

Army oer support form examples

Army support form examples. How to write an army oer. Army nurse oer support form examples. <u>mudevicido</u> Army oer support form bullets examples. <u>xivefebisigena</u> Army oer examples. Army oer support form major performance objectives examples.

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* NOTE Normative restantion a mandatory CPT Ricks is an outstanding officer of many diverse talents whose command capabilities have been proven. He has managed all human and material resources in a cost-effective manner while maintaining excellent unit morale. He has been extremely responsive to mission support of the JCRC and its humanitarian efforts in SEA. While flying missions in Cambodia and Vietnam, he was exposed to communist air and ground threats, particularly during the last days before the fall of Saigon. He aided that operation by transferring personnel and equipment needed for the evacuation. He voluntarily flew no-notice mercy missions to assist those in need of medical help. When faced with the probability of gear up landing, CPT Ricks resolved the emergency condition and landed without incident. I recommend him for additional Professional Military Education and advancement to Major as soon as possible.

E NOCHER Normair evaluation is manufactory under the prevaiules of paragraphy 2-28 and 4-46, 48 422-105 symb. Captain Ricks performance of duty has truly been outstanding. Being under OPCON to JCRC he was separated by over two hundred miles from the parent unit. His decisions were accurately made with out the benefit of over all army aviation guidance. He led his aviators thru out hostile fire areas in RVN and Cambodia. His prior planning and evasive flight procedures enabled him to accomplish all missions without a combat loss. Recommend he be promoted ahead of his contemporaries and be considered for advanced military and civil schooling.

PART VIII - REPORT SCORES		10.000	PART IX - ANTHENTICATION (Read paragraph 5-2), AR 523-803)			
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The class will break down HOW to fill out the meat of the form (Parts III through V), and WHY it's important to counsel your NCOs using it. This particular PowerPoint is designed with the NEW NCOER support form (2166-9-1A) in mind, however could be used as a guide to develop the older form (2166-8-1), as well as the OER Support Form (67-9-1; with a few minor tweaks). It will also explain why you as a leader should use the NCOER Support Form (in addition to DA Form 4856s) to do so. **Background**: In discussing the revisions that are coming to the NCOER Support Forms with my Platoon NCOs, I realized that many NCOs (to include my own Platoon NCOs, and many more officers) do not know how to utilize the NCOER Support Form, why using it is important, and how using it makes the NCOER process easier. Please take a look. If you have suggested additions, questions, corrections, or problems concerning the information contained in it, please feel free to forward them to me at: Brock j.young.mil@mail.mil I hope this can be of use. Attached is an OER Narrative Guide and NCOER Bullet Guide (also posted on S1Net; that combines the rules of the AR and DA PAM 623-3, and examples, for the attributes and competencies of the OER and NCOER. Although these guides were developed primarily to assist the ARNG rating chains in my unit, I believe it can be helpful to all components and officer levels. These guides are not intended to be a source of "cut and paste" narratives, bullets, and or comments for you to simply "check the block" on an evaluation. Instead, the enclosed examples are intended to get you, the Rater and Senior Rater, to break your writer's block and create unique narratives and bullets for your officers, those who may not be familiar with what a strong vs.



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The guides explain the rules for comments, narratives and bullets found in AR and DA PAM 623-3 (to include prohibited and negative comments/bullets), and gives examples of narrative comments (individual sentences that can be combined to form a narrative) and bullets. Each attribute/competency is broke down by level of rater box check that comment supports (e.g. Excels, Proficient, Capable, or Unsatisfactory, as defined in DA PAM 623-3), strengthen a box check (e.g. when a profile doesn't support a higher check), or weaken a box check (e.g. when a subordinate was borderline Proficient, but needs to be shown that they are the bottom of the box check). APFT and HT/WT is broken down by comments for PASS (which are optional and can be added to blocks a.

or d.), comments for PROFILE / BLANK, and comments for FAIL (to include examples of officer failing but showing improvement). Also included are rules and examples for senior rater narratives for both OERs and NCOERs, followed by a section on effective words for use in evaluations. I look forward to the feedback. Brock The purpose of this post is to give you several sample OER bullets and OER comments. These comments will benefit someone writing an OER for someone else or for someon

Brush up on AR 623-3, or even better, take your S1 out to lunch and pick their brain! They are a wealth of knowledge!It's your job to manage your own Army OER and to manage your own career.

