New NCOER Information Brief

as of 6 January 2015
Background

• Key Focus of the Evaluation Reporting System Review:
  ➢ Reflect current leadership doctrine (ADP 6-22)
  ➢ Establish and enforce rating official accountability
  ➢ Address the “one size may not fit all” assessment of different skills and competencies at different grades
  ➢ Encourage counseling through improvement of the support form
  ➢ Query reports to identify talents

• Development Process
  ➢ Current NCOER (DA Form 2166-8) implemented in 1987
  ➢ Proposed changes based on the following:
    ❑ 38th CSA Strategic Priorities
    ❑ DA Centralized Selection Board comments noting the difficulty in identifying the very best
    ❑ Field input
    ❑ Lessons learned during fielding of OER
  ➢ Mirrors development of OER with modification by SMA
Approved Changes

SECARMY approved revisions on 1 Aug 14.

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

• Rater Tendency (i.e., profile history) for Raters of SSG-CSM/SGM; imprinted on completed NCOER

• Senior Rater Profile established for Senior Raters of SSG-CSM/SGM; managed at less than 50% for “MOST QUALIFIED” selection
• Delineation of Rating Official Roles/Responsibilities
  ➢ Rater assesses performance
  ➢ Senior Rater assesses potential
  Eliminates inconsistent ratings and supports rating chain accountability

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

• Senior Rater counsels, at a minimum, twice during rating period

• Supplementary Reviewer required in certain situations (i.e., no uniformed Army-designated rating officials, Senior Rater or someone outside the rating chain directs relief)
- Front page – same for all grade-plate forms
- Part IIc – Supplementary Reviewer, as required
- Part IVa and Part IVb – APFT and HT/WT
Direct-level Report (SGT)

- Focuses on proficiency and is developmental in nature; aligns with Army Leadership Doctrine
- Rater – Bullet format
- Senior Rater – Narrative format
- Unconstrained Senior Rater box check

<table>
<thead>
<tr>
<th>PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. PRESENCE: (Military and professional bearing, fitness, confidence, resilience)</td>
</tr>
<tr>
<td>MET STANDARD</td>
</tr>
<tr>
<td>COMMENTS:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PART V - SENIOR RATER OVERALL POTENTIAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Selected one box representing Rated NCOs overall potential compared to others in the same grade whom you have rated in your career. I currently rate:</td>
</tr>
<tr>
<td>MOST QUALIFIED</td>
</tr>
<tr>
<td>b. COMMENTS:</td>
</tr>
</tbody>
</table>

c. List two successive assignments and one broadening assignment: |

Successive Assignment: 1)  |
Broadening Assignment: 2)
Organizational-level Report (SSG-1SG/MSG)

- Focuses on organizational systems and processes; aligns with Army Leadership Doctrine
- Rater – Bullet format
- Senior Rater – Narrative format
- Unconstrained Rater Tendency
- Constrained Senior Rater Profile (limited to less than 50% for “MOST QUALIFIED” selection)
- “Silver bullet” – only one of the first four reports may be “MOST QUALIFIED”
Strategic-level Report (CSM/SGM)

- Focuses on large organizations and strategic initiatives; aligns with Army Leadership Doctrine

- Rater and Senior Rater – Narrative format

- Unconstrained Rater Tendency

- Constrained Senior Rater Profile (limited to less than 50% for “MOST QUALIFIED” selection)

- “Silver bullet” – only one of the first four reports may be “MOST QUALIFIED”
Key information includes the following:

- Rater’s assessment of Rated NCO
- Rater Tendency Label – the value below each box equals the overall history of those ratings in this grade
- Rater Tendency (i.e., profile history) will be viewable within the Evaluation Entry System (EES) by the Rater’s Rater and Senior Rater

SFC Doe is my #2 of 6 SFCs that I currently rate. As the [omitted], she executed every assignment or tasking with minimal guidance and exceeded all expectations from the command. Compelling performance from an outstanding NCO.
### Key information includes the following:
- Senior Rater’s profilled assessment of Rated NCO
- Senior Rater’s total number of ratings
- Number of ratings for the Rated NCO by the current Senior Rater
Future Guidance to DA Selection Boards for the New NCOER

- Check DA Label: “Total Ratings” (5 or less = immature profile)
- Check Part Va – same grade in population (3 or less = small population)
- If immature profile and/or small population, then expect “HIGHLY QUALIFIED” assessment
- Focus on Senior Rater’s narrative
### Senior Rater Profile Calculation

#### Note 1:
As each NCOER is rendered, the Evaluation Entry System (EES) will automatically calculate the Senior Rater Profile. If the profile does not support a top block or “MOST QUALIFIED”, then that option will not be available (i.e., grayed out) in EES. If a hardcopy report is mailed to HQDA and the profile does not support a “MOST QUALIFIED” box check, the assessment will be considered a “misfire”, automatically downgraded to “HIGHLY QUALIFIED”, and processed.

#### Note 2:
The Senior Rater cannot render a “MOST QUALIFIED” for the fourth report because it would “break” the profile. A “MOST QUALIFIED” assessment would create the following:

<table>
<thead>
<tr>
<th>MQ</th>
<th>HQ</th>
<th>Q</th>
<th>NQ</th>
<th>Total</th>
<th>SR Profile</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>50% (exceeds profile limitation)</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>Type of Report</th>
<th>THRU Date</th>
<th>Box Check “Most Qualified”</th>
<th>Box Check “Highly Qualified”</th>
<th>Box Check “Qualified”</th>
<th>Box Check “Not Qualified”</th>
<th>Profile MQ</th>
<th>Profile HQ</th>
<th>Profile Q</th>
<th>Profile NQ</th>
<th>Total</th>
<th>Date of Receipt¹</th>
<th>SR Profile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual</td>
<td>20150901</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>20151015</td>
<td>100%</td>
</tr>
<tr>
<td>CoR</td>
<td>20151128</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>20160128</td>
<td>50%</td>
</tr>
<tr>
<td>CoR</td>
<td>20160131</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>3</td>
<td>20160214</td>
<td>33.3%</td>
</tr>
<tr>
<td>Annual²</td>
<td>20160901</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>20161022</td>
<td>25%</td>
</tr>
<tr>
<td>Annual</td>
<td>20161128</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>5</td>
<td>20161229</td>
<td>40%</td>
</tr>
<tr>
<td>CoR</td>
<td>20161201</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>6</td>
<td>20170117</td>
<td>33.3%</td>
</tr>
</tbody>
</table>
Selection boards should understand what input the Rating Chain is providing without having to guess.

Raters – focus on specifics to quantify and qualify performance.

Senior Raters
- Amplify potential box checks by using the narrative to capture the rating official’s passion (or lack thereof) for the Rated NCO.
- Reserve exclusive and strong narratives for the very best NCOs.
- Focus on the next 3-5 years (assignment, schooling, and promotion).
- “HIGHLY QUALIFIED” box checks will be the norm.

<table>
<thead>
<tr>
<th>Assessment of Overall Potential</th>
</tr>
</thead>
<tbody>
<tr>
<td>MOST QUALIFIED: Strong potential for selection in the secondary zone; potential ahead of peers.</td>
</tr>
<tr>
<td>HIGHLY QUALIFIED: Strong potential for promotion with peers.</td>
</tr>
<tr>
<td>QUALIFIED: Capable of success at the next level; promote if able.</td>
</tr>
<tr>
<td>NOT QUALIFIED: Not recommended for promotion; consider for separation.</td>
</tr>
</tbody>
</table>
- Part I – SSD and NCOES requirement met for next grade
- Part II – Senior Rater counsels Soldier twice during the rated period.
- Part IV – Rated NCO provides goals and expectations.
- Part V – Attributes and Competencies (ADP 6-22)

- Part VI – Senior Rater provides comments.
Timeline

Lines of Effort:
- IT System Development
- Training
- Regulations & Policy
- Strategic Communications
Training Concept

• Scheduled publication of HQDA EXORD is Jan 15

• Mobile Training Team (MTT) training at Fort Knox (13-24 Apr 15)

• Army J-1/G-1 SGMs attend certification at Fort Knox (21-23 Apr 15)

• Train-the-Trainer (TTT) training at Fort Jackson (27 Apr – 22 May 15)

• Army Total Force (ATF) training (May – Aug 15)

• HRC MTTs will supplement units / installations that require augmentation

• Scheduled implementation date is Sep 15
Evaluation Entry System (EES) Homepage

https://evaluations.hrc.army.mil/

10 most current Evaluations

10 most current Support Forms
Evaluation Entry System (EES) Homepage

https://evaluations.hrc.army.mil/

Welcome to the HRC Evaluations Entry System
Please select an option below:

**OER**
- Create OER Support Form
- Edit OER Support Form
- Create New OER

**NCOER**
- Create NCOER Support Form
- Edit NCOER Support Form
- Create New NCOER

**TOOLS**
- Continue/View Active Evaluations
- Evaluation Status and Management Tools (ERS)
- View Profiles where I am a delegate
- View my Rater and Senior Rater Profile
- Manage Rating Chain
- View Forms
- Signature Removal
- Manage Delegates
- Request ERS Access

Shows all active evaluations related to you, as the Rater, Senior Rater, or Delegate.

Allows delegates to view Senior Rater profile (if delegated).

Allows signature removal if correction or amendment is required.

Shows Rater & Senior Rater Profile; will show Rater Tendency

Allows Senior Rater or Rater to add Delegates who can draft, edit, remove signatures, and submit reports on your behalf. Only the designated rating official can sign/authenticate evaluations.
CSM/SGM/1SG Reviewer Function

(“Manage Delegates” link located under “TOOLS”)

Additional CSM/SGM/1SG Reviewer Column – rating officials may identify up to two (2) individuals to review and provide comments; visible only to rating officials and CSM/SGM/1SG Reviewer(s)

[Diagram of the Evaluation Entry System interface showing the Manage Delegates section with names and checkboxes for delegation.

Instructions:
Delegation allows Raters and Senior Raters to designate authority for the processing of evaluations in their organization. Creating delegates will allow up to two delegates to designate the Rater’s Profile or the Rating Profile. The delegates must be authorized access to each profile individually.

Select the box under “View Rating Profile” to authorize viewing of the Rater’s Profile.

Only two delegates may be authorized to add names to this list. If “Manage Delegates” is checked, up to two individuals will be authorized to add other administrative personnel authorized to assist in the preparation and submission of evaluations.

Select the box under “Manage Delegates” to authorize adding names to this list.

Up to ten delegates may be authorized to assist in the preparation and submission of evaluations on your behalf after signatures are applied.

Select the box under “Edit and Submit Evaluations” to authorize assistants in the preparation and submission of evaluations.
EES Link from AKO Website

https://www.us.army.mil/

Select “EES: Evaluation Entry System”
EES Link from HRC Website


- Click “Self-Service” tab on HRC homepage
- Select “EES – Evaluations Entry System” on “Tools and Applications Directory”