2940		c. RANK SGT		d. DATE OF RANK 971101		e. PM OSC 19K20 C200	
f. UNIT, ORG., STATDN, ZIP CODE OR APO, MAJOR COMMAND Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Fort Stewart, GA 31314 (FC)								g. REASON FOR SUBMISSION 3 Change of Rater			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)			m. PSC Initials	n. CMD CODE	o. PSB CODE	
FROM	THRU				1. Given to NCO	Date					
YYYY MM	YYYY MM	9			2. Forwarded to NCO				FC	FA 22	
2003 08	2004 03										
PART II - AUTHENTICATION											
a. NAME OF RATER (Last, First, Middle Initial) ALSTON, DONALD G.				SSN 999-00-5027		SIGNATURE Donald G. Alston - Signed					
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SSG, 19D 30, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Squad Leader								DATE 1 Mar 2004			
b. NAME OF SENIOR RATER (Last, First, Middle Initial) THOMAS, EUGENE B.				SSN 999-14-2278		SIGNATURE Eugene B. Thomas - Signed					
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SFC, 19D 4X, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Platoon Sergeant								DATE 1 April 2004			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description in Part III, and the AP FT and height/weight entries in Part IV are correct. I have seen the report completed through Part V, except Parts III and IV. I am aware of the appeals process of AR 623-205.						SIGNATURE Douglas E. Martin - Signed		DATE 1 April 2004			
d. NAME OF REVIEWER (Last, First, Middle Initial) WALKER, JULIUS P.				SSN 999-65-5584		SIGNATURE Julius P. Walker - Signed					
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 2LT, IN, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Platoon Leader								DATE 5 April 2004			
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS				<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL. (See attached comments)							
PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE Squad Leader						b. DUTY M OSC 19K20 C200					
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Gunner on a M1A1 Abrams Tank assigned to a MTOE Arm or Battalion; responsible for the health, welfare, training and professional development of the 2 assigned enlisted soldiers; responsible for maintenance of a M1A1 Tank and assigned MTOE equipment in excess of 2.5 million dollars.											
d. AREAS OF SPECIAL EMPHASIS National Training Center rotation; 1 gunnery exercise; CTT donald.alston@ ; eugene.b.thomas@ ; julius.walker@											
e. APPOINTED DUTIES Company Drivers Training NCO ; Key Control NCO											
f. COUNSELING DATES				INITIAL 20040915	LATER 20041212		LATER 000208		LATER		
PART IV - ARMY VALUES ATTRIBUTES SKILLS ACTIONS (Rater)											
a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries, optional for "Yes" entries.											
V A L U Honor Integrity Personal Courage	Loyalty Duty Respect Selfless Service	E S	1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	YES	NO						
			2. DUTY: Fulfills their obligations.	YES	NO						
			3. RESPECT/DEED: Treats people as they should be treated.	YES	NO						
			4. SELFLESS SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	YES	NO						
			5. HONOR: Lives up to all the Army values.	YES	NO						
			6. INTEGRITY: Does what is right - legally and morally.	YES	NO						
			7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	YES	NO						
Built comments o is committed to the Army goals o supports EO											

NCO EVALUATION REPORT						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.			
