

**OCS ISAP**



**3D Battalion, 11th Infantry Regiment  
(Officer Candidate School)  
Fort Benning, Georgia 31905**

**22 JULY 2022**

**Scope.** This document outlines the standards and performance requirements for graduation from Federal OCS and receipt of appointment orders in the U.S. Army. This document describes the assessment criteria for the entire Officer Candidate Program of Instruction.

**Applicability.** This ISAP applies to all Candidates assigned to or attending training at Officer Candidate School, 3d Battalion, 11th Infantry Regiment (OCS), 199th Infantry Brigade, Fort Benning, Georgia.

**Open Door Policy.** The Chain of Command in the 3d Battalion, 11th Infantry Regiment (OCS) has open door policies IAW with all regulations and policies.

**Standards.** Standards are the engine of discipline and essential to success on the battlefield. The primary goal of the OCS ISAP is to guide and reinforce the standards of conduct and appearance of all Soldiers to identify and build leaders of character who live by the Army Ethic.

**Course Outcomes for the Officer Candidate School:**

a. Values and Ethics. Newly commissioned officer who knows and understands Army Values and demonstrates them.

b. Leadership. Newly commissioned/appointed officer who demonstrates knowledge of core leadership attributes and competencies and who applies fundamentals of leadership with peers and in small units.

c. Army Profession. Understands and embraces the concept of being a member of the Profession of Arms, and the requirements of Army Profession and their oath of commission.

d. Personal Development. Understands responsibilities of an officer for self-development (physical, mental, spiritual, and emotional) outside the institutional and organizational domains.

e. Technical Competence. Possesses fundamental knowledge and understanding of basic military skills and Army management systems required of a junior officer.

f. Tactical Competence. Possesses basic military skills and demonstrates knowledge of the orders process and troop leading procedures while executing small unit tactics. Experiences an introduction to Warrior Tasks and Battle Drills (WTBD) and fundamentals of Army operations.

**Prerequisites:**

a. Physical Fitness: Candidates must meet Army height, weight, and body fat standards IAW AR 600-9 and AR 40-501. Candidates who do not meet these standards will not be enrolled and either returned to their parent unit or assigned IAW the needs of the Army based on their status as prescribed by AR 350-1.

b. Incoming candidates must meet the appearance standards prescribed in AR 670-1.

c. Commissioned Officers must have a Secret security clearance or higher. Therefore, candidates must have been granted at least an interim Secret clearance prior to attending OCS. Candidates who do not possess at least a Secret clearance at the time of graduation will not be commissioned until their clearance is favorably adjudicated.

d. All Candidates must meet the requirements specified in AR 350-51.

e. National Guard Officer Candidate: Must meet the requirements specified in National Guard Regulation 600-100 and NGB Pamphlet 350-51.

f. Army Reserve Officer Candidate: Must meet the requirements specified in AR 140-50.

**THIS ISAP SUPERSEDES ALL OTHER PREVIOUSLY PUBLISHED OFFICER CANDIDATE SCHOOL INDIVIDUAL ASSESSMENT PLANS AND IS EFFECTIVE IMMEDIATELY.**

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## Chapter 1. Administration

**1-1. General.** Each Officer Candidate is evaluated individually under the whole person concept based on their merit, performance, and potential. Candidates considered for recycle or dismissal will have their overall performance evaluated against the standards for graduation, course outcomes, and the Core Leader Competencies and Attributes, not historical precedent, or other individual cases. The Officer Candidate's entire performance is considered along with the following expected achievements:

a. **OCS Course Outcomes:**

1. **Values and Ethics:** Embodies and demonstrates the Army Values.
2. **Leadership:** Understands core leadership attributes and competencies and applies fundamentals of leadership with peers and in small units.
3. **Army Profession:** Embraces the concept of being a member of the Profession of Arms, the requirements of the Army Profession, and the commissioning oath.
4. **Personal Development:** Understands the responsibilities of an officer for self-development (physical, mental, spiritual, and emotional) outside institutional and organizational demands.
5. **Technical Competence:** Masters fundamental basic military skills and is familiar with Army management systems required of a junior officer.
6. **Tactical Competence:** Executes TLPs, delivers clear and concise orders, and effectively employs small unit tactics.

**1-2. Recycle and Dismissal from OCS.** IAW AR 350-51 the OCS Commandant, or a named representative, may recycle or dismiss a Candidate whenever a lack of aptitude or qualification for commissioning has been determined. When a Candidate is recommended for recycle or dismissal by that Candidate's Company Commander, they will be afforded 2 days to appeal the recommendation to the OCS Commandant. If evidence from an AR 15-6 investigation or commander's inquiry is used to support the recommendation the Candidate will be given 10 business days to submit a rebuttal in accordance with AR 15-6, paragraph 1-12c.

- a. Upon final determination of the recycle/dismissal, the candidate will report to HHC and will be placed into one of five categories under the HHC Commander per the OCS SOP. Candidates will not be placed into HHC until the rebuttal period is complete and the approval or appellate authority has made their final decision.
- b. Once a Candidate is identified as a recycle, they will be inserted into a class as determined by the OCS Commandant. Upon entry into the class as a recycle, the Candidate will be required to take all exams/tests and evaluations and conduct all training, to include any tests or training they have already completed/conducted. A Candidate will not be permitted to enter a class, to include insertion after a recycle, if they are on a profile that limits their participation in all class activities, to include PRT.

- c. Upon dismissal from the course, in-service Candidates will be returned to their parent unit. Active-Duty college option Candidates will be expeditiously reassigned to AIT in accordance with the needs of the Army. National Guard and Reserve Candidates will be reassigned based on the direction of their component bureau.
  1. The Company Commander is the recommending authority for recycles and dismissals and will submit their recommendations to the Approval Authority.
  2. The Commandant, 3-11th Infantry Regiment (OCS), is the Approval Authority to recycle or dismiss Candidates for all situations IAW AR 350-51. All recycle decisions made by the OCS Commandant are final.
  3. The Commander, 199th Infantry Brigade, is the Appellate Authority for dismissals only. All dismissal decisions made by the Commander, 199th Infantry Brigade are final.
  4. All candidates relieved from OCS prior to graduation, regardless of the reason, must reapply to a new OCS Panel to be considered for future enrollment. HRC is the decision authority for enrolling potential candidates into Federal OCS. Any recommendations listed by the Commander, 3-11 Infantry Regiment (OCS) or the Commander, 199th Infantry Brigade in Section IV of the DD Form 785 (Record of Disenrollment from Officer Candidate-Type Training) is solely a recommendation to a future enrollment authority.

**1-3. Administrative Recycles/Dismissals.** Candidates may be administratively recycled or dismissed. A recycle can constitute a day one restart or an insertion back into the course to a point in training that was last successfully completed, at the discretion of the OCS Commandant. For recycled candidates, all grades received up to the point of insertion in the new class will remain in effect. Candidates who receive a day one restart will not carry over any grades from previous classes. Grounds for administrative recycle/dismissal include, but are not limited to the following:

- a. **Administrative Recall Dismissal:** A Candidate is administratively dismissed from OCS when he / she is recalled by a controlling agency (component) or parent organization (unit) for reasons not related to medical, academic or performance deficiencies. Unit deployment to combat is an example. This type of dismissal does not apply to active component OCS candidates.
- b. **Compassionate or Hardship Recycle/Dismissal:** A Candidate is administratively recycled from OCS when personal or family problems substantially interfere with continuation of training or cause a Candidate to miss an excessive amount of training. The Candidate may be given a compassionate dismissal from the course. Dismissal under this provision does not guarantee reassignment to a desired area, release from the program, or release from service.
- c. **Security Recycle/Dismissal:** Candidates who fail to possess, at minimum, an open Single Source Background Investigation (SSBI) prior to the start of the course will remain in a hold status at HHC, or may be returned to their unit, until their clearance investigation is initiated. Upon approval, the Candidate may start with the next available class if the

investigation is initiated and open, at the discretion of the OCS Commandant. If a Secret Clearance is not adjudicated prior to graduation:

1. The Candidate will continue to train with the company and participate in all mentorships, training and social events, to include the graduation ceremony. However, the Candidate will not take the oath of office and graduation/ commissioning paperwork will not be processed until verification of an approved clearance is received.
  2. The Candidate will move to a holding status in HHC following the graduation ceremony. Once verification of an approved clearance is received, the candidate will complete the required documentation for graduation and commissioning.
  3. Candidates who are unable to obtain a minimum Secret Clearance will not be eligible to commission and may be dismissed from the course.
- d. **Medical Recycle/Dismissal:** Inability to complete the course because of health reasons is ground for dismissal from the course. Mental health difficulties, other than situational maladjustment, are included in this category. A Candidate may be recycled if they receive a profile that will cause limited participation or missed training. Candidates missing a cumulative of eight (8) hours of training or who are unable to participate in PRT in any capacity may be recommended for recycle.
1. Candidates on profile may be recycled to HHC to heal and then be returned to a point in training at the discretion of the OCS Commandant. Candidates who are on a profile(s) for a cumulative 45 days or more may be dismissed from the course.
  2. If the physical condition of a Candidate changes from the time the OCS board reviewed their application until their attendance at OCS, and the Candidate is not able to meet the commissioning physical requirements, the Candidate may be dismissed from the course regardless of whether the Candidate has been on a profile for a cumulative 45 days or more.
  3. If a Candidate is identified as being pregnant, Active-Duty college option Candidates may be chaptered under AR 635-200, Chapter 11. In-service (RA, NG, USAR) Candidates may be dismissed from the course and returned to their unit.
  4. Candidates who possess a permanent profile that prevents them from taking all the standard events of the ACFT will not be permitted to enroll in OCS. If a Candidate receives a permanent profile that prevents them from taking all the standard events of the ACFT during the conduct of the course, he/she may be dismissed. Candidates on any temporary profile will not be permitted to enroll in OCS.
- e. **Failure to meet AR 600-9 Standards Dismissal:** Candidates must meet Army height, weight, and body fat standards in accordance with AR 600-9 and AR 40-501, before entering the course. In-service Candidates coming from the Active Duty, National Guard and Army Reserve forces must meet the standards of AR 600-9, Table B-1 and B-2, the first time measured, or they will be returned to their parent unit or reassigned based on the needs of the Army. College option Candidates coming through Initial Entry Training (IET)

must meet the standards stated in AR 40-501, paragraph 2-2c5 and Table 2-1 and 2-2 for their initial 6 months of active duty. The standards of AR 600-9, Table B-1 and B-2 are applicable to college option Candidates after the initial 6-month period. College option Candidates who fail to meet the standards will be reassigned to AIT in accordance with the needs of the Army. Any Candidates who do not meet these standards will not be enrolled in the course. A final height and weight will be conducted prior to graduation. If a candidate fails the final height and weight, they may be dismissed. (See AR 600-9, Paragraph 3-6(a)(1)).

- f. **Order of Merit List (OML) Recycle:** If more potential Candidates arrive for a class start than there are available slots, the Army Combat Fitness Test (ACFT) may be used to create an order of merit (OML) list that will determine who enters the next class. Candidates who do not enter a class due to class size limitations will be recycled to the next available class. The OCS Commandant has discretion in determining who enters a class.
- g. **Whole Person Concept Recycle/Dismissal:** At any time, the OCS Commandant may convene a Whole Person Concept Board to evaluate Candidates who fail to show progress in performance, physical fitness, leadership, academic, motivation, attitude, aptitude, peer evaluations, potential or conduct to determine if they should continue training. Failure to progress is not applicable to a single failure of an event but is the culmination of numerous repeated failures or marginal performance in a certain category or multiple categories of events (may be POI or non-POI events). The OCS Commandant may initiate a Whole Person Concept Board for any student that is recommended for recycle from the course a second time. If the board determines that even though the Candidate passes all graduation requirements, yet they are not meeting the required Leader Attributes and Core Leader Competencies outlined in ADP 6-22 (Army Leadership), they may be recycled or dismissed from the course. See paragraph 1-6 for more details on the Whole Person Concept Board.
- h. **Suspension of Favorable Action (FLAG):** Any candidate who has a FLAG initiated against them while assigned to OCS may be recycled or dismissed at the discretion of the OCS Commandant.

**1-4. Academic/Physical Recycles or Dismissals.** All Candidates must meet standards outlined in Chapter 2 of this document or may be subject to recycle or dismissal from OCS. Applicable retests will be given within 72 hours (except under special circumstances) of the Candidate being notified that they did not meet the minimum standard. If a Candidate demonstrates a trend of first-time test failures, he/she may be considered for recycle or dismissal via a Whole Person Concept Board for failure to progress. A Candidate who is recycled for failure to meet a course standard and fails to meet the same standard in the next cycle may be dismissed from the course.

**1-5. Adverse/Disciplinary Dismissal from OCS.**

- a. **Dismissal for Misconduct:** Failure to cooperate in routine requirements, adhere to course standards, local laws, rules and regulations of OCS, and Army regulations may result in disciplinary actions, UCMJ action, recycle or dismissal from the course. The OCS



Commandant will decide on recycle or dismissal based on the seriousness and/ or frequency of the offense. Misconduct may include, but is not limited to the following:

1. Unexcused absences/ late returns from pass or leave.
  2. Alcohol-related incidents.
  3. Fraternalization/ unauthorized visitation to adjacent company areas.
  4. Disrespect.
  5. Possession of unauthorized ammunition or firearms.
  6. Tolerance of infractions of OCS and/or Army SOPs, regulations, or written/ verbal directives.
  7. Failure to comply with instructions.
  8. Being outside company billets after lights out.
  9. Any action of misconduct considered detrimental to the Officer Candidate School or the Army, to include online actions.
  10. Violation of OCS SOP, regulations, or written/ verbal directives.
  11. Security violations.
  12. Accidental / Negligent Discharge of Weapon.
  13. Possession of notes/ materials that provide a Candidate with an unfair advantage.
  14. Operation of a motorcycle while assigned to OCS.
- b. **Dismissal for Knowingly Providing False Information in OCS Application:** Knowingly falsifying or omitting facts on an application to OCS may result in dismissal from the course IAW AR 350-51.
- c. **Dismissal for Violation of the Honor Code:** A Candidate will not lie, cheat, steal, or tolerate those who do. Any violation of this code may result in dismissal from the course or action under the UCMJ. Honor Code violations include any actions or the tolerance of any actions that provide an individual or individuals an advantage that someone else would not otherwise be entitled or an action conducted with the intent to deceive. Intent to deceive means to purposely mislead, to cheat, to trick another, or to cause another to believe as true that which is false. See Chapter 2 of the OCS SOP for detailed information on the Honor Code. Any official statement or action conducted with the intent to deceive may be punishable under Article 107 of the UCMJ.
- IGNORANCE IS NOT AN EXCUSE.**
- d. **Dismissal for Contraband:** A Candidate found with unauthorized items, to include food in the barracks, may be recycled or dismissed. The poor judgment of a Candidate knowingly possessing contraband will be considered regarding their character when considering the Attributes of Leadership contained in ADRP 6-22.
- e. **Dismissal for Breach of Physical Profile/ Missed Appointment:** Any candidate found in breach of a medical profile issued to them by the CTMC, Hospital, Physical Therapist or any other medical establishment may be recycled or dismissed. Candidates are subject to the 199<sup>th</sup> IN BDE Missed Appointment Policy dated 19 January 2022. The first missed appointment results in negative counseling from a Company Commander. A second missed appointment results in negative counseling from the OCS Commandant. A third missed appointment results in negative counseling from the CDR, 199<sup>th</sup> IN BDE and may result in dismissal from the course.

- f. **Dismissal for violation of Candidate Privilege restrictions:** Outlined below are the three phases of OCS and the privileges/restrictions each candidate has during each phase. Any candidate found in violation of these restrictions may be recycled or dismissed from the course. Company Commanders are the approval authority for all authorized privileges. Commanders may withhold advancement to the next phase and/ or restrict privileges as necessary to maintain good order and discipline but may not add to the privileges listed below.

1. **Common to All:**

(a). Battle Buddy Teams: Candidates will always travel in same-gender battle buddy pairs; exception is during formal and graduation events where family members are present.

(b). Cell Phones: Not authorized during duty day (to include sick call) or while in the field. Additional restrictions by phase.

(c). Alcohol: Only permitted at Branching Social and Formal; limited to 2 x drinks per event.

(d). Tobacco: Consumption or possession of nicotine-containing products is prohibited.

(e). Energy drinks/ supplements: Energy drinks not authorized at any time; only supplements prescribed by a medical provider are authorized.

(f). Caffeine (coffee only): Permitted beginning in Blue Phase; not permitted while in a field environment.

(g). Formations: All admin foot movements (3 or more people) will be conducted in formation; drum cadence for company formations.

(h) . Overnight Passes: Not authorized.

(i). Lights Out: Candidates are not authorized to be out of their barracks rooms after 2200.

2. **Black Phase:** Begins Day 1-Ends NET first duty day of Week 7.

