

#2

NCO EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)
SEE PRIVACY ACT STATEMENT
IN AR 623-3.

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial)		b. SSN	c. RANK	d. DATE OF RANK	e. PMOSC
██████████		██████████	SSG ()	20110701	79T30
f.1. UNIT	ORG.	STATION	ZIP CODE OR APO,	MAJOR COMMAND	f.2. STATUS CODE
AKARNG Recruiting and Retention BN,	JBER,	AK 99505			AGR
g. REASON FOR SUBMISSION					
02		Annual			
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS
FROM	THRU				(.gov or .mil)
YEAR MONTH DAY	YEAR MONTH DAY	12			██████████
20110809	20120807				W90BAA
					NG
					02

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
██████████	██████████	██████████	20120830
RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
SFC	79T40	Recruiting and Retention BN	NCOIC
RATER'S APO EMAIL ADDRESS (.gov. or .mil)			
██████████			
b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
██████████	██████████	██████████	20121010
RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
MSG	79T50	Recruiting and Retention BN	Production NCOIC
SENIOR RATER'S APO EMAIL ADDRESS (.gov. or .mil)			
██████████			
c. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE (YYYYMMDD)
██████████	██████████	██████████	20121023
RANK	PMOSC/BRANCH	ORGANIZATION	DUTY ASSIGNMENT
CSM	11Z50	Recruiting and Retention BN	CSM
REVIEWER'S APO EMAIL ADDRESS (.gov. or .mil)			
██████████			
d. <input checked="" type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)			
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.			
SIGNATURE			DATE (YYYYMMDD)
██████████			20121023

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE	b. DUTY MOSC			
Recruiting and Retention NCO	79T30			
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)				
Contacts, interviews, and advises civilian personnel leading to enlistment of those individuals into the AKARNG; presents formal and informal briefs on the Army National Guard to students and civic/service organizations; evaluates applicants physical, educational, and moral qualifications in an effort to determine eligibility for the Army National Guard programs and enlistment opportunities; educates, assists, and trains unit leaders in matters pertaining to state and NGB Strength Maintenance requirements; instructor and cadre member for the Recruit Sustainment Program (RSP); responsible for the training and weekend management of 15 M-Day Soldiers.				
d. AREAS OF SPECIAL EMPHASIS				
Responsible for the presentation of several National Guard programs to include YOU CAN School programs, Career Direction, and local school displays.				
e. APPOINTED DUTIES				
Recruit Sustainment Program Cadre (RSP)				
f. COUNSELING DATES	INITIAL	LATER	LATER	LATER
	20111115	20120107	20120503	20120712

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)		YES	NO
V A L U E S Honor Integrity Personal Courage	1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	2. DUTY: Fulfills their obligations.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	3. RESPECT/EO/EEO: Treats people as they should be treated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	5. HONOR: Lives up to all the Army values.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	6. INTEGRITY: Does what is right - legally and morally.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
	7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Bullet comments			
o exemplified the seven Army Values at all times and in all situations			
o committed to the team as a whole; willing to sacrifice personal time to help a team member no matter the task or mission			
o executed all assigned tasks to standard both implied and written with extreme effectiveness			

#2

RATED NCO'S NAME (Last, First, Middle Initial)

SSN

THRU DATE

20120807

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES*Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."***b. COMPETENCE**

- Duty proficiency; MOS competency
- Technical & tactical; knowledge, skills, and abilities
- Sound judgment
- Seeking self-improvement; always learning
- Accomplishing tasks to the fullest capacity; committed to excellence

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

- enlisted year to date 125% of his yearly mission with a month left in the production year; top RRNCO for Alpha Company and for the State of Alaska
- devoted countless hours to Service high school resulting in nine enlistments into the ARNG; completely dominated all other services in this demographic
- enlisted three cadets from the Alaska Military Youth Academy prior to graduation and processed another 20 for enlistment; the largest processing class ever

c. PHYSICAL FITNESS & MILITARY BEARING

- Mental and physical toughness
- Endurance and stamina to go the distance
- Displaying confidence and enthusiasm; looks like a Soldier

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

- APFT PASS 20120508 HEIGHT/WEIGHT 71 / 202 YES
- conducted physical fitness on a consistent basis with the cadets from the AMYA and helped them meet the requirements for the Presidential Fitness Award
 - established a physical fitness program for his applicants to help them lose weight so they could enlist into the ARNG; enlisted five Soldiers from this program

d. LEADERSHIP

- Mission first
- Genuine concern for Soldiers
- Instilling the spirit to achieve and win
- Setting the example; Be, Know, Do

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

- selected to supervise three production RRNCOs due to the Assistant NCOIC moving sections; his mentorship has led to them being 100% mission YTD
- placed the mission and the needs of his applicants, Warriors, and peers above that of his own; sought after as a team player and depended on by all for his knowledge
- volunteered to work every event in his assigned areas and on numerous occasions picked up the work for team members that were out on emergency leave

e. TRAINING

- Individual and team
- Mission focused; performance oriented
- Teaching Soldiers how; common tasks, duty-related skills
- Sharing knowledge and experience to fight, survive and win

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

- selected to attend the ARNG Automations NCO course and willingly accepted this challenge so that the unit had a backfill in this critical position
- complimented by his peers for his unselfishness and team work; assisted three recruiters in completing their missions early during this FY

f. RESPONSIBILITY & ACCOUNTABILITY.

- Care and maintenance of equipment/facilities
- Soldier and equipment safety
- Conservation of supplies and funds
- Encouraging Soldiers to learn and grow
- Responsible for good, bad, right & wrong

EXCELLENCE (Exceeds std) SUCCESS (Meets std) NEEDS IMPROVEMENT (Some) (Much)

- maintained 100% accountability of over \$75,000 worth of recruiting specific equipment to include GSA vehicle with fuel card with no losses or damage
- coordinated and supervised more than 20 Mobile Event Team (MET) events with no civilian injuries, issues, or concerns at his locals schools which led to nine enlistments
- supervised and conducted training for more than 200 AMYA cadets with no injuries or loss of equipment

PART V - OVERALL PERFORMANCE AND POTENTIAL**a. RATER.** Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST FULLY CAPABLE MARGINAL

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

ASSISTANT NCOIC

MEPS GUIDANCE COUNSELOR

AUTOMATION NCO

e. SENIOR RATER BULLET COMMENTS

- demonstrated the qualities of senior NCO with his unselfish dedication to duty; achieved 125% of his assigned recruiting mission
- epitomized what every NCO should be; aggressive, intelligent, loyal, hardworking, and professional; assisted three recruiters on his team to achieve their mission
- unlimited potential; promote ahead of peers
- select for the Senior Leader Course now

c. SENIOR RATER. Overall performance

1 2 3 4 5
Successful Fair Poor

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1 2 3 4 5
Superior Fair Poor