DA Form 2166-9 Series

Module 3: NCOER Support Form & Grade Plate NCOERs
Agenda

- What is Changing on the NCOER
- NCOER Support Form
- Grade Plate NCOER
  - Part I – ADMINISTRATIVE DATA
  - Part II – AUTHENTICATION
  - Part III – DUTY DESCRIPTION
  - Parts IVa and IVb – APFT and HT / WT
- Army Leadership
- Performance Measures
  - FAR EXCEEDED STANDARD
  - EXCEEDED STANDARD
  - MET STANDARD
  - DID NOT MEET STANDARD
Agenda (cont.)

- Part IV – Rater Assessment
  - CHARACTER
  - Direct-level Report (SGT)
  - Organizational-level Report (SSG-1SG/MSG)
  - Strategic-level Report (CSM/SGM)

- Potential Measures
  - MOST QUALIFIED
  - HIGHLY QUALIFIED
  - QUALIFIED
  - NOT QUALIFIED

- Part V – Senior Rater Assessment
  - Direct-level Report (SGT)
  - Organizational- and Strategic-level Reports (SSG through CSM/SGM)
# What is Changing on the NCOER

<table>
<thead>
<tr>
<th>CHARACTERISTIC</th>
<th>CURRENT NCOER (DA FORM 2166-8)</th>
<th>NEW NCOER (DA FORM 2166-9 SERIES)</th>
</tr>
</thead>
</table>
| NCOER Support Form                    | • Based on the Leadership Dimensions of FM 22-100  
• Rater counsels initially and quarterly  
• Senior Rater – no requirement to counsel  
• Reviewer – no requirement to counsel; provides oversight/assists rating chain                                                                                                     | • Aligns with Leadership Requirements Model of ADP 6-22  
• Rated NCO provides goals and expectations  
• Rater counsels initially and quarterly  
• Senior Rater should counsel twice during rating period  
• Supplementary Reviewer, as required  
• Incorporates SSD/NCOES completion box for next grade                                                                                                                   |
| Form                                  | One report for all NCOs                                                                                                                                                                                                         | Three reports  
1. SGT (Direct)  
2. SSG through 1SG/MSG (Organizational)  
3. CSM/SGM (Strategic)                                                                                                                                                    |
| Rating Chain Responsibilities          | • Rater assesses performance and potential  
• Senior Rater assesses performance and potential  
• Reviewer provides oversight/assists rating chain                                                                                                                                 | • Rater assesses performance  
• Senior Rater assesses potential  
• Supplementary Reviewer, as required                                                                                                                                 |
| Army Leadership Doctrine               | Based on Leadership Dimensions of FM 22-100                                                                                                                                                                                    | Aligns with Leadership Requirements Model of ADP 6-22                                                                                                                                                                          |
| Assessment Format                     | Bullet comments for all NCOs                                                                                                                                                                                                     | • Rater  
➢ Bullet comments for SGT through 1SG/MSG  
➢ Narrative comments for CSM/SGM  
• Senior Rater – narrative comments for all NCOs                                                                                                                                 |
| Senior Rater Assessment               | Uncontrolled promotion-based  
“1” – Recommendation for immediate promotion  
“2” – Strong recommendation for promotion  
“3” – Recommendation for promotion  
“4” – Should not be promoted at this time  
“5” – Do not promote                                                                                                                                                          | Controlled potential-based  
• Most Qualified (<50%)  
• Highly Qualified  
• Qualified  
• Not Qualified                                                                                                                                                               |
| Rating Chain Accountability            | No accountability                                                                                                                                                                                                               | Rater Tendency Label and Constrained Senior Rater Profile for SSG through CSM/SGM                                                                                                                                               |
- Part I – SSD and NCOES requirement met for next grade

- Part II – The Senior Rater should have a face-to-face counseling session (or alternate type of discussion) with the Rated NCO

- Part IV – Rated NCO provides goals and expectations
- Part V – Attributes and Competencies (ADP 6-22)
- Part VI – Senior Rater provides comments