No one cares about your military career as much as you do. If you aren't proactive throughout the entire OER process, you are setting yourself up for failure and disappointment. That means that you must actively communicate with your supervisor throughout the OER process, not just when it's due. You should make your rater's job as easy as possible. To do so, you should prepare your own Army OER Support Form and even write the first draft of your own OER. To some of you, that might sound crazy. From personal experience, I can tell you this works great. Your boss is busy. They probably supervise several officers and NCOs. They have a lot on their plate. If you can make their life easier they will appreciate it. I've also found that in most cases, they will use the EXACT OER shell that you write. So write well young grasshopper.



Army oer support form bullets examples. Army oer examples. Army oer support form major performance objectives examples.

Counseling for Officers and NCOs is supposed to take place on the support form; however I have found there is confusion about how to use the support form, how it's developed, etc. The attached PowerPoint class describes how and why to utilize the NCOER Support form when counseling your NCOs, and how to develop the performance objectives in order to ensure your NCOs know what standard they are trying to meet. NOTE: All of the same rules, actions, and reasons apply to OER support forms as well. The class will break down HOW to fill out the meat of the form (Parts III through V), and WHY it's important to counsel your NCOs using it. This particular PowerPoint is designed with the NEW NCOER support form (2166-9-1A) in mind, however could be used as a guide to develop the older form (2166-8-1), as well as the OER Support Form (67-9-1; with a few minor tweaks).



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HQDA# 1102130 PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS CONTINUED Describe adherence to leadership attributes and demonstration of competencie A. CHARACTER: (Army Values, Empathy, Warrior Ethos/Service Ethos, Discipline - see ADRP 6-22) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES. o Organize LPDs for Platoon that mentor and shape Soldiers in their personal and professional lives o Speak up, offer suggestions, find professional ways to voice disagreement when necessary LIST SIGNFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS: o Volunteered outside of duty as a tutor North Korean refugees English o Organized a Battalion Leader's Day in which North Korean refugees briefed Soldiers on their escape o Extremely dependable; LT Velez could always be counted on to offer candid and useful advice o Organized monthly Leader Personal Development sessions with her Squad Leaders and Platoon Sergeant 8. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience - see ADRP 6-22); (Safety/ Individual and unit deployment readiness/Support of behavioral health goals, AR 623-3 and Mission Command Principals, see ADP 6-0, addressed under fitness and resilience APPT GOALS, PU RUN HEIGHTWEIGHT (ONLY AS NEEDED) INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES o Focus on maintaining a healthy lifestyle where I can balance a work and rest cycle o Gain muscular strength and endurance in order to support body weight LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS. o LT Velez earned a 300 on all of her physical fitness tests, receiving an AAM for her accomplishment o LT Velez always looks to improve her physical fitness and decreased her run time from 14:34 to 14:24 o LT Velez earned entrance into the initial application for the Cultural Support Team C. INTELLECT: (Mental agility. Sound judgment, Innovation, Interpersonal tact, expertise - see ADRP 6-22 and ADRP 6-0 INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES o Hone professional skills (Patriot tactics, holistic understanding of how Patriot equipment works together o Read and discuss Patriot Standard Operating Procedures with Soldiers and fellow Officers LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS. o LT Velez's crew is consistently selected as the primary crew for Battalion level operations o Drafted a Battery level OPORD in support of 24 hour Battery sustainment operations o Dedicated countless hours to solving technical issues with PATRIOT equipment o Briefed over 15 distinguished visitors on PATRIOT equipment and Delta's tactical significance D. LEADS: (Leads others, builds trust, extends influence beyond the chain of command. Leads by example. Communicates see ADRP 6-22 and ADRP 6-01 INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES. o Remain positive when situations become confusing or present challenging changes o Take charge of synchronizing activities between Battery and Battalion level operations LIST SIGNFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS. o Organized two DMV tours for her platoons in order to explain the relevance and reality of the unit's mission o Exceptionally led seven "superior" rated launcher march order and emplacement crews and two distinguished reload crews through Gunnery certifications o LT Velez is a confident and loyal team player who does what it takes to complete the mission E. DEVELOPS: (Creates a positive environment/Fosters esprit de corps, prepares self, Develops others, Stewards the profession - see ADRP 6-22) MSAF PROJECTED COMPLETION DATES IAW AR 350-1 DATE INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES. o Build proficiency in developing platoon cohesion between all moving parts of a Patriot Battery o Establish a "battle rhythm" for the platoon LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS. o Helped facilitate a women's mentorship meeting between two batteries in the Battalion o Selected to mentor a ROTC cadet and took it upon herself to mentor another cadet in the Battalion during their Cadet Troop Leadership Training o Continually aims to build spirit de corps, LT Velez creates platoon picture collages and motivational "PT Studs" posters for her platoon F. ACHIEVES: (Gets Results - see ADRP 6-22 and ADRP 6-01 INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES o Achieve Missile Defender of the Year with Crew o Earn Distinguished for Table VIII certification LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS. o Earned a first time go as Crew 1 and Crew 2 during two Table VIII Gunnery certifications o Ranked top 4 in the Battalion during Table VIII certifications DA FORM 67-10-1A, NOV 2015 Page 2 of 1