- a. Restricted to OCS Footprint and CTMC.
- b. Use of Shopette for haircuts/ necessities; only authorized to utilize Shopette at intersection of Ingersoll and Wold Street. Approved by Company Commander on case-by-case basis. SQD sized formation minimum; escorted by cadre (through Week 8).
- c. POV's not authorized
- d. Civilian Clothes not authorized

- e. Cell phones only authorized on Sundays. (No cell phone usage in the field).
- f. Tobacco/ Nicotine use not authorized.
- g. Alcohol use not authorized.
- h. Caffeine use not authorized.

3. **Blue Phase:** Begins NET first duty day of Week 7-Ends NET first duty day of Week 11.

- a. On post passes only authorized beginning last day of the duty week until 2100. (Requires Company Commander approval)
- b. POV's not authorized.
- c. Civilian Clothes not authorized.
- d. Cell Phones only authorized after duty hours. (Not authorized in the field).
- e. Caffeine authorized in garrison, but not authorized in the field. (Requires Company Commander approval)
- f. Tobacco/ Nicotine use not authorized
- g. Alcohol use authorized only at Branching Social. (Limited to 2x drinks)

4. **White Phase:** Begins NET first duty day of Week 11.

- a. On-post passes only authorized after duty hours until 2100.
- b. POV's authorized on-post after duty hours until 2100.
- c. Overnight passes not authorized
- d. Business casual civilian clothes authorized during passes.
- e. Cell phones authorized after duty hours.
- f. Coffee authorized
- g. Tobacco/ Nicotine use not authorized.
- h. Alcohol consumption authorized only at Formal. (Limited to 2x drinks)

**1-6 Whole Person Concept Board.** Candidates who show a lack of aptitude or qualification for commissioned status, as determined by procedures outlined in the OCS ISAP and SOP, may be nominated by Company Commanders to attend a Whole Person Concept Board. The board will make a recommendation to the OCS Commandant on whether a Candidate should be dismissed, recycled, or be subject to other disciplinary action. The approval and appellate authorities for board recommendations are outlined in paragraph 1-2 of the OCS ISAP.

- a. The board will be comprised of the following: the Battalion Executive Officer or Battalion Operations Officer as the board chair and 2x officers (Company Commanders are preferred). The Officer Candidate's Platoon mentor or Company Commander will be present for the board. The OCS Commandant may appoint board members as necessary.
- b. The Candidate who is ordered to report to this board will be given the opportunity to make any statements to the board on their behalf and present any matters he/she feels necessary. A Candidate will have no less than 48 hours to prepare for a WPCB.

- c. Once all matters are heard by the board, a majority of votes cast will determine if the Candidate will be recommended to remain in the current class, be recycled, or be dismissed from the course. The recommendation of the board will be forwarded to the OCS Commandant who will make the final decision for Candidate disposition after reviewing the facts and board recommendation.
- d. If a Candidate is recycled, he/she will be placed in a later class at a point in the training cycle determined by the OCS Commandant. Parameters listed in paragraph 1-3 of this ISAP apply to Candidates recycled following a WPCB.
- e. Reference Appendix B (OCS Recycle Dismissal Matrix) for a breakdown of events that constitute Recycle or Dismissal criteria.

**1-7. Duty to provide aid:** Rapid response is critical in life-threatening cases including heat and other traumatic injuries. Candidates have a duty to provide medical aid IAW training received to fellow Candidates or Cadre in an emergency. During individual graded events, if a testing student observes another that requires immediate aid, he/she will terminate participation in the event to render aid. The student rendering aid will be given an opportunity to complete the event at another time without penalty.

**1-8. Spot Reports.** OCS uses spot reports to record a Candidate's positive or negative behavior. Cadre from any company may recommend any Candidate for a spot report. Spot reports will be recorded on a Spot Report Card and be entered into a Candidate's counseling packet. Candidates who demonstrate a lack of adherence to the Army Values and Core Leader Competencies and Attributes, as demonstrated by receiving three (3) negative spot reports, will be referred to a Whole Person Concept Board. The Company Commander is the decision authority on all spot reports.

1. Students may not receive a spot report for passing or failing a graded graduation requirement.
2. Cadre will notify and verbally counsel a Candidate who receives a negative spot report immediately or as soon as possible when the situation permits.
3. Cadre will have the Candidate sign the Spot Report Card at the conclusion of counseling. Candidates who refuse to sign a Spot Report Card will receive no further disciplinary action or additional counseling; the effect on the Candidate is identical whether they sign it or not.
4. The Spot Report Card must be written as detailed as possible. The Company Commander will inspect all spot reports for thoroughness and be the approving authority before it is placed in the candidate's counseling packet.

**1-9. Counseling.** All Candidates will receive initial counseling, recorded on a DA Form 4856, during the first week of the course outlining expectations regarding adherence to the OCS ISAP and OCS SOP. Candidates are responsible for knowing and adhering to the OCS ISAP and SOP. Candidates will be counseled, recorded on a DA Form 4856, at the end of each phase (weeks 4 and 11), at a minimum. This counseling will focus on an individual Candidate's adherence to the Army Values and Core Leader Competencies and Attributes.

**1-10. Peer Counseling.** All Candidates will receive counseling on the results of their peer evaluations, led by a cadre member. Cadre may accomplish this counseling in an individual or group setting. Results of peer counseling will be recorded on a DA Form 4856 and placed in the Candidate’s counseling packet. Peers will be conducted after weeks 3, 8 and 10. Candidates who rate in the bottom 10% of their peer group will receive a negative spot report.

**1-11. Counseling Packets.** Company Commanders are responsible for maintaining updated counseling packets on each Candidate and transferring these packets to a receiving company if the Candidate is recycled. The S-1 will maintain counseling packets for one year following the graduation or dismissal of a Candidate.

**Chapter 2. OCS Evaluation Points Criteria**

**2-1 General.** Points are broken down into four categories: Leadership, Academic, Technical/Tactical Competence, and Physical Fitness.

- a. A Candidate who fails any initial assessment or test will receive no more than 70% of the original value for passing the retest.
- b. Candidates have 24 hours to protest the results of an exam to their company Cadre if they believe there to be an administrative error. The candidate is responsible for drafting a memorandum that explains the issue to include all supporting documents as necessary. The appellate authority for the protest is the Company Commander.
- c. The company Cadre will be responsible for taking the complaint to the test facilitator. The test proponent will determine the validity of the complaint and adjust as necessary.
- d. The Class OML is calculated based on all grades received by the date of graduation.
- e. Unless otherwise annotated, all evaluated events require a Candidate to achieve a minimum of 70% to pass. A Candidate who fails a test and re-test of an event may be recycled. A Candidate who fails the test and re-test of the same event in a subsequent class may be dismissed.

**2-2 Leadership.** A maximum of 1900 OML points are earned by Candidates based on the following criteria:

Event	Max # of Points	OML Points
Garrison Leadership 1	100	100
Field Leadership 2 (Squad Leader)	600	600
Field Leadership TL 1 & 2	GO/ NO-GO	GO/ NO-GO
Peers Evaluations 1-3	Negative spot report for bottom 10%	Negative spot report for bottom 10%

<b>Leadership Total</b>	700
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Figure 2.1

- a. Candidates will be evaluated for the following positions:
  - 1. Garrison: SL, PSG, PL, 1SG, XO, or CO x 1.
  - 2. SQD STX: SL (STX lane) x 1 and TL (STX lane) x 2.
- b. Candidates must pass 1x Garrison leadership position with a minimum of 70 points and 1x SL (STX lane) leadership position with a minimum of 420 points. Candidates will be authorized 1x retest for each leadership event. Failure of a retest may result in recycle.
- c. Garrison and Field Leader Evaluation Reports are awarded points on a graduated scale. Candidates will be graded based on the ISAP's "OCS Course Outcomes" and ADP 6-22, Army Leadership, and the Profession. Candidates will receive the following grades based on their performance and the performance of their subordinates:
  - 1. Outstanding (90-100%). To achieve an "Outstanding" rating the Candidate will demonstrate clear understanding of higher mission and intent, convey a clear and concise OPORD to his/her subordinates, use the principles of mission command to empower and manage subordinate leaders, spot check critical tasks and equipment, manage time, decisively and violently accomplish the mission using sound judgment, doctrine, and units TTP/SOPs.
  - 3. Excellent (80-89.9%). Candidate accomplishes the mission, performs all critical tasks, has a working knowledge of small unit tactics, uses subordinate leaders to help plan and execute the mission, and demonstrates reasonable judgment based on the situation with minimal guidance.
  - 4. Satisfactory (70-79.9%). Candidate generally accomplishes the mission and most critical tasks but requires additional guidance and lacks some initiative.
  - 5. Needs Improvement (<70%). Candidate fails to conduct critical tasks or fails to demonstrate leadership throughout the mission.