<table>
<thead>
<tr>
<th>PART V - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rate)</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. CHARACTER: (Army Values, Empathy, Warrior Ethos/Service Ethos, Discipline, Fully supports SHARP, EO, and EEO)</td>
</tr>
<tr>
<td>INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</td>
</tr>
<tr>
<td>LIST SIGNIFICANT CONTRIBUTIONS AND ACHIEVEMENTS:</td>
</tr>
<tr>
<td>b. PRESENCE: (Military and professional bearing, Pride, Confidence, Excellence)</td>
</tr>
<tr>
<td>APFT GOALS:</td>
</tr>
<tr>
<td>PTU</td>
</tr>
<tr>
<td>CURRENT RECORD APFT:</td>
</tr>
<tr>
<td>a. APFT Pass/Fail/Profile:</td>
</tr>
<tr>
<td>b. Height:</td>
</tr>
<tr>
<td>c. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)</td>
</tr>
<tr>
<td>INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</td>
</tr>
<tr>
<td>LIST SIGNIFICANT CONTRIBUTIONS AND ACHIEVEMENTS:</td>
</tr>
<tr>
<td>d. LEADS: (Leads others, Builds Trust; Extends influence beyond the chain of command, Leads by example, Communicates)</td>
</tr>
<tr>
<td>INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</td>
</tr>
<tr>
<td>LIST SIGNIFICANT CONTRIBUTIONS AND ACHIEVEMENTS:</td>
</tr>
<tr>
<td>e. DEVELOPS: (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)</td>
</tr>
<tr>
<td>INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</td>
</tr>
<tr>
<td>LIST SIGNIFICANT CONTRIBUTIONS AND ACHIEVEMENTS:</td>
</tr>
<tr>
<td>f. ACHIEVES: (Gets results)</td>
</tr>
<tr>
<td>INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</td>
</tr>
<tr>
<td>LIST SIGNIFICANT CONTRIBUTIONS AND ACHIEVEMENTS:</td>
</tr>
</tbody>
</table>

PART VI - SENIOR RATER COMMENTS

Up to 8 lines of text for each field in Parts V and VI
- Front page is the same for all three grade plate NCOERs

- Narrative comments will be entered for Part IV on DA Form 2166-9-3 (CSM/SGM)

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c. **CHARACTER**: (Include narrative 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.)

<table>
<thead>
<tr>
<th>MET STANDARD</th>
<th>DID NOT MEET STANDARD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

- APFT pans/Full Profile
  - [Comments required for "Rated" APFT, "Not Rated", or "Profile" when it provides performance of duty, and "N/A" for Army Weight Standards. Note Item a. APFT Pans/Full Profile]

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**COMMENTS:**

<table>
<thead>
<tr>
<th>MET STANDARD</th>
<th>DID NOT MEET STANDARD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Part I – Administrative Data

<table>
<thead>
<tr>
<th>a. NAME (Last, First, Middle Initial)</th>
<th>b. SSN (or DOD ID No.)</th>
<th>c. RANK</th>
<th>d. DATE OF RANK</th>
<th>e. PMOSC</th>
</tr>
</thead>
<tbody>
<tr>
<td>f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND</td>
<td>g. STATUS CODE</td>
<td>h. UIC</td>
<td>i. REASON FOR SUBMISSION</td>
<td>j. PERIOD COVERED</td>
</tr>
<tr>
<td>k. RATED MONTHS</td>
<td>l. NONRATED CODES</td>
<td>m. NO OF ENCLOSURES</td>
<td>n. RATED NCO’S EMAIL ADDRESS (.gov or .mil)</td>
<td></td>
</tr>
</tbody>
</table>

- DOD ID Number will be the primary number utilized; SSN should only be used if DOD ID Number is not available.

- Must ensure the Unit Identification Code (UIC) is entered correctly to retrieve data in the Evaluation Reporting System (ERS).
# Part II – Authentication

<table>
<thead>
<tr>
<th>Field</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>a1. NAME OF RATER (Last, First, Middle Initial)</td>
<td>a2. SSN (or DOD ID No.)</td>
</tr>
<tr>
<td>a5. RANK</td>
<td>PMOSC/BRANCH</td>
</tr>
<tr>
<td>b1. NAME OF SENIOR RATER (Last, First, Middle Initial)</td>
<td>b2. SSN (or DOD ID No.)</td>
</tr>
<tr>
<td>b5. RANK</td>
<td>PMOSC/BRANCH</td>
</tr>
<tr>
<td>c1. SUPPLEMENTARY REVIEW REQUIRED?</td>
<td>c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)</td>
</tr>
<tr>
<td>c4. COMMENTS ENCLOSED?</td>
<td>c5. SUPPLEMENTARY REVIEWER'S SIGNATURE</td>
</tr>
<tr>
<td>d1. COUNSELING DATES INITIAL</td>
<td>LATER</td>
</tr>
</tbody>
</table>

- DOD ID Number will be the primary number utilized; SSN should only be used if DOD ID Number is not available.