about OER Support Forms, just ask and I will do my best to get you an answer.

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These comments will benefit someone else or for Comments. Comments on the OER are typically in paragraph form rather than bullet points like the NCOER. Prior to writing an OER, do your due diligence. Brush up on AR 623-3, or even better, take your S1 out to lunch and pick their brain! They are a wealth of knowledge!It's your job to manage your own Army OER and to manage your own career No one cares about your military career as much as you do. If you aren't proactive throughout the entire OER process, you are setting yourself up for failure and disappointment. That means that you must actively communicate with your supervisor throughout the OER process, not just when it's due. You should make your rater's job as easy as possible. To do so, you should prepare your own Army OER Support Form and even write the first draft of your own OER. To some of you, that might sound crazy. From personal experience, I can tell you this works great. Your boss is busy. They probably supervise several officers and NCOs. They have a lot on their plate. If you can make their life easier they will appreciate it. I've also found that in most cases, they will use the EXACT OER shell that you write. So write well your grasshopper. Getting the OER you want and deserve might depend upon it! If your rater asks you why you drafted a first draft of your own OER, tell them you "knew they were busy and you just wanted to make their job a little bit easier." Personally, I've never had one "boss" be upset by me doing it. However, you know your boss better than I do, so use your own judgement. One of the most important counseling tools you have is your NCOER or OER Support Form, also known as the -1A. Most individuals don't understand the process and have difficulty filling these forms out. Properly completed these forms provide you a current status of what type of evaluation report. Using proper counseling in conjunction with the -1A ensures the Soldier is well informed and knows exactly where they stand with their Rater and Senior Rater at all times. Before picking up the pencil to make comments on your -1A you need to totally understand the process...then you can start putting comments on your -1A. ~ Mentor MilitarySample Army OER Bullets and OER comments. Please know that I just copied these from my own OERs (I did change my name and unit though). Feel free to use these as a template for doing your own.# 1: S4 OfficerDuring this short rating period, MAJ Roscoe did an exceptional job managing the S4 section. Upon arrival in our unit, MAJ Roscoe made an immediate positive impact by revamping the unit's Command Supply Disciple Program SOP and CSDP Binder. Several months later, his section received satisfactory results on both the COMET and the CSDP Inspection. During Annual Training, MAJ Roscoe really stepped up to the plate and led one officer and 28 Soldiers. His maintenance section maintained an OR rate of 97% and issued 12,000 meals during Annual Training without incident or injury. His logistics support was the best support l've ever had during my service in the National Guard. For his exceptional performance, he received 2 Army Commendation Medals and was promoted to Major at minimum time-in-grade. MAJ Roscoe is a talented leader and logistician. You can always count on him to get things done, and done right. He also served on ADOS for six months as the Vigilant Guard Project Planner for a multi-state, joint-level exercise. In his free time, he wrote and published two books, completed ILE Phase I and trained for a marathon.# 2: Company CommanderDuring this short rating period, CPT Tyson did an exceptional job leading his Soldiers. CPT Tyson is an experienced, confident, loyal and ultimate team-player and leader who always does whatever it takes to make sure the mission is done and done right. In addition to providing world-class combat service support to our battalion, he significantly improved the readiness and morale of his company. Some of his key accomplishments include 5 re-enlistments, six promotions, 19 Soldiers graduated from either MOSQ or NCOES and a company Non-Val Pay of less than 1%. Next, his Maintenance Section maintained an OR rate in excess of 95% while repairing 10+ vehicles. He completed his change-of-command inventory with zero discrepancies or shortages. Finally, CPT Tyson was selected to serve as the 58th Regiment S4 Officer, a position above his current pay-grade. He will be greatly missed in our battalion and within his company.