<b>Leadership Evaluations</b>	<b>O (90-100%)</b>	<b>E (80-89%)</b>	<b>S (70-79%)</b>	<b>N (&lt;70%)</b>
<b>Garrison Leadership Point Values</b>	90-100	80-89	70-79	0-69
<b>Field Leadership (SL) Point Values</b>	540-600	480-539	420-479	0-419

Figure 2.2

- d. **Squad STX.** Candidates will be given three graded leadership positions during SQD STX: one evaluation as a Squad Leader and two as Team Leader. If a Candidate fails

their Squad Leader evaluation, they will be reevaluated before the end of the field exercise. Team Leader evaluations are GO/NO GO.

- e. **Peer Evaluations.** Candidates will receive three peer evaluations throughout the course, conducted following weeks 3, 8, and 10. These peer evaluations consist of squad level peer assessments. The company may conduct additional peer evaluations for development purposes. Peer assessments are used as a developmental tool and provide individuals with valuable information for personal growth. Cadre must include peer evaluation results with mandatory counseling sessions, as applicable. Candidates who rate in the bottom 10% will receive a negative spot report and may be moved to a different squad or platoon for further evaluation. Peer evaluations may be used as evidence in a Whole Person Concept Board.
- f. **Leadership Reaction Course (LRC).** Candidates will be evaluated on their leadership performance on the LRC but will not be included in a Candidates leadership grade.

**2-3 Academics.** A maximum of 300 points are available to Candidates based on the academic exams listed below. A minimum score of 70% on tests are required to pass, except for the Leadership, Justice and Ethics exam which requires an 80% to pass. The max score a Candidate can achieve on a retest is 70%. Candidates who fail to achieve 70% or a GO on a final re-test may be recycled.

Exam	Max # of Points
Leadership and Military Justice	50
Tactical Operations	50
Training Management	50
History Exam	100
Battle Analysis Essay	50
Squad OPORD	GO/ NO GO
Platoon OPORD	GO/ NO GO
<b>Academic Total</b>	<b>300</b>

Figure 2.3

a. **Operation Order (OPORD) Briefs.** Candidates must pass a Squad Operation Order brief before beginning the Squad STX training event and a familiarization Platoon Operation Order brief before completing OCS. A Candidate's performance will be evaluated by an OCS Cadre member utilizing the OCS SQD/PLT OPORD Grade Sheet. Upon being provided the proper planning materials, Candidates will be given two hours to produce an OPORD ready for briefing to an OCS Cadre member. Candidates will be required to score at least 70 points out of 100 on the rubric to receive a GO for each squad and platoon OPORD brief. Failure to meet the

minimum requirement will result in a retest. Failure of the re-test for the squad OPORD may result in a recycle. The Platoon OPORD will be done in squad-sized groups and the grade received will apply to the entire team. This event will require research into Army regulation and drawing from experiences throughout the course. The Candidates will be given four hours to create their Platoon OPORD. Failing the Platoon OPORD brief is not basis for recycle/dismissal on its own.

**2-4 Technical/Tactical Competence.** A maximum of 300 points can be earned for Technical Competence. Students must pass all technical competence skill tests to graduate from the course. For warrior tasks, each student will be afforded two retests. If a student fails to complete the warrior task after their third attempt, they will receive additional training and be retested prior to executing Squad STX. Students will be afforded one retest on land navigation and call for fire. Candidates who fail to achieve 70% on a final re-test may be recycled.

Technical Competency	1 <sup>st</sup> Time Go	2 <sup>nd</sup> Time Go
Land Navigation	See figure 2.7	
Call for Fire	50	35
WTBDs	See Appendix C, WTBD Score Sheet	
<b>Total possible points</b>	<b>300 (16%)</b>	

Figure 2.6

a. **Land Navigation.** Candidates must pass the day and limited visibility (night) land navigation course examination. Each will be graded as a separate event and worth up to 100 points each. Candidates will have four hours for each test to successfully find at least four out of seven points and return to the grading location with a correctly filled out grade sheet. A correctly filled out grade sheet must include the recorded number of the point and a perforation made by the “clacker” at that point. Both requirements must be correct for the point to be counted as correct.

1. The examination is an individual Candidate's responsibility and will not be conducted with aid from any other individual or notes. Except when filling out an official OCS land navigation test score card issued by OCS cadre, Candidates are not permitted to record any information concerning the land navigation course, to include “clacker” punch patterns, point locations or point marker numbers or letters. Candidates found to be in possession of such materials will be assumed to be attempting to obtain an unfair advantage, which may be punishable under the provisions of the OCS Honor Code. Candidates are allowed one retest per test condition (day and night). Both conditions must be passed for a Candidate to successfully pass land navigation. Points are awarded IAW the chart below.



Correct Points Found	1 <sup>st</sup> Attempt (Test day)	2 <sup>nd</sup> Attempt (Retest day)
7 of 7	100	95
6 of 7	90	85
5 of 7	80	75
4 of 7	70	70

Figure 2.7

- b. **Call for Fire.** This exam is part of the technical competencies and awards OML points based on which attempt the exam is successfully completed (LAW Figure 2.6). Failure to achieve a minimum 70% on a re-test may result in a recycle.
- c. **Warrior Tasks.** See STP 21-1-SMCT. Skills testing will be based on the published performance standards found in Appendix C. Candidates will be given two separate attempts for each task. Candidates who fail to successfully achieve 35/50 available points may be recycled.

**2-5 Physical Fitness.** A maximum of 600 points can be earned by Candidates based on the following criteria. An asterisk denotes events which may result in a recycle if a Candidate receives a NO GO or failure on the event’s re-test.

Event	Max # of Points	Minimum Standard
Bolton Obstacle Course*	GO/ NO GO	Complete 70% of obstacles
4-mile Run*	GO / NO GO	Complete under 36 minutes
6-mile Foot March	GO / NO GO	Complete w/ Formation (see b.(1))
9-mile Foot March	GO / NO GO	Complete w/ Formation (see b.(1))
12-mile Foot March*	GO / NO GO	Complete w/ Formation (see b.(1))
Initial ACFT (diagnostic)	600 (counts toward OML)	60 points per event
Final ACFT* (failure results in recycle after 01 OCT 2022)	600 (does not count toward)	60 points per event

	OML/ graduation requirement)	
Physical Fitness Total	600	

*\*Results in recycle for failure of test and re-test.*

- a. **Bolton Obstacle Course:** Candidates that successfully complete at least 70% of obstacles receive a GO. Candidates must attempt all obstacles and will be provided with two attempts per obstacle. If a Candidate hesitates or refuses to complete an obstacle due to fear before or while on an obstacle, Cadre will give a verbal order to make progress. If the Candidate fails to make progress after the verbal order, the Candidate will receive a NO GO for that obstacle. The Company Commander may close, replace, or adjust some obstacles based on weather or safety conditions and will issue full credit for that obstacle.
- b. **Foot Marches.** Candidates will complete the following foot marches unassisted and in tactical formation: one 6-mile foot march (FM1), one 9-mile foot march (FM2), and one 12-mile foot march (FM3). All foot marches will be conducted IAW ATP 3-21.18.
  - 1. The time standard for all foot marches is 17:00 minutes (± 30 seconds) per mile, to include any breaks authorized by Commanders. For example, the total time standard for the completion of the 12-mile foot march is 204 minutes (± 6 minutes), regardless of any breaks taken.
  - 2. The weight of the rucksack for all foot marches will be 35lbs (dry weight). Failure to meet the rucksack weight standard or finish with all required equipment will result in an event failure.
  - 3. The uniform for all foot marches is ACU with boots, field load carrier (FLC), water source, and rucksack (helmet in rucksack). Company Commanders can modify the uniform based on their risk assessment. (FM2 & FM3 will include the M4 as part of the uniform)
  - 4. For all foot marches, if a Candidate falls more than 10 meters behind the rear of their assigned formation, they will be considered a fall-out. If a Candidate fails to meet the foot march standards, they will be afforded a re-test. Only one re-test is authorized per foot march and will be administered no earlier than 72 hours following the failed attempt. Failure of a foot march re-test will result in a recycle.
- c. **Army Combat Fitness Test (ACFT).**
  - 1. Initial ACFT. An initial ACFT will be administered to all Candidates during week 5. This ACFT will count towards OML points; Candidates can receive a maximum of 600 points. Alternate events are not authorized.
  - 2. Final ACFT. Beginning 01 OCT 2022, the final ACFT is a graduation requirement and is conducted during week 11. Alternate events are not authorized. A Candidate who fails the final ACFT will be given a re-test no earlier than 72 hours after the first

attempt. Candidates who fail the re-test will not be permitted to graduate and may be recycled or dismissed. Alternate events are not authorized.

d. **4-mile Run.**

1. During week 2, each company will conduct a 4-mile release run. The 4-mile run is not worth points on the OML but is graded as a GO / NO GO event. Candidates must complete the 4-mile run within 36 minutes.
2. If a Candidate fails to meet the time standard, they will be given a re-test no earlier than 72 hours from the failed attempt. If the Candidate fails, the re-test they will be recycled into the next available class. If the Candidate fails to successfully complete the 4-mile run requirement with a subsequent class, they may be dismissed from the course.

e. **Graduation Run.** Prior to commissioning, each Candidate will conduct a four-mile formation run with their company. The pace for this run is nine minutes per mile (+/- 30 seconds), or 36 minutes for completion. This run will be conducted the morning after the OCS graduation formal and led by the 3-11<sup>th</sup> IN BN Commander or his/her delegated representative. Candidates that fail to complete the graduation run may be recycled.