- Use Enterprise email address.

- If a supplementary review is not required, then the user will select “NO” in Part II, block c1 and leave the remaining section blank.

- Rated NCO’s signature will verify the accuracy of administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and HT/WT entries in Part IV.
### Part III – Duty Description

**Rater will annotate the following:**
- Principal duty title
- Duty MOSC
- Daily duties and scope
- Areas of special emphasis
- Appointed duties

**PART III - DUTY DESCRIPTION (Rater)**

<table>
<thead>
<tr>
<th>a. PRINCIPAL DUTY TITLE</th>
<th>b. DUTY MOSC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

   **Up to 7 lines of text**

d. AREAS OF SPECIAL EMPHASIS

   **Up to 2 lines of text**

e. APPOINTED DUTIES

   **Up to 2 lines of text**
Rater will enter the following:

- **APFT**
  - PASS
  - FAIL
  - PROFILE
  - PREGNANT POST PARTUM
  - NO APFT

- **HT / WT** (including compliance with AR 600-9)
Check on Learning

1. The DA Form 2166-9 Series is comprised of one support form and three grade plate NCOERs. True or False?

2. The DA Form 2166-9-2 (SSG-1SG/MSG) is considered the Direct-level report. True or False?

3. The Rated NCO’s or rating official’s __________ should only be used if __________ is not available.

4. The Rated NCO’s signature will verify the accuracy of administrative data in Part I, the __________ and __________ in Part II, the duty description in Part III, and the APFT and HT/WT entries in Part IV.
Army Leadership

The process of influencing people by providing purpose, direction, and motivation to accomplish the mission and improve the organization.

The Leadership Requirements Model establishes what leaders need to be, know and do. A core set of requirements informs leaders about expectations.

Leadership Requirements Model

ATTRIBUTES

CHARACTER

* Army Values
* Empathy
* Warrior Ethos/Service Ethos
* Discipline

PRESENCE

* Military and professional bearing
* Fitness
* Confidence
* Resilience

INTELLECT

* Mental agility
* Sound judgment
* Innovation
* Interpersonal tact
* Expertise

LEADS

* Leads others
* Builds trust
* Extends influence beyond the chain of command
* Leads by example
* Communicates

DEVELOPS

* Creates a positive environment/
  Fosters esprit de corps
* Prepares self
* Develops others
* Stewards the profession

ACHIEVES

* Gets results

COMPETENCIES

Oath to Constitution
Subordinate to law & civilian authority
Combat Power: Unifier and Multiplier
Influence: Commitment, Compliance and Resistance
Positive and harmful forms of leadership

Levels of Leadership

Direct – Refine ability to apply competencies at a proficient level
Organizational – Apply competencies to increasingly complex situations
Strategic – Shape the military through change over extended time

Special Conditions of Leadership

Formal – designated by rank or position, command is an example
Informal – take initiative and apply special expertise when appropriate
Collective – synergistic effects achieved with multiple leaders aligned by purpose
Situational – actions adjusted to complex and uncertain environments

Outcomes

Secured U.S. interests
Mission success
Sound decisions

Expertly led organizations
Stewardship of resources
Stronger families

Fit units
Healthy climates
Engaged Soldiers & Civilians
## Attributes – What a Leader Is