# 3: Company CommanderCPT Smith did an amazing job creating a technically and tactically proficient company that is motivated, trained, disciplined and capable of completing any combat deployment. At all times, his company provided world-class combat service support to our battalion. Some highlights include: 590.5 man-hours of maintenance completed, 100+ vehicles repaired, an OR Rate in excess of 94% prepared 6,000 meals, issued 8,000 gallons of fuel, and issued 200,000 rounds of ammunition without incident or injury. In January 2009, he deployed his company to Washington DC in support for the 56th Presidential Inauguration and successfully operated a Traffic Control Point. To improve his unit readiness, CPT Smith increased his unit strength from 85 to 101 a 20% increase. He also improved the DMOS rate from 88% to 93% while maintain a non-val pay rate of less than 1%. Moreover, he presented 52 Soldiers, graduated 52 Soldi Soldiers with the Ordnance Order of Samuel Sharpe. To improve his professional development, he completed 4 military courses to include: Combined Arms Exercise (CAX), Project Management, Strategic Planning and Basic Accounting.# 4: Company XO1LT Edwards was vital to the success of our unit. In his job as Company XO, he spearheaded our Command Supply Discipline Program. As a result of his hard work, our unit received second place in the national Command Supply Discipline Program competition. 1LT Edwards traveled to Washington D.C. with the Supply Sergeant to receive the award. In the maintenance realm, he worked closely with the Motor Sergeant to reform our maintenance program. His hard work and new SOP helped our unit maintain an Operational Readiness Rate in excess of 95%, which is a 20% improvement from the previous year. In regards to administration, 1LT Edwards created an Awards Program for our company which resulted in 42 Soldiers receiving some type of achievement award during the past calendar year. The bottom line is that 1LT Edwards was the most critical and influential person in our organization this year. Without him, I'm not sure we would have accomplished any of these things. He also finished his Master's Degree and completed his Captain's Career Course. position immediately. He is definitely a future senior Army leader. # 5: Platoon Leader2LT Amy Jones is an amazing military leader. From the time she arrived in my company, she was a go-to player. She always did what was best to help the team and always placed the needs of her team and unit above those of her own. Some of her key accomplishments include helping 7 Soldiers get promoted, sending 9 Soldier to NCOES schools, creating a formal counseling program in her platoon, getting recognized at Annual Training by the Commanding General, spearheading the unit's Family Readiness Group, revamping the Platoon's and Company's SOPs, volunteering to mentor one of her peer Platoon Leaders, graduating from her BOLC Class as the Honor Grad and scoring a 300 on her APFT.As her Company Commander I am honored to serve with her. Promote to 1LT immediately, ahead of her peers. Unlimited potential. A superb leader with huge potential. Help Us OutIf you're an Army Officer, I would love your help. If you could submit one or more of your Army OER Bullets and OER Comments, I would appreciate it. It will help the people who visit our website and are looking for assistance. Feel free to change your name and unit to protect your identity. You can submit it in the comment's section below or email me.ConclusionBy all means, use these sample Army OER comments and OER bullets as you like. Simply change the name, modify as required for your duty position, and save yourself some time and energy preparing your OER. And whatever you do, please be proactive about your own military career. Don't sit back and wait for your OER. Make sure you are part of the process! Follow the tips in this article and you will be well on your way. What are your thoughts? Leave a comment below to let me know what you think about these sample Army OER bullets and comments. I look forward to hearing from you. You can check out the link to see example Senior Rater OER Comments. The Army wants specifics. If you marked "no" in a box, you have to explain in detail why. This can be hard because you have to explain in detail why. you think an officer deserves an outstanding rating. Use tangible data when possible. For example, if the officer is very fit, you can state, "Captain Doe is in good shape." As another example, saying "Captain Doe is in good shape." As another example, if the officer is very fit, you can state, "Captain Doe is in good shape." As another example, if the officer is very fit, you can state, "Captain Doe is in good shape." As another example, saying "Ca a new tracking system" is better than, "Captain Doe is responsible for high-dollar equipment." AR 623-3 provides