## APPENDIX A. REFERENCES

- ADP 6-22 Army Leadership (INCL CI), 31 July 2019.
- AR 40-501, Standards of Medical Fitness, 27 June 2019.
- AR 135-175, Separation of Officers, 30 March 2020.
- AR 350-1, Army Training and Leader Development, 10 December 2017.
- AR 350-51, Officer Candidate School, 11 June 2001.
- AR 380-67, Personnel Security Program, 24 January 2014.
- AR 600-8-24, Officer Transfers and Discharges, 08 February 2020.
- AR 600-9, The Army Body Composition Program, 16 July 2019.
- AR 601-100, Appointment of Commissioned and Warrant Officers in the Regular Army, 21 November 2006.
- AR 635-200, Active Duty Enlisted Administrative Separations, 28 June 2021.
- AD 2022-05, Army Combat Fitness Test, 23 March 2022.
- Army Combat Fitness Test 3.0 Scoring Standards  
([https://www.army.mil/e2/downloads/rv7/acft/ACFT\\_scoring\\_scales\\_220323.pdf](https://www.army.mil/e2/downloads/rv7/acft/ACFT_scoring_scales_220323.pdf), retrieved 21 April 2022)
- ATP 3-21.18, Foot Marches, 13 April 2022.
- DOD Directive 5500.07, Standards of Conduct, 29 November 2007.
- FM 7-22, Holistic Health and Fitness (This item is published w/ Basic INCL CI), 01 October 2020.
- STP 21-1-SMCT, Soldier's Manual of Common Tasks, Warrior Skills Level 1, 07 September 2021.
- STP 21-24-SMCT, Soldier's Manual of Common Tasks, Warrior Skills Level 2, 3, and 4 09 September 2008.
- TRADOC Reg. 350-36 Basic Officer Leader Training Policies and Administration, 20 February 2020.
- USAIS Regulation 351-10, Resident Academic Policy and Records Administration, 01 January 2002.

**APPENDIX B. OCS GRADUATION REQUIREMENTS**

EVENT	STANDARD	SOURCE	RETEST	NOTES
<b>LEADERSHIP</b>				
Garrison Leadership 1	70/ 100 points.	ISAP	Yes; 1 x re-test. Failure of re-test may result in recycle.	The Leadership evaluation points are equal to their OML value. Total possible points to be achieved is 700.
Field Leadership SL	420/ 600 points.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.	
Field Leadership TL1	GO/ NO GO. 70% to receive GO.	POI	No; failures recorded on negative spot report.	
Field Leadership TL2	GO/ NO GO. 70% to receive GO.	POI	No; failures recorded on negative spot report.  Failure of either TL1 or TL 2 does not result in recycle.	
<b>PEERS</b>				
Peer 1	N/A	ISAP	N/A	Candidates ranking in the bottom 10% will be given a negative spot report and may be moved to a different squad
Peer 2	N/A	ISAP	N/A	
Peer 3	N/A	ISAP	N/A	
<b>ACADEMICS</b>				
Leadership and Military Justice	40/50 points.	POI	Yes; 1 x re-test	Total points possible to be

			Failure of re-test may result in recycle.	achieved on the OML are 300.	
Tactical Operations Exam	35/50 points.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.		
Training Management Exam	35/50 points.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.		
SQD OPORD Brief	GO/ NO GO. 70% to receive GO.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.	SQD OPORD must be passed to graduate and to begin STX but does not award OML points.	
PLT OPORD Brief	GO/ NO GO. 70% to receive GO.	POI	Yes; 1 x re-test		
History Written Exam	70/100 points.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.		
Battle Analysis Essay	35/50 points.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.		
<b>TECHNICAL COMPETENCE</b>					
Land Navigation	4 out of 7 points on both day and night tests. Each test is worth a maximum of 100 points.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.		The total points possible to be achieved on the OML are 300 points.
Call for Fire	35/50 points.	POI	Yes; 1 x re-test		

			Failure of re-test may result in recycle.	
WTBDs	35/50 points.	ISAP	See Appendix B for rubric	
<b>PHYSICAL FITNESS</b>				
Initial ACFT	Achieve Army Standard (minimum of 60 point per event).	POI	No; Diagnostic Awarded OML points.	The total points possible to be achieved on the OML are 600.
Final ACFT	Achieve Army Standard (minimum of 60 point per event).	POI	Yes; 1 x re-test Graduation requirement as of 1 October 2022.	
Bolton Obstacle Course	Complete 70% of obstacles.	POI	Yes; 1 x re-test per obstacle Failure of re-test may result in recycle.	
6 Mile Foot March	GO/ NO GO. Complete in 105 minutes or less with company formation to receive GO.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.	
9 Mile Foot March	GO/ NO GO. Complete in 157.5 minutes or less with company formation to receive GO.	POI	Yes; 1 x re-test Failure of re-test may result in recycle.	
12 Mile Foot March	GO/ NO GO. Complete in 210 minutes or less with company	POI	Yes; 1 x re-test Failure of re-test may result in recycle.	

	formation to receive GO.			
4 Mile Run	GO/ NO GO Complete within 36 minutes or less to receive GO.	ISAP	Yes; 1 x re-test Failure of re-test may result in recycle.	
Graduation Run	GO/ NO GO. Complete at 9 minute/ mile pace with formation.	ISAP	No. Failure may result in recycle.	



### **APPENDIX C. EVALUATION & ASSESSMENT FORMS**

The following assessment forms have been approved for use throughout the course by the OCS Commandant.

1. Garrison LEPR (Blue card)
2. DA Form 67-10-A
3. Spot Report
4. Bolton Obstacle Course Rubric
5. WTBDs Rubric
6. Garrison OPORD Rubric
7. Squad Leader FLX Rubric
8. Team Leader FLX Rubric
9. Peer Evaluations
10. Battle Analysis

Garrison LEPR (Blue card) (front)

### LEADERSHIP ASSESSMENT REPORT

**PART I – Leader Attributes (what a leader is):** Characteristics that are an inherent part of an individual's total core, physical, and intellectual aspects. Attributes shape how one behaves

**1. Character:** A person's moral and ethical qualities which give a leader motivation to do what is appropriate regardless of circumstances or consequences