<table>
<thead>
<tr>
<th>Level</th>
<th>CHARACTER (Army Values, Empathy, Warrior Ethos / Service Ethos, Discipline, SHARP/EO/EEO)</th>
<th>PRESENCE (Military and professional bearing, Fitness, Confidence, Resilience)</th>
<th>INTELLECT (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct (SGT)</td>
<td>Creates a climate that embraces Army Values; character is aligned with the Army’s expectations</td>
<td>Demonstrates good presence and confidence across expected duties of the position.</td>
<td>Conceptual capabilities, interpersonal tact, and domain knowledge are effective for direct level</td>
</tr>
<tr>
<td>Organizational (SSG – 1SG / MSG)</td>
<td>Exhibits behaviors that are clear outward expression that aligns personal character with Army expectations</td>
<td>Demonstrates excellent presence, confidence and resilience in expected duties and unexpected situations.</td>
<td>Conceptual capabilities, interpersonal tact, and domain knowledge are effective for operations at battalion and below</td>
</tr>
<tr>
<td>Strategic (CSM / SGM)</td>
<td>Demonstrates a sense of responsibility for the Army profession; character is of absolute integrity</td>
<td>Astutely manages complexity and anticipates transitions at strategic level; viewed as champions of causes, diplomats and ambassadors of high level interests.</td>
<td>Excels at complex thinking and multiple perspectives; adept with the Army design method; broad and deep understanding of history, world situations, technological possibilities, and dynamics of organizations.</td>
</tr>
</tbody>
</table>

*Based on Leader Development Strategy for a 21st Century Army, 25 Nov 09*
## Competencies – What a Leader Does

<table>
<thead>
<tr>
<th>Level</th>
<th>LEADS</th>
<th>DEVELOPS</th>
<th>ACHIEVES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)</td>
<td>(Creates a positive command / workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)</td>
<td>(Gets results)</td>
</tr>
<tr>
<td>Direct (SGT)</td>
<td>Demonstrated troop leading procedures and employment of TTPs relevant to their unit.</td>
<td>Builds environment of teams and teamwork.</td>
<td>Directs and prioritizes tasks for Squad level and below.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organizational (SSG – 1SG / MSG)</td>
<td>Demonstrated competence in resolving complex situations.</td>
<td>Proactive in developing others through individual coach, teach and mentor subordinates; accurately and fairly assess, identifies future leaders.</td>
<td>Demonstrates ability to lead through complexity and time, decentralized operations and ill-structured problems. Prioritizes limited resources to accomplish mission.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic (CSM / SGM)</td>
<td>Sets vision for operational and strategic level operations.</td>
<td>Creates systems and adopts policies supporting professional and personal growth across the organization. Stewards the Army’s interest in caring for and managing people and other resources.</td>
<td>Demonstrates ability to develop and describe broad vision and framework. Organizes, resources, integrates and aligns efforts among organizations to achieve mission goals.</td>
</tr>
</tbody>
</table>

*Based on Leader Development Strategy for a 21st Century Army, 25 Nov 09*
## Performance Measures

Organizational- and Strategic-level (SSG through CSM/SGM)

<table>
<thead>
<tr>
<th>FAR EXCEEDED STANDARD</th>
<th>EXCEEDED STANDARD</th>
<th>MET STANDARD</th>
<th>DID NOT MEET STANDARD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rated NCO performs extraordinarily above the required Army standards and organizational goals of leader competencies and attributes; leadership enables Soldiers and unit to far surpass required organizational and Army standards; demonstrated performance epitomizes excellence in all aspects; this NCO and his/her Soldiers consistently take disciplined initiative in applying leader competencies and attributes; results have an immediate impact and enduring effect on the mission, their Soldiers, the unit, and the Army; demonstrated by the best of the upper third of NCOs of the same grade.</td>
<td>Rated NCO performs above the required Army standards and organizational goals of leader competencies and attributes; this NCO and his/her Soldiers often take disciplined initiative in applying leader competencies and attributes; results have an immediate impact on the mission, their Soldiers, the unit, and the Army; this level of performance is not common, typically demonstrated by the upper third of NCOs of the same grade.</td>
<td>Rated NCO successfully achieves and maintains the required Army standards and organizational goals of leader competencies and attributes; effectively meets and enforces the standard for the unit and those in his/her charge; succeeds by taking appropriate initiative in applying the leader competencies and attributes; results have a positive impact on the mission, their Soldiers, the unit, and the Army; this level of performance is considered normal and typically demonstrated by a majority of NCOs of the same grade.</td>
<td>Rated NCO fails to meet or maintain the required Army standards and organizational goals of leader competencies and attributes; does not enforce or meet the standard for the unit or those in his/her charge; exhibits/displays minimal or no effort; actions often have a negative effect on the mission, their Soldiers, the unit, and the Army.</td>
</tr>
</tbody>
</table>
FAR EXCEEDED STANDARD