some guidance in writing. ~ Work.ChronIf you're looking for a great resource to help you with your OERs and counseling, I suggest this book on Amazon.Other Must Read Articles My goal in today's post is to share some of my best Army OER Support Form tips. I spent 11 years as an Army Officer and have about 12 OERs that I personally received. In addition, I've probably written 50 OERs for people that I supervised. When I first earned my commission, I knew nothing about OERs. Everything know now I learned through trial and error and real world experience. What I want to do with you in this post is transfer some of my knowledge so that you can learn more about the "right way" to do your OER Support Form. In the Army, all Commissioned Officers receive Officer Evaluation Reports; also known as OERs, the Officer Evaluation Report is used to assess performance and determine the potential for promotion, and for positions of increased responsibility. All Army Officers receiving an OER, the rated Officer must submit their OER Support Form to their rater for review. Drafting up a quality Army OER Support Form is vital if you want a good (and accurate) OER.Don't just sit back and assume that your rater knows how to write well, or that they have kept good track of your accomplishments.Follow these seven tips mentioned below and you will be well on your way to having a good and accurate OER.Other Posts You Might Enjoy: Tip # 1: Familiarize Yourself with DA Form 67-10-1A or 67-10-2 For FG Officers The first thing you need to do is familiarize yourself with DA Form 67-10-1A.Print out a blank copy and review each section. Read the instructions on how to fill one out. If you have any questions about what goes on the form, ask the S1 to explain it to you, or ask your rater for help. Tip # 2: Get Some Samples Of Completed Support Forms to ReviewAnother great tip that I can share with you is to get some sample completed OERs and OER Support Forms. Tell them you are building up a library of examples to use for reference.Offer to exchange one of your old Support Forms for one of theirs.Once you get three or four copies, read each one.Use them as a resource to brainstorm ideas about your own Support Form.Tip # 3: Keep Track of Your AccomplishmentsI've talked about this on other parts of my website. You want to keep track of your accomplishments every month. At the end of every week (for active duty soldiers) and at the end of every drill weekend (for ARNG and USAR Officers), write down your five to ten major accomplishments for the month. Put it on a piece of paper and file it in your Leader's Book. Transfer someone of these accomplishments onto your OER Support Form once a month. Top # 4: Keep a Working CopyThis tip goes hand in hand with tip number three. Keep a working copy of your OER Support Form. That means you shouldn't wait until month twelve to write your OER Support Form. Every month, beginning at the end of month one in the rating period, you should update your OER Support Form. Find ways to improve it every month, you will have a well crafted document at the end of the rating period. Tip # 5: Get Feedback from OthersBefore you turn in your OER Support Form to your rater at the end of the rating period have a few people review it. Have a respected peer and one of your mentors check it out. Don't just ask them if they like it. Ask them how you can improve it or what they would do differently. Be open minded.You will be surprised at the input you get from others.Tip # 6: Revise, Edit, Modify and Improve it.Try to have your final draft done at least two weeks before it is due.Once the final draft is done, look at it once a day and find ways to improve it.Look for typos.Look for better word choices to describe things.Make sure the finished product is high quality.Tip # 7: Write it Like You Want Your OER WrittenIf you do it right, your rater will more than likely copy and paste what you wrote right on your Support Form into your actual OER.They might not, but there is a good chance that they will.So make sure you write your OER Support Form

just like an OER bullet/statement looks like.Look at your past OERs for examples or from the OER Support Forms you collected from others.Summing Things UpThe bottom line is that no one cares about your career as much as you do.When it comes to drafting up your own Army OER Support Form, you should definitely follow the seven tips I mentioned above.Do that and you will be well on your way to getting an accurate and good OER!Don't do it and who knows what might happen.On a side note, if you have a lot of experience with OERs and OER Support Forms, I would love to hear from you.Please leave a comment below to share your best tips for success.If you have any questions