	S	N	S	N	
<b>ARMY VALUES</b> (Comments mandatory in Part II for all 'N' entries)					
<b>LOYALTY (LO):</b> Bears true faith and allegiance to the U.S. Constitution, the Army, the Unit and other Soldiers					
<b>DUTY (DU):</b> Fulfills professional, legal, and moral obligations					
<b>RESPECT (RE):</b> Treats others as they should be treated, promotes dignity, consideration and fairness					
<b>SELFLESS SERVICE (SS):</b> Places welfare of others and Army priorities before self					
<b>HONOR (HO):</b> Adheres to the Army's publicly declared code of values					
<i>Mark 'E', 'S', or 'N' for each observed attribute and/or core leader competency. IMPROVE comments in Part II are mandatory when rating of 'N' is indicated</i>					
<b>2. Presence</b> The impression that a leader makes on others, which contributes to their success in leading them; the image that a leader projects; how others perceive a leader (outward appearance, demeanor, words, and actions)	<b>MB</b> Military and Professional Bearing Projecting a commanding presence and professional image of authority	O E S N PF		O E S N	
	<b>CF</b> Confidence Projects self-confidence and certainty; demonstrates composure and poise; calm and collected; possesses self control of emotions	O E S N RS		O E S N	
	<b>MA</b> Mental Agility Flexibility of mind; a tendency to anticipate or adjust to ever-changing conditions; improvisation	O E S N SJ		O E S N	
	<b>IP</b> Interpersonal Fact Effectively interacts with others; possesses the capacity to understand personal interactions with others; awareness of how others see you	O E S N EX		O E S N	
<b>3. Intellect</b> The ability to draw on the mental tendencies and resources that shape a leader's conceptual abilities and impact of effectiveness, which then are applied to one's duties and responsibilities	<b>FI</b> Fitness Having sound health, strength and endurance that supports one's emotional health and conceptual abilities under stress	O E S N		O E S N	
	<b>RI</b> Resilience Showing a tendency to recover quickly from setbacks, shock, adversity, stress or injury while maintaining a mission and organizational focus	O E S N		O E S N	
	<b>IN</b> Innovation Ability to introduce something new; is original in thoughts and ideas; creative	O E S N		O E S N	
	<b>EX</b> Expertise Possessing knowledge, facts, beliefs, and logical assumptions in relevant areas; in technical, tactical, cultural and geopolitical knowledge	O E S N		O E S N	
<b>PART II - Leader Competencies (what a leader does):</b> Works to lead others; develops themselves, their subordinates, and organizations to achieve mission accomplishment					
<b>1. Leads</b> The application of character, presence, intellect and abilities while guiding others toward a common goal and mission accomplishment	<b>LD</b> Leads Others Motivates, inspires and influences others to take initiative; work towards a common goal; achieve objectives	O E S N BT	<b>BT</b> Builds Trust To establish conditions of effective influence and for creating a positive environment	O E S N EL	<b>EL</b> Extends Influence Beyond Uses indirect means to influence others outside normal chain of command; involves negotiation, conflict resolution and mediation
	<b>LE</b> Leads by Example Provides the example to others; serves as a role model; maintains high standards in all aspects of behavior and character	O E S N CO	<b>CO</b> Communicates Clearly expresses ideas to ensure understanding; actively listens to others; and practices effective communication techniques	O E S N	O E S N
	<b>PE</b> Creates a Positive Environment Fosters Esprit de Corps Creates a positive cultural and ethical environment	O E S N PS	<b>PS</b> Prepares Self Self-study, self-development and multi-skilled; ensures they are prepared to lead	O E S N	O E S N
	<b>DO</b> Develops Others Encourages and supports others to grow as individuals and teams; prepares others for success; makes the organization more versatile	O E S N SP	<b>SP</b> Stewards the Profession As part of leader developmental responsibilities, they must prepare themselves and act to promote long-term stewardship of the Army	O E S N	O E S N
<b>3. Achieves</b> Sets objectives and focuses on mission accomplishment	<b>GR</b>	O E S N	<b>GR</b> Gets Results Structuring what needs to be done so results are consistently produced; developing and executing plans while providing direction; clear guidance and clear priorities towards mission accomplishment; manages the resources required for mission accomplishment	O E S N	O E S N



Garrison LEPR (Blue card) (back)

<b>LEADERSHIP ASSESSMENT REPORT</b>								
<b>PART III – RECORD OF OBSERVATIONS AND COUNSELING</b>	Check here if <b>SPOT REPORT</b> <input type="checkbox"/>							
<p>a. <b>SUMMARY OF OBSERVATION:</b> Summarize most significant observed leadership behaviors. Use sufficient detail to support summary ratings in Parts I and II. Use continuation card if necessary.</p>								
<p>b. <b>COUNSELING:</b> Comment on at least 1 "SUSTAIN" and 1 "IMPROVE" attribute and/or core leader competency as identified in Part I and II. ("IMPROVE" comments are required for each "Y" entry in Part I and II). Not required for Spot Report.</p>								
<p><b>SUSTAIN:</b></p>								
<p><b>IMPROVE:</b></p>								
<b>PART IV – OVERALL NET ASSESSMENT (Circle one)</b>								
RATED CANDIDATE NAME	UNIT	DUTY POSITION (Location / Spot Report)	DATE	O	E	S	N	
RATED CANDIDATE SIGNATURE	ASSESSOR NAME / INITIALS							CADRE CANDIDATE <input type="checkbox"/>

NOTE: Signature indicates that counseling was administered as reflected in Part III(b) above; does not imply agreement with ratings.


DA Form 67-10-A (pg. 1)

OFFICER EVALUATION REPORT SUPPORT FORM <small>For use of this form, see AR 623-3; the proponent agency is DCS, G-1.</small>				SEE PRIVACY ACT STATEMENT IN AR 623-3		
<b>PART I - ADMINISTRATIVE (Rated Officer)</b>						
a. NAME (Last, First, Middle Initial)		b. SSN (or DOD ID No.)	c. GRADE/ RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. COMPONENT (STATUS CODE)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIC CODE		i. THRU DATE OF LAST COMPLETED EVALUATION
j. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)						
<b>PART II - AUTHENTICATION</b>						
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN (or DOD ID No.)	a3. RANK	a4. POSITION	a5. EMAIL ADDRESS (.gov or .mil)	
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (or DOD ID No.)	b3. RANK	b4. POSITION	b5. EMAIL ADDRESS (.gov or .mil)	
c1. NAME OF SENIOR RATER (Last, First, Middle Initial)		c2. SSN (or DOD ID No.)	c3. RANK	c4. POSITION	c5. EMAIL ADDRESS (.gov or .mil)	
c6. SENIOR RATER'S ORGANIZATION		c7. BRANCH	c8. COMPONENT	c9. SENIOR RATER PHONE NUMBER		
d1. INDIVIDUAL TO PERFORM SUPPLEMENTARY REVIEW (Last, First, Middle Initial) - (IF REQUIRED)			d2. RANK	d3. POSITION	d4. EMAIL ADDRESS (.gov or .mil)	
<b>PART III - VERIFICATION OF FACE - TO - FACE DISCUSSION</b>						
MANDATORY RATER/RATED OFFICER INITIAL FACE-TO-FACE COUNSELING ON DUTIES, RESPONSIBILITIES AND PERFORMANCE OBJECTIVES FOR THE CURRENT RATING PERIOD TOOK PLACE ON (DATE) RATED OFFICER INITIALS <input type="text"/> RATER INITIALS <input type="text"/> SENIOR RATER INITIALS <input type="text"/>						
RATED OFFICER ACCESS TO SUPPORT FORMS PRIOR TO INITIAL COUNSELING: RATER (Date <input type="text"/> ) SENIOR RATER (Date <input type="text"/> )						
PERIODIC RATER / RATED OFFICER FOLLOW-UP FACE-TO-FACE COUNSELINGS:						
DATE	RATED OFFICER INITIALS <input type="text"/>	RATER INITIALS <input type="text"/>	SENIOR RATER INITIALS <input type="text"/>			
DATE	RATED OFFICER INITIALS <input type="text"/>	RATER INITIALS <input type="text"/>	SENIOR RATER INITIALS <input type="text"/>			
DATE	RATED OFFICER INITIALS <input type="text"/>	RATER INITIALS <input type="text"/>	SENIOR RATER INITIALS <input type="text"/>			
<b>PART IV - RATED OFFICER - DUTIES AND RESPONSIBILITIES</b>						
a. PRINCIPAL DUTY TITLE:			b. POSITION AOC/BRANCH:			
c. STATE YOUR SIGNIFICANT DUTIES AND RESPONSIBILITIES:						
<b>PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS</b>						
a. INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES			b. LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:			

DA Form 67-10-A (pg. 2)

<p><b>PART V - PERFORMANCE OBJECTIVES AND ACCOMPLISHMENTS CONTINUED</b> Describe adherence to leadership attributes and demonstration of competencies</p>
<p><b>A. CHARACTER:</b> (Army Values, Empathy, Warrior Ethos/Service Ethos, Discipline - see ADRP 6-22)                  INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</p>  <p>LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:</p>
<p><b>B. PRESENCE:</b> (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 Principles, see ACP 6-3, addressed under fitness and resilience)                  APTT GOALS:    PU                            BU                            RUM                            HEIGHT/WEIGHT                            (ONLY AS NEEDED)</p> <p>INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</p>  <p>LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:</p>
<p><b>C. INTELLECT:</b> (Mental agility, Sound judgment, Innovation, Interpersonal tact, expertise - see ADRP 6-22 and ADRP 6-0)                  INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</p>  <p>LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:</p>
<p><b>D. LEADS:</b> (Leads others, builds trust, extends influence beyond the chain of command, Leads by example, Communicates-see ADRP 6-22 and ADRP 6-0)                  INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</p>  <p>LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:</p>
<p><b>E. DEVELOPS:</b> (Creates a positive environment/tonus esprit de corps, prepares self, Develops others, Stewards the profession - see ADRP 6-22)                  INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</p>  <p>LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:</p>
<p><b>F. ACHIEVES:</b> (Gets Results - see ADRP 6-22 and ADRP 6-0)                  INDICATE YOUR MAJOR PERFORMANCE OBJECTIVES:</p>  <p>LIST SIGNIFICANT CONTRIBUTIONS AND ACCOMPLISHMENTS:</p>

DA Form 67-10-A (pg. 3)

PART VI - RATER SELF DEVELOPMENT GOALS	
PART VII - SENIOR RATER COMMENTS	
RATED SOLDIER SIGNATURE AND DATE: 	
Continuation Section	



### Spot Report Example

OCS SPORT REPORT			
EVENT/ TASK:		DATE:	
Description			
Actions Taken			
Cadre		CO/PLT/SQD	
Signature		Candidate	
Commanders Initials		Signature	

OCS SPORT REPORT			
EVENT/ TASK:		DATE:	
Description			
Actions Taken			
Cadre		CO/PLT/SQD	
Signature		Candidate	
Commanders Initials		Signature	

**Bolton Obstacle Course**

**Bolton Obstacle Course Score Sheet**

<b>Platoon:</b>		<b>Squad:</b>	
<b>Name:</b>			
<b>Date:</b>			
<b>Obstacle Name</b>	<b>First Attempt Go</b>	<b>Second Attempt Go</b>	<b>Failure to Complete</b>
<b>Inverted Rope Descent (Slide for Life)</b>			
<b>Confidence Climb</b>			
<b>Tarzan</b>			
<b>Tough Nut</b>			
<b>Reverse Climb</b>			
<b>Island Hopper</b>			
<b>Weaver</b>			
<b>Six Vaults</b>			
<b>Balancing Logs</b>			
<b>Belly Crawl</b>			
<b>Wall Hanger</b>			
<b>High Step Over</b>			
<b>Incline Wall</b>			
<b>Belly Robber</b>			
<b>Tough One (LOM)</b>			
<b>Overall GO/ NO GO</b>	<b>GO/ NO GO</b>		
<b>Graded by:</b>			



**WTBD Score Sheet**

<b>OCS WTBD Score Sheet</b>				
<b>Platoon:</b>			<b>Squad:</b>	
<b>Name:</b>				
<b>Date:</b>				
<b>WTBD Station</b>	<b>1<sup>st</sup> Time Go</b>	<b>2<sup>nd</sup> Time Go</b>	<b>3<sup>rd</sup> Time Go</b>	
<b>Disassemble/Reassemble/Clear/Functions Check: M4</b>	5	3.5	0	
<b>Disassemble/Reassemble/Clear/Functions Check: M249</b>	5	3.5	0	
<b>Disassemble/Reassemble/Clear/Functions Check: M240</b>	5	3.5	0	
<b>Put an ASIP into Operation</b>	5	3.5	0	
<b>9-Line MEDEVAC</b>	5	3.5	0	
<b>SALUTE Report</b>	5	3.5	0	
<b>Transport Casualty</b>	5	3.5	0	
<b>Prevent Shock</b>	5	3.5	0	
<b>Stop Bleeding</b>	5	3.5	0	
<b>Open an Airway</b>	5	3.5	0	
<b>Overall Score:</b>	<b>/50</b>			
<b>Graded by:</b>				

**Garrison OPORD Rubric (front)**

XT Grade Sheet 15 January 2020		Candidate _____ Grader _____			Date _____ Score _____ /100	
<b>Warning Order</b>		5 points			Time	
Includes five minimum elements Initial timeline includes team rehearsals OPORD time, squad rehearsals SP and NLT		Type of OP	General location	Initial timeline	Tasks to sub-ord	
		Planning & prep instruction				
<b>1. Situation</b>		5 points			Time	
Briefs the AO, AI, squad boundaries and task organization Understands friendly and threat capabilities within the AI		<b>Task Org</b>	AO: O B T F			
		AI	CAS/CCA	Fires	Reserve	
<b>Evaluate Terrain and Weather</b>		10 points			Time	
Analyzes military aspects of terrain and weather using OAKOC Discusses significant effects on enemy and friendly forces Understands how terrain, weather and civil considerations impact friendly forces, enemy forces, mission plans, indirect fires and the employment of weapon systems Makes logical deductions based on the situation Deductions = SO WHAT?		<b>Terrain</b>				
		O				
		A				
		K				
		O				
		C				
		<b>Weather</b>	V	W	P	C T
<b>Enemy Forces</b>		15 points			Time	
Describe the enemy's composition, disposition, location, and strength Highlights recent activities of the enemy Develops enemy most probable course of action and most dangerous course of action		Composition	Disposition		Strength	
		Recent activities				
		MPCOA				
		MDCOA				
<b>Friendly Forces</b>		5 points			Time	
Understands the commander's mission, intent, and concept of the operation for the battalion and company		2 lvl up	Mission	CDR Intent	Endstate	
		1 lvl up	Mission	CDR Intent	Endstate	
		Adjacent units	Location	Influence		
		Civil Considerations				
		Attachment/detachment				
<b>2. Mission</b>		5 points			Time	
Understands how the mission nests with higher, re-states the mission Uses doctrinally correct terms and mission statement format		Mission statement briefed 2 times				
		Correct task and purpose				
<b>3. Execution</b>		7.5 points			Time	
<b>Concept of Operations</b>						
Intent is a clear, concise statement of what the force must do with respect to friendly, enemy, terrain and civil considerations Describes vision for execution Understands the appropriate form of maneuver or defensive technique Identifies the decisive point		The purpose of this operation is We will achieve this by Decisive to this operation is This is decisive because We will mitigate risk by				
		<b>Endstate:</b>	Enemy	Friendly	Terrain	Civil

**Garrison OPORD Rubric (back)**

<b>Scheme of Movement and Maneuver</b>	15 points				Time
Establishes effective direct and indirect fire control measures	Movement Plan	Primary	Alternate		
Uses visual aids to clearly convey the plan	DO: T	P	SO1: T	P	
Operations graphics are neat, precise and detailed enough to complete the operation	SO2: T	P	SO3: T	P	
Presents tasks to Subordinate Units clearly	COA Sketch (graphic control measures for movement to objective actions on OBJ direct fires fire support)				
Assigns all subordinate units a task purpose and nests the purpose horizontally and vertically					
<b>Fire support control measures</b>	5 points				Time
Lists critical fire control measures for direct fire support	Triggers	TRPs			
	PACE				
<b>Scheme of Fires</b>	2.5 points				Time
Describe how the leader intends to use fires to support the concept of operations with emphasis on the scheme of maneuver. State the priorities for fires	How to use IDF to support the scheme of movement and maneuver Desired effects				
<b>Tasks to Subordinate Units</b>	2.5 points				Time
Each task must include who (the subordinate unit assigned the task), what (the task itself), when, where and why (purpose)	Correct elements identified Tasks assigned logically and are relevant to the mission				
<b>Coordinating Instructions</b>	5 points				Time
List only instructions and tasks applicable to two or more units not covered in unit SOPs	Timeline CCIR PIR FFIR EEFI				
<b>Rules of Engagement</b>	2.5 points				Time
List rules of engagement	Weapon control status Specified by phase				
<b>4. Sustainment</b>	5 points				Time
Class I & V	Classes of supply		Personnel		
What is the plan for evacuating a casualty? Ensure there is a plan in place	MEDEVAC plan Location of HLZ, AXPs, CCPs				
<b>5. Command and Signal</b>	5 points				Time
States where the key leaders intend to be during the operation by phase if the operation is phased	Location of leaders		Succession of command		
States required reports used and their triggers during the operation	Reports PACE				
Require report upon enemy contact and after actions on OBJ (LACE, SITREP 9-Line)					
<b>Shared Understanding</b>	5 points				Time
Leader takes questions to clarify any details of the operation	Takes Questions Conducts backbrief				
Conducts appropriate backbrief to ensure key leaders understand their parts					
Use the following points for discussion	Did the student facilitate mutual understanding of the plan?		Y / N		
Would a team leader understand the plan?	Did the student conduct detailed analysis?		Y / N		
Did the student rely too heavily on their notes?	Did the student make sound decisions?		Y / N		
Was proper doctrinal terminology used?	Did the student inspire confidence?		Y / N		

**Squad Leader FLX Rubric (front)**

SQUAD LEADER FIELD ASSESSMENT REPORT				
Rated Candidate:		CO/PLT/SQD:	DATE:	
Lane:		Lane:		
Task	Points	Notes to Grader	Grader Comments	
<b>Issue the warno (8 pts)</b>				
*includes Full Mission Statement	2	Mission 5 Ws format with T&P		
Gives TL Tentative Plan	2	AoA, OBJ		
Gives Task to subordinates	2	Tasks TLs accordingly		
Initial Timeline	2	TM rehearsals, FRAGO time, SP, NLT time		
<b>FRAGO Brief (112 pts)</b>				
Situation	5	Brief enemy changes		
Mission	10	Brief new mission statement (x2)		
Execution	5	The purpose of this operation is... We will achieve this by... Decisive to this operation is... This is decisive because... We will mitigate risk by... Endstate -> ENY, friendly, TXN, civil		
Scheme of Movement and Maneuver	10	Movement Plan: OOM, MF, MT, D&D, WCS		
	5	Assigns Do & SO (task and purpose), Direct Fire Control Measures, PACE, Triggers, TRPs		
	25	Terrain Model: boxed in, outside grids, friendly, ENY, LOA, TRP		
Scheme of Fires	1	How they plan to employ fires		
	1	Triggers		
	1	TRPs		
	1	Pace		
Tasks to Subordinate Units	5	Assigns Task (i.e. specialty teams, compass/PACE)		
Coordinating Instructions	5	Timeline		
	5	Brief rehearsals		
Briefs ROE	5	Weapons Control Status		
Sustainment	5	Brief any changes		
Command and Signal	2	Location of leaders		
	2	Communicate PACE plan		
	2	Succession of CMD		
	2	Challenge and password		
	5	Asks for questions		
	5	Conducts Back-brief		
	5	Briefs with confidence		
<b>Total:</b>		Highlighted section denote, brief as required, acceptable to state "NO CHANGE"		



**Squad Leader FLX Rubric (back)**

Rated Candidate:		CO/PLT/SQD:		DATE:	LANE:
Task	Points	Notes to Grader		Grader Comments	
<b>Lane Execution (80 pts)</b>					
Conducts Squad Level Rehearsals	5	Appropriate to the mission			
Remains Oriented and finds OBJ	10	Cadre may reorient Candidate once. NOGO if OC remains lost after assistance			
Control Tempo and Spacing of Formation	5	Adjusts if necessary			
Conducts RECON	5	pinpoints the OBJ: can conduct physical and map recon			
Always leaves a 5 PT contingency plan (GOTWA)	5	details logically and anytime there is a separated element			
Implements RECON analysis into completing plan (map recon auth)	5	Adjust plan based on RECON if necessary			
Ensures security at all times	5	During Movement, when halted and on the OBJ			
Ensures interlocking sectors of fire	5	Can be delegated to TLs, SL follow-up required if delegated			
Ensures SQD is moving Tactically	5	at high ready, using cover and concealment using proper IMT, enforcing noise and light discipline			
Effectively controls lifting and shifting fires	5	lifts/shifts when appropriate: sticks to PACE plan briefed; FRATRICIDE= NOGO			
Conducts EPW and A&L as required	5				
Sends required Reports	5	Initial contact report (SALUTE or SWS)			
	5	AAR (SITREP, LACE, (9-Line)			
Clearly in Control of element at all times	5	Demonstrates Command presence/movement to and action on			
Makes prompt decisions and assertively executes them	5	Limited Hesitation			
Evaluator	Total PTs:	O > 180   E>160   S>140   N<139			
<u>Sustains</u>			<u>Improves</u>		

**Team Leader FLX Rubric**

TEAM LEADER FIELD LEADERS ASSESSMENT REPORT						
RATED CANDIDATE:		CO/PLT/SQD:		DATE:		
TASK		MAX	MIN	NOTES TO GRADER:		
<b>1. Planning</b>						
**Conduct pre-combat checks and inspections		3	0	Weapon status, camouflage, equip check		
<b>2. Movement</b>						
**Controls the movement of his/her fire team		3	0	Maintains spacing, formation and enforcing proper IMT		
C2 using proper hand and arm signals		2	0			
**Enforces proper security during movement		5	0			
<b>3. Leaders RECON</b>						
Identify SBF Position		2	1			
Identify TRPs		2	1			
<b>4. Actions on</b>						
Directs to return fire		3	1			
Ensures team assumes immediate cover		3	1			
Maintains rate and placement of fires		3	1			
**Effectively controls lifting and shifting fires		5	0	Lifts/Shifts appropriately; uses PACE plan briefed; FRATRICIDE--Automatic fail/0 score		
Controls tempo and spacing of formation		2	1	Adjusts if necessary		
Maintains and enforces proper IMT on OBJ		2	1			
Conducts EPS and A&L as required		2	1			
Enforces Noise and Light discipline		2	1			
Conducts LACE reports and reporting to SL		2	1	i.e. Halts, ORP, Completion of OBJ		
**Maintains accountability of their soldiers and equipment		4	0			
**Clearly in control fo element at all times		5	0			
Total Score: _____ / 50		Less than 35 points = Fail				
EVALUATOR:					GRADER COMMENTS:	
					LANE:	
					Signature:	

\*\* = Critical Task: Receiving a 0 score for 2 or more critical tasks is an automatic Needs Improvement rating.

### Peer Evaluations

PLT/SQD \_\_\_\_\_ Name \_\_\_\_\_ Date \_\_\_\_\_

<b>Rank #</b>	<b>Name:</b> _____	(1 = sounds least like, 10 = sounds most like)
	Candidate shows willingness to learn and develop self	Rated 1-10
	Candidate shows willingness to work as part of a team	<input type="text"/>
	Candidate exemplifies the Army Values at all times	<input type="text"/>
Sustains		Improves
I would be willing to go into combat with this Candidate in my platoon.		Yes      No
I would feel comfortable with this Candidate leading a family member into combat		Yes      No

<b>Rank #</b>	<b>Name:</b> _____	(1 = sounds least like, 10 = sounds most like)
	Candidate shows willingness to learn and develop self	Rated 1-10
	Candidate shows willingness to work as part of a team	<input type="text"/>
	Candidate exemplifies the Army Values at all times	<input type="text"/>
Sustains		Improves
I would be willing to go into combat with this Candidate in my platoon.		Yes      No
I would feel comfortable with this Candidate leading a family member into combat		Yes      No

<b>Rank #</b>	<b>Name:</b> _____	(1 = sounds least like, 10 = sounds most like)
	Candidate shows willingness to learn and develop self	Rated 1-10
	Candidate shows willingness to work as part of a team	<input type="text"/>
	Candidate exemplifies the Army Values at all times	<input type="text"/>
Sustains		Improves
I would be willing to go into combat with this Candidate in my platoon.		Yes      No
I would feel comfortable with this Candidate leading a family member into combat		Yes      No

<b>Rank #</b>	<b>Name:</b> _____	(1 = sounds least like, 10 = sounds most like)
	Candidate shows willingness to learn and develop self	Rated 1-10
	Candidate shows willingness to work as part of a team	<input type="text"/>
	Candidate exemplifies the Army Values at all times	<input type="text"/>
Sustains		Improves
I would be willing to go into combat with this Candidate in my platoon.		Yes      No
I would feel comfortable with this Candidate leading a family member into combat		Yes      No



### Battle Analysis Rubric

CATEGORY	DETAILS	PENALTY
General	Closed Book, 2-hr proctored, Hand-Written Test	
	Double Spaced	
	Maximum 500 words/4 pages; Minimum 300 words	Exceed or Under limit: <b>AUTO-FAIL</b>
	Clarity, focus, conciseness, accuracy v. Vagueness, poor focus, wordiness, detail errors	-5 pts for <i>each</i> negative impact
BLUF	First sentence of Essay	
	Answers who/what/when/where/why/how per selected question and guidance	Incorrect/Missing BLUF: <b>AUTO-FAIL</b>
Background	Around six sentences/ no more than 1 page	
Narrative	Around 2 pages	
	Separate major phases into separate paragraphs	No paragraph breaks: -5+ pts
Analysis	Around 1 page	
	First sentence must be topic sentence	No topic sentence: -10 pts
	Explanation must prove use of item and its support to mission success	Awareness/Support/Correctness (Detail): -5 pts each error
Automatic Failures	No BLUF, partial BLUFs, multiple-sentence BLUFs	<b>AUTO-FAIL</b>
	BLUF does not address a question	
	Does not meet min/max requirements	

CATEGORY	DETAILS	PENALTY
Serious Penalties/ Possible AUTO-FAILs	Section Omission (Background, Narrative, Analysis)	
	General Incoherence	
	Prevalent detail errors/Unfamiliarity with source	
	Using Outside Sources	
	Weak Coverage in Background and/or Narrative	Letter Grade Demotion
	Run-on Sentences	-7 pts EACH
	Fragment Sentences	-10 pts EACH
Grammar		1-2: No Deduction
	Misspellings	Multiple Words Repeatedly: -3 to -10 pts Multiple Basic Words: up to 20 pts
	Plurals vs Possessive	Single Time: -1 pt Multiple: More pts
	Verb-Subject Agreement	Single Time: -1 pt Multiple: More pts
Miscellaneous	Starting a sentence with an abbreviation/numeral	Repeated misuse: -1 to -3 pts PER ERROR
	Incorrect Names; minor format errors	Mentioned Once: low to no deduction
	Mis-identifying Basic Actions	Mixed-up Names; format error: -5 pts High, Letter Grade + Deduction