 Rated NCO performs extraordinarily above the required Army standards and organizational goals of leader competencies and attributes; leadership enables Soldiers and unit to far surpass required organizational and Army standards; demonstrated performance epitomizes excellence in all aspects; this NCO and his/her Soldiers consistently take disciplined initiative in applying leader competencies and attributes; results have an immediate impact and enduring effect on the mission, their Soldiers, the unit, and the Army; demonstrated by the best of the upper third of NCOs of the same grade.

o placed 1st of 23 teams in the recent LTG David E. Grange Jr. Best Ranger Competition

o nominated and selected over 11 senior NCOs to serve as the Army Corrections Command Operations Sergeant

o selected as the Secretary of the Army Career Counselor of the Year; incomparable retention knowledge

o expertly led his/her SGLs to earn an Institute of Excellence rating within eight months of arrival

o selected by Corps/Division G-1 as the best Brigade S-1 within area of responsibility
EXCEEDED STANDARD
(applies to Organizational- and Strategic-level NCOERs)

EXCEEDED STANDARD

| Rated NCO performs above the required Army standards and organizational goals of leader competencies and attributes; this NCO and his/her Soldiers often take disciplined initiative in applying leader competencies and attributes; results have an immediate impact on the mission, their Soldiers, the unit, and the Army; this level of performance is not common, **typically demonstrated by the upper third of NCOs of the same grade.** |

- mentored two squad members to be inducted into the Sergeant Audie Murphy Club
- graduated from M1A2/MGS/Bradley Master Gunner’s Course
- scored 2+/2+ on the Defense Language Proficiency Test (DLPT); surpassed Army standard in a Category IV language
- recognized with the Military Outstanding Volunteer Service Medal for volunteering over 100 hours with local community
- selected over eight seniors and 15 peers by the Deputy Commanding General to serve as Master Driver

Unclassified
MET STANDARD

(aapplies to all Grade Plate NCOERs)

MET STANDARD

Rated NCO successfully achieves and maintains the required Army standards and organizational goals of leader competencies and attributes; effectively meets and enforces the standard for the unit and those in his/her charge; succeeds by taking appropriate initiative in applying the leader competencies and attributes; results have a positive impact on the mission, their Soldiers, the unit, and the Army; this level of performance is considered normal and typically demonstrated by a majority of NCOs of the same grade.

- established a workplace environment and overall command climate that fostered dignity and respect for all team members
- scored 263 on last APFT helping company to achieve a 250 average
- assisted in the weapons qualification of 200 Soldiers throughout the battalion
- developed a strong priority work plan and anticipated constant change; successfully completed all missions
- developed several SOPs that were effectively used by Soldiers for accomplishment of daily missions
DID NOT MEET STANDARD

 Rated NCO fails to meet or maintain the required Army standards and organizational goals of leader competencies and attributes; does not enforce or meet the standard for the unit or those in his/her charge; exhibits/displays minimal or no effort; actions often have a negative effect on the mission, their Soldiers, the unit, and the Army.

- failed to consistently adhere to rules, regulations, or standard operating procedures
- demonstrated no concern for security and accountability of sensitive items
- displayed meager enthusiasm and optimism; his/her actions discouraged others to develop and reach their full potential
- failed to maintain accountability of Soldiers under his supervision; fabricated status reports
- declined to address subordinate’s request for assistance with personal issues
Part IV – CHARACTER

- Raters must assess the Rated NCO’s performance in fostering a climate of dignity and respect and adhering to the requirements of the SHARP Program.

- Narrative comments will be entered for Part IV, block c on DA Form 2166-9-3 (CSM/SGM).

<table>
<thead>
<tr>
<th>CHARACTER</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to 8 lines of text for each field in Part IV, blocks c through h (ex. Three two-line bullets with a one-line space between them.)</td>
</tr>
</tbody>
</table>

- (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.)

<table>
<thead>
<tr>
<th>MET STANDARD</th>
<th>DID NOT MEET STANDARD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Part IV – Rater Assessment (SGT)**

- Rater assesses performance using a 2-box scale; focused on technical proficiency and is developmental in nature
  - MET STANDARD
  - DID NOT MEET STANDARD

- Rater – Bullet comment format

  Up to 8 lines of text (bullet format) for each field in Part IV, blocks c through h

  Up to 5 lines of text (bullet format)
Part IV – Rater Assessment (SSG-1SG/MSG)

- Rater assesses performance using a 4-box scale; focused on organizational systems and processes
  - FAR EXCEEDED STANDARD
  - EXCEEDED STANDARD
  - MET STANDARD
  - DID NOT MEET STANDARD

- Rater – Bullet comment format

- Unconstrained Rater Overall Performance assessment

Up to 8 lines of text (bullet format) for each field in Part IV, blocks c through h

Up to 5 lines of text (bullet format)
Part IV – Rater Assessment (CSM/SGM)

- Performance assessment focused on large organizations and strategic initiatives
- Narrative must address each attribute and competency
- Unconstrained Rater Overall Performance assessment
**Potential Measures**

- **MOST QUALIFIED** – identify NCOs with strong potential for promotion in the secondary zone; ahead of peers (Note: Senior Rater must have less than 50% of the ratings in a grade to retain the MOST QUALIFIED label.)

- **HIGHLY QUALIFIED** – identify NCOs with strong potential for promotion with peers

- **QUALIFIED** – identify NCOs who demonstrate potential to be successful at the next level; promote if able

- **NOT QUALIFIED** – identify NCOs who do not demonstrate potential for promotion; recommend separation

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**Table: Senior Rater Overall Potential**

<table>
<thead>
<tr>
<th>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.</th>
<th>b. COMMENTS:</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ MOST QUALIFIED (limited to &lt;50%)</td>
<td>□ □ □</td>
</tr>
<tr>
<td>□ HIGHLY QUALIFIED</td>
<td>□ □</td>
</tr>
<tr>
<td>□ QUALIFIED</td>
<td>□ □</td>
</tr>
<tr>
<td>□ NOT QUALIFIED</td>
<td>□ □</td>
</tr>
</tbody>
</table>

**Limited to less than 50% for SSG through CSM/SGM**
**Part V – Senior Rater Assessment (SGT)**

- Senior Rater assessment of Rated NCO’s overall potential compared to NCOs in same grade
- Unconstrained box check
- Narrative comment format
Part V – Senior Rater Assessment (SSG-CSM/SGM)

- Senior Rater assessment of Rated NCO’s overall potential compared to NCOs in same grade
- Constrained Senior Rater Profile; limited to less than 50% of total reports
- Only one of the first four NCOERs may be rated as MOST QUALIFIED (“Silver bullet”)
- Narrative comment format
Check on Learning

1. The Rater Tendency is constrained for which ranks?

2. Which Army Attribute discusses adherence to Army Values?

3. Performs above the required Army standards and organizational goals of leader competencies and attributes” describes which Rater Overall Performance assessment?

4. “Demonstrates strong potential for promotion with peers” describes which Senior Rater Overall Potential assessment?
Summary

- What is Changing on the NCOER
- NCOER Support Form
- Grade Plate NCOER
  - Part I – ADMINISTRATIVE DATA
  - Part II – AUTHENTICATION
  - Part III – DUTY DESCRIPTION
  - Parts IVa and IVb – APFT and HT / WT
- Army Leadership
- Performance Measures
  - FAR EXCEEDED STANDARD
  - EXCEEDED STANDARD
  - MET STANDARD
  - DID NOT MEET STANDARD
Summary (cont.)

- Part IV – Rater Assessment
  - CHARACTER
  - Direct-level Report (SGT)
  - Organizational-level Report (SSG-1SG/MSG)
  - Strategic-level Report (CSM/SGM)

- Potential Measures
  - MOST QUALIFIED
  - HIGHLY QUALIFIED
  - QUALIFIED
  - NOT QUALIFIED

- Part V – Senior Rater Assessment
  - Direct-level Report (SGT)
  - Organizational- and Strategic-level Reports (SSG through CSM/SGM)
Questions