+ For use of this form, see AR 623-205; the proponent agency is ODCSPER. +									
PART I - ADMINISTRATIVE DATA									
a. NAME (Last, First, Middle Initial) MARTIN, DOUGLASE.			b. SSN 999-02-2940		c. RANK SGT	d. DATE OF RANK 971101	e. PM OSC 19K20 C200		
f. UNIT, ORG., STATDN, ZIP CODE OR APO, MAJOR COMMAND Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Fort Stewart, GA 31314 (FC)						g. REASON FOR SUBMISSION 3 Change of Rater			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials	n. CMD CODE	o. PSB CODE
FROM	THRU				1. Given to NCO	Date			
YYYY MM	YYYY MM	9			2. Forwarded to NCO			FC	FA 22
2003 08	2004 03								
PART II - AUTHENTICATION									
a. NAME OF RATER (Last, First, Middle Initial) ALSTON, DONALD G.				SSN 999-00-5027		SIGNATURE Donald G. Alston - Signed			
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SSG, 19D 30, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Squad Leader								DATE 1 Mar 2004	
b. NAME OF SENIOR RATER (Last, First, Middle Initial) THOMAS, EUGENE B.				SSN 999-14-2278		SIGNATURE Eugene B. Thomas - Signed			
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SFC, 19D 4X, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Platoon Sergeant								DATE 1 April 2004	
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the AP FT and height/weight entries in Part IV are correct. I have seen the report completed through Part V, except Parts III and IV. I am aware of the appeals process of AR 623-205.				SIGNATURE Douglas E. Martin - Signed		DATE 1 April 2004			
d. NAME OF REVIEWER (Last, First, Middle Initial) WALKER, JULIUS P.				SSN 999-65-5584		SIGNATURE Julius P. Walker - Signed			
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 2LT, IN, Co A, 4/77th Infantry Battalion, 55th Inf Div (MECH), Platoon Leader								DATE 5 April 2004	
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS				<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL. (See attached comments)					
PART III - DUTY DESCRIPTION (Rater)									
a. PRINCIPAL DUTY TITLE Squad Leader					b. DUTY M OSC 19K20 C200				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Gunner on a M1A1 Abrams Tank assigned to a MTOE Arm or Battalion; responsible for the health, welfare, training and professional development of the 2 assigned enlisted soldiers; responsible for maintenance of a M1A1 Tank and assigned MTOE equipment in excess of 2.5 million dollars.									
d. AREAS OF SPECIAL EMPHASIS National Training Center rotation; 1 gunnery exercise; CTT donald.alston@ ; eugene.b.thomas@ ; julius.walker@									
e. APPOINTED DUTIES Company Drivers Training NCO ; Key Control NCO									
f. COUNSELING DATES				INITIAL 20040915	LATER 20041212	LATER 000208	LATER		
PART IV - ARMY VALUES ATTRIBUTES SKILLS ACTIONS (Rater)									
a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries, optional for "Yes" entries.									
V A L U H I S		Loyalty Duty Respect Selfless Service Honor Integrity Personal Courage		1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.	X	X	X	X	X
				2. DUTY: Fulfills their obligations.	X	X	X	X	
				3. RESPECT/DEED: Treats people as they should be treated.	X	X	X	X	
				4. SELFLESS SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	X	X	X	X	
				5. HONOR: Lives up to all the Army values.	X	X	X	X	
				6. INTEGRITY: Does what is right - legally and morally.	X	X	X	X	
				7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	X	X	X	X	
				Built comments					
o is committed to the Army goals									
o supports EO									

RATED NCO'S NAME (Last, First, Middle Initial) + MARTIN, DOUGLASE.		SSN 999-02-2940	THRU DATE 2005 03	+
PART IV (Rater) -VALUES /NCO RESPONSIBILITIES <p style="text-align: center;"><i>Specific BULLETS examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific BULLETS examples of "SUCCESS" are optional.</i></p>				
b. COMPETENCE o Duty proficiency /MOS competency o Technical & tactical/knowledge, skills, and abilities o Sound judgment o Seeking self-improvement/always learning o Accomplishing tasks to the fullest capacity; committed to excellence EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Same) (Much) <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> received commendation as best gunner in battalion during training center rotation <input type="checkbox"/> selected to train all incoming gunners to the battalion		
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a soldier EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Same) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		APFT PA SS 0312	HEIGHT/WEIGHT 68/165 YES	
		<input type="checkbox"/> scored 288 on A PFT <input type="checkbox"/> impressive posture and appearance		
d. LEADERSHIP o Mission first o Genuine concern for soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Same) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> strives for perfection <input type="checkbox"/> positive motivator to soldiers <input type="checkbox"/> combines leadership skills with his strong catholic background		
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching soldiers how to perform on tasks, duty related skills o Sharing knowledge and experience to fight, survive and win EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Same) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> passed all tank inspections with no deficiencies <input type="checkbox"/> trains soldiers to standards <input type="checkbox"/> a proven trainer of unbounded ability		
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging soldiers to learn and grow o Responsible for good, bad, right & wrong EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Same) (Much) <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		<input type="checkbox"/> maintained 100 percent accountability of tools and equipment		
PART V -OVERALL PERFORMANCE AND POTENTIAL				
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. AMONG THE BEST FULLY CAPABLE MARGINAL <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		e. SENIOR RATER BULLET COMMENTS <input type="checkbox"/> unlimited potential <input type="checkbox"/> fully capable of tank command <input type="checkbox"/> always exceeds standards		
b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. Platoon Sergeant Operations Sergeant Drill Sergeant		<input type="checkbox"/> devotes time, care, and attention to mission		
c. SENIOR RATER. Overall performance <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Successful Fair Poor		d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility. <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Superior Fair Poor		
+				

(Figure 2)

NCO EVALUATION REPORT						SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX C.			
+ For use of this form, see AR 623-205; the proponent agency is ODCSPER. +									
PART I - ADMINISTRATIVE DATA									
a. NAME (Last, First, Middle Initial) BAXTER, SHEILA C.			b. SSN 999-12-3456		c. RANK SSG	d. DATE OF RANK 990101	e. PM OSC 71L30 F500		
f. UNIT, ORG., STATDN, ZIP CODE OR APO, MAJOR COMMAND HHC, 55th Inf Div (MECH), Fort Stewart, GA 31314 (FC)						g. REASON FOR SUBMISSION 6 Relief for Cause			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO COPY (Check one and Date)		m. PSC Initials	n. CMD CODE	o. PSB CODE
FROM	THRU				1. Given to NCO	Date			
YYYY MM	YYYY MM	4			2. Forwarded to NCO			FC	FA 22
2003 12	2004 03								
PART II - AUTHENTICATION									
a. NAME OF RATER (Last, First, Middle Initial) RIVERS, BARBARA A.			SSN 999-98-7654		SIGNATURE Barbara A. Rivers - Signed				
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT SFC, 75H30, HHC, 55th Inf Div (MECH)							DATE 15 Mar 2004		
b. NAME OF SENIOR RATER (Last, First, Middle Initial) WALTERS, JULIE D.			SSN 999-55-1880		SIGNATURE Julie D. Walters - Signed				
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT 1SG, 75H5M, HHC, 55th Inf Div (MECH), First Sergeant							DATE 17 Mar 2004		
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IV are correct. I have seen the report completed through Part V, except Parts III and II. I am aware of the appeals process of AR 623-205.					SIGNATURE Sheila C. Baxter - Signed		DATE 17 Mar 2004		
d. NAME OF REVIEWER (Last, First, Middle Initial) HUNTER, STEPHEN T.			SSN 999-99-9923		SIGNATURE Stephen T. Hunter - Signed				
RANK, PM OSC, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AG, HHC, 55th Inf Div (MECH), Commander							DATE 19 Mar 2004		
e. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS				<input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL. (See attached comments)					
PART III - DUTY DESCRIPTION (Rater)									
a. PRINCIPAL DUTY TITLE NCOIC, Inprocessing					b. DUTY M OSC 71L30				
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars) Responsible for supervision and training of five soldiers while ensuring all incoming personnel being assigned to the division were completely inprocessed, welcomed, and that their military records were handcarried to the Personnel Records Branch within 30 days of arrival for soldiers being assigned to the division. Also responsible for initiating pay related problems, personnel actions, and reassignments.									
d. AREAS OF SPECIAL EMPHASIS									
e. APPOINTED DUTIES									
f. COUNSELING DATES			INITIAL 031202	LATER 040106	LATER 040210	LATER 040305			
PART IV - ARMY VALUES ATTRIBUTES SKILLS ACTIONS (Rater)									
a. ARMY VALUES. Check either "YES" or "NO". Comments are mandatory for "No" entries, optional for "Yes" entries.									
V A L U E S		Loyalty Duty Respect Selfless Service Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and other soldiers.				X		
			2. DUTY: Fulfills their obligations.				X		
			3. RESPECT/DEED: Treats people as they should be treated.				X		
			4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.				X		
			5. HONOR: Lives up to all the Army values.				X		
			6. INTEGRITY: Does what is right - legally and morally.				X		
			7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).				X		
Built comments			o is dishonest in word and deed						
			o not committed to goals of the division						

