

+ OFFICER EVALUATION REPORT <small>For use of this form, see AR 623-3, the personnel service in DCS, G-1.</small>										<small>FOR OFFICIAL USE ONLY (FRODO) SEE PRIVACY ACT STATEMENT IN AR 623-3</small> +	
<b>PART I - ADMINISTRATIVE DATA</b>											
a. NAME (Last, first, middle name) SOTO, ANGELO V.				b. SSN [REDACTED]		c. GRADE 1LT		d. DATE OF BIRTH (YYYYMMDD) 20091026		e. BRANCH IN	
f. C. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 1st Bn (TS) FA, 290th Regiment, Camp Atterbury, IN 46124				g. FORSCOM		h. REPORT CODE 03		i. REASON FOR SUBMISSION Change of Rater			
j. PERIOD COVERED FROM (YYYYMMDD) 20100831		k. RATED MONTHS THRU (YYYYMMDD) 20110615		l. RATED MONTHS 10		m. MODERATOR CODE I		n. RATED OFFICER'S AND EMAIL ADDRESS angelo.soto@us.army.mil		o. UIC W15901	
p. RATED OFFICER'S CODE FC		q. RATED OFFICER'S CODE FC		r. RATED OFFICER'S CODE FC		s. RATED OFFICER'S CODE FC		t. RATED OFFICER'S CODE FC		u. RATED OFFICER'S CODE FC	
<b>PART II - AUTHENTICATION</b> (Rated officer's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature; rater's signature)											
a. NAME OF RATER (Last, first, MI) [REDACTED]				b. GRADE MAJ		c. POSITION Chief of Plans		d. SIGNATURE [REDACTED]		e. DATE (YYYYMMDD) 20110615	
f. NAME OF INTERMEDIATE RATER (Last, first, MI) [REDACTED]				g. GRADE MAJ		h. POSITION [REDACTED]		i. SIGNATURE [REDACTED]		j. DATE (YYYYMMDD) 20110615	
k. NAME OF SENIOR RATER (Last, first, MI) [REDACTED]				l. GRADE MAJ		m. POSITION Battalion Commander		n. SIGNATURE [REDACTED]		o. DATE (YYYYMMDD) 20110615	
p. SENIOR RATER'S ORGANIZATION 1st Bn (TS) (FA), 290th Regiment, Camp Atterbury, IN 46124				q. GRADE FA		r. POSITION [REDACTED]		s. SIGNATURE [REDACTED]		t. DATE (YYYYMMDD) 20110615	
<b>PART III - DUTY DESCRIPTION</b>											
a. PRINCIPAL DUTY TITLE: Mission Essential List (MEL) Development OIC										b. POSITION ADDRESS: 11A/FA	
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES: REFER TO PART IV, DA FORM 67-9-1. Serves as Plans Team Mission Essential List (MEL) Development OIC assisting in the planning, resourcing, coordination, and execution of Culminating Training Events (CTE) for the Security Partnering (SYP), Kosovo Forces (KFOR), and Multinational Force and Observers (MFO) mission sets at Camp Atterbury Joint Mobilization Training Center (CAJMTC). Responsibilities include communication with deployed units to gather essential planning materials and current Tactics, Techniques, and Procedures (TTPs) for the creation of the Master Scenario Events List (MSEL); supervision of the execution of the MSEL during the CTE; and accountability of the management and training of three MEL Noncommissioned Officers (NCOs). Serves as team OIC in his absence.											
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)</b>											
<b>CHARACTER</b> (Disposition of the leader; combination of values, attributes, and skills affecting leader actions)											
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
1. HONOR: Adherence to the Army's publicly declared code of values. <span style="float: right;">Yes No</span>											
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed. <span style="float: right;">Yes No</span>											
3. COURAGE: Manifests physical and moral bravery. <span style="float: right;">Yes No</span>											
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the leader. <span style="float: right;">Yes No</span>											
5. LEADER ATTRIBUTES / SKILLS / ACTIONS: (First mark "YES" or "NO" for each block. Second, choose a letter of six that best describes the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competencies), and three from ACTIONS (Leadership). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.)											
b. 1. ATTRIBUTES (Select 1) <span style="float: right;">Yes No</span>											
1. MENTAL: Processes ideas, will, initiative, and discipline. <span style="float: right;">Yes No</span>											
2. PHYSICAL: Maintains appropriate level of physical fitness and military bearing. <span style="float: right;">Yes No</span>											
3. EMOTIONAL: Displays self-control, calm under pressure. <span style="float: right;">Yes No</span>											
c. 2. SKILLS (Competencies) (Select 2) <span style="float: right;">Yes No</span>											
1. CONCEPTUAL: Demonstrates sound judgment, critical/creative thinking, moral reasoning. <span style="float: right;">Yes No</span>											
2. INTERPERSONAL: Shows skill with people; coaching, teaching, counseling, motivating, and empowering. <span style="float: right;">Yes No</span>											
3. TECHNICAL: Possesses the necessary expertise to accomplish all tasks and functions. <span style="float: right;">Yes No</span>											
d. 3. ACTIONS (Leadership) (Select 3) Major activities leaders perform, influencing, operating, and improving. <span style="float: right;">Yes No</span>											
1. COMMUNICATING: Displays good oral, written, and listening skills for individuals / groups. <span style="float: right;">Yes No</span>											
2. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely. <span style="float: right;">Yes No</span>											
3. MOTIVATING: Inspires, motivates, and guides others toward mission accomplishment. <span style="float: right;">Yes No</span>											
e. 4. OPERATING: Develops detailed, executable plans that are feasible, acceptable, and suitable. <span style="float: right;">Yes No</span>											
5. EXECUTING: Shows tactical proficiency, meets mission demands, and takes care of personnel resources. <span style="float: right;">Yes No</span>											
6. ASSESSING: Uses after-action and evaluation tools to facilitate consistent improvement. <span style="float: right;">Yes No</span>											
f. 5. IMPROVING: Develops adequate time and effort to develop individual subordinates as leaders. <span style="float: right;">Yes No</span>											
7. BUILDING: Spends time and resources improving morale, groups and units, fosters ethical climate. <span style="float: right;">Yes No</span>											
8. LEARNING: Seeks self-improvement and organizational growth; mentoring, adapting and leading change. <span style="float: right;">Yes No</span>											
g. APP: PASS DATE: 20110509 HEIGHT: 69 WEIGHT: 175 YES											
h. OFFICER DEVELOPMENT: MANDATORY YES OR NO ENTRY FOR ALL FORMS OF CPY, LPA, CPY, AND RPT. <span style="float: right;">Yes No</span>											
i. WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? <span style="float: right;">Yes No</span>											

# Guide To Writing Officer Evaluation Reports

**United States. Bureau of Naval  
Personnel**



## **Guide To Writing Officer Evaluation Reports:**

**Learning the Ropes** James Dupureur, Lushan Hannah, 2021-05-11 The relationship between officers and enlisted is very complex. Most junior members, officers and enlisted, do not know the influence each has upon the other and how each can affect the other's career. This book gives much needed guidance and new tools that can help both and is something I wish I had available when I served. Master Chief Jay Calkins, USCG retired. With over 40 years of experience combined, James M. Dupureur, USCGR ret, and Lushan Hannah, active duty CG member, thought it would be beneficial to officers, enlisted, and civilian personnel to create a reference or guidebook that covers the Officer Evaluation Report, the assignment process, the promotion process, the Enlisted Evaluation Report, and career tips and advice. Information on these topics is scattered among numerous instructions, manuals, web pages, and websites. These are written from a one source point of view and rarely show how each affects the other. For example, does the Leadership Development Framework instruction relate to the Officer Evaluation Report? How does the Commandant's Guidance to Boards and Panels, which describes traits and characteristics, relate to your OER and your military record? Written from years of personal experience and years of personal notes taken during discussions facilitated by rear admirals in wardrooms, commanding officers during JO development sessions, and discussions with mentors, the ideas and opinions in this book are based on personal experiences from both an active duty and a Reserve officer's point of view. In 2020, the USCG launched a website titled MyCG. This website is loaded with great information valuable to a successful career. Readers are encouraged to visit MyCG on a regular basis and download the app as well. When Dupureur and Hannah started their careers, there was no clearinghouse of advice. A lot of the guidance in this book was obtained through actual experience and conversations with successful officers over the years. This book can be used as a reference to generate career discussions among supervisors, subordinates, mentors, assignment officers, shipmates, and family members.

**The Naval Institute Guide to Naval Writing, 4th Edition** Christopher E. Crane, Estate of Robert E. Shenk, 2024-06-01 With updates to every chapter, this new fourth edition serves as the premier guide to professional writing for the naval services. Authored by a naval officer who taught English at two service academies, the book is widely used by officers, enlisted men and women, and civilians in both the Navy and Marine Corps. Shenk provides sound practical advice on all common naval writing assignments across digital and print platforms. Fully revised, the book reflects the changing landscape of professional communication in general and changes in naval culture in the last decade across the fleet, making it an essential guide.

*Guide for USAF Reserve Individual Mobilization Augmentees and Their Supervisors*, 1987

**Enlisted Evaluation Writing Guide**, 2000      **Petty Officer's Guide** Paul A. Kingsbury, Daniel M. Richard, 2022-03-15 The Petty Officer's Guide is written and edited by petty officers for petty officers. It is designed to ensure Navy Petty Officers are ready to fight and win wars at sea, under the sea, in the air, on land, and in outer space and cyberspace by exposing junior Petty Officers to innovative and modern leadership methodologies. Serving as the premiere leadership guide to junior Navy

Petty Officers it enhances development processes and tools such as the Navy Leader Development Framework Education for Sea Power Sailor 360 and Enlisted Leader Development courses Furthermore it reinforces modern lines of effort identified in the Chief of Naval Operations Design for Maritime Superiority and promotes the development of innovative leaders and strategic thinkers This guide provides unique insights into the values beliefs attitudes and skills that enable the success of naval leaders how Petty Officers can use power bases influence tactics and managerial skills to achieve objectives and how to influence their peers in support of organizational objectives to achieve the mission accomplishment Writing Guide for Naval Officers United States. Bureau of Naval Personnel,1964 The SAGE Guide to Writing in Corrections Steven Houglan,Jennifer M. Allen,2019-12-02 The SAGE Guide to Writing in Corrections equips students with transferable writing skills that can be applied across the field of corrections both academically and professionally Authors Steven Houglan and Jennifer M Allen interweave professional and applied writing academic writing and information literacy with the result being a stronger more confident writer in their classes and in the field *Newsletter* United States. Department of State,1974

**The Forensic Psychologist's Report Writing Guide** Sarah Brown, Erica Bowen, David Prescott, 2017-05-08 The Forensic Psychologist's Reporting Writing Guide is the first book to provide both student trainees and practitioners with best practice guidance for one of the core skills of their role Written and edited by an international range of experts from the UK North America and Australasia it provides clear advice on a range of assessments from psychometric tests to personality functioning and includes real life examples to illustrate key points Uniquely the book also offers guidance on the range of different client groups that forensic psychologists work with across both civil and legal contexts including juveniles female clients couples and those with cognitive impairments From core principles to writing style to key issues each chapter also includes a checklist of advice and further reading Comprehensive and practical The Forensic Psychologist's Reporting Writing Guide is a user friendly companion to this critical and often overlooked skill and will be essential reading for both neophyte and experienced forensic psychologists alike **Department of State News Letter** United States. Department of State,1973 **Newsletter** ,1973 **Planning, Writing and Reviewing Medical Device Clinical and Performance Evaluation Reports (CERs/PERs)** Joy Frestedt,2024-09-19 A Practical Guide to Planning Writing and Reviewing Medical Device Clinical Evaluation Reports guides readers through clinical data evaluation of medical devices in compliance with the EU MDR requirements and other similar regulatory requirements throughout the world This book brings together knowledge learned as the author constructed hundreds of CERