Revised Noncommissioned Officer Evaluation Reporting System

Module 1: Overview
Agenda

- Background
- Approved Changes
- NCOER Support Form and Grade Plate NCOERs
- Rater Tendency Label
- Senior Rater Profile Label
**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-fits-all”

- **Development Process:**
  - Current NCOER implemented in 1987
  - Proposed changes based on the following:
    - 38th CSA Strategic Priorities
    - DA Centralized Selection Board comments
    - Field input
    - Lessons learned during fielding of OER
  - Mirrors development of OER with modification by Army Leaders

**Informed By:**
- SECARMY Guidance
- 38th CSA reshaping and approval
- SMA, Board of Directors, and NCO Working Groups
- Other Services and Industry review
- HQDA Centralized Selection Board AARs
- General Officer Steering Committee / Council of Colonels
- ADP 6-0 and ADP 6-22
- Profession of Arms Forum
- Army White Paper, The Profession of Arms
- Army Leader Development Strategy

**NCOER remains the primary tool documenting NCO performance and potential**
Approved Changes

- Applicable to all Army components (Regular Army, Reserve, and Guard)

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

- Rater tendency for Raters of SSG-CSM/SGM

- Senior rater profile for senior raters of SSG-CSM/SGM; limited to 24% for the “MOST QUALIFIED” selection

- Clear delineation of rating official roles & responsibilities
  - Rater assesses performance
  - Senior Rater assesses potential
Approved Changes

- **Assessment Format**
  - **Rater**
    - Bullet comments (SGT-1SG/MSG)
    - Narrative comments (CSM/SGM)
  - Senior rater – narrative comments for all NCOs

- Supplementary reviewer required when the senior rater is a 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; in certain situations (i.e., no uniformed Army-designated rating officials, senior rater or someone outside the rating chain directs relief)

- NCOER Support Form aligned with Army Doctrine (ADP 6-22)
  - New senior rater comments box
  - Senior rater should counsel at least twice during rating period

- Discourage creation of large senior rater populations (pooling)
- Part I – SSD and NCOES requirement met for next grade
- Part II – Senior rater annotates counseling dates
- Part II – Supplementary reviewer, if required
- Part IV – Rated NCO provides goals and expectations
### Part V – Attributes and Competencies (ADP 6-22)

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

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

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

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

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

- **f.** ACHIEVES: (Gears results)

### Part VI – Senior rater provides comments
- Administrative data is the same for all reports

- Supplementary reviewer required when the senior rater is a 2LT-1LT, WO1-CW2, or SFC-1SG/MSG; and in certain situations

- Part II, block d2 – Rated NCO’s signature verifies seeing the report and the accuracy of administrative data in Part I, rating chain and counseling dates in Part II, duty description in Part III, and APFT and HT/WT data in Part IV

- Part IV
  - Bullet comments for Direct- and Organizational-level reports
  - Narrative comments for Strategic-level report
- Focuses on proficiency and is developmental in nature; aligns with Army Leadership Doctrine
- Assessment based on 2-box scale
  - “MET STANDARD”
  - “DID NOT MEET STANDARD”
- Rater – bullet format
- Unconstrained senior rater box check
- Senior rater – narrative format
- Focuses on organizational systems and processes; aligns with Army Leadership Doctrine

- Rater – bullet format

- Assessment based on 4-box scale
  - “FAR EXCEEDED STANDARD”
  - “EXCEEDED STANDARD”
  - “MET STANDARD”
  - “DID NOT MEET STANDARD”

- Unconstrained Rater Tendency

- Senior rater profile is limited to 24% for “MOST QUALIFIED” selection; no credit applied – only one of the first four reports may be “MOST QUALIFIED”

- Senior rater – narrative format
- Focuses on large organizations and strategic initiatives; aligns with Army Leadership Doctrine

- Rater – narrative format

- Rater overall performance is not limited

- Senior rater profile is limited to 24% for “MOST QUALIFIED” selection; no credit applied – only one of the first four reports may be “MOST QUALIFIED”

- Senior rater – narrative format
### Rater Tendency Label
*(applies to SSG-CSM/SGM)*

<table>
<thead>
<tr>
<th>RATER OVERALL PERFORMANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>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</strong></td>
</tr>
<tr>
<td><strong>6</strong> Army NCOs in this grade.</td>
</tr>
<tr>
<td>Far Exceeded Standard</td>
</tr>
<tr>
<td>□</td>
</tr>
</tbody>
</table>

**j. COMMENTS:**
- #3 of 6 SFCs that I currently rate
- Executed every assignment and tasking with minimal guidance from the command
- Strong performance from an outstanding NCO
- Total Ratings: 12

**Note:** This is the rater’s “capstone” assessment of performance and opportunity to “stratify / quantify.”

- Key information includes the following:
  - Rater tendency (i.e., rating history) – the value below each box equals the overall history of those ratings in this grade
  - Rater tendency label will be imprinted on the NCOER and viewable within the Evaluation Entry System (EES) by the rater’s rater and senior rater
• Key information includes the following:
  ➢ Senior rater’s profiled assessment of rated NCO’s potential
  ➢ Senior rater’s total number of ratings
  ➢ Number of ratings for the rated NCO by the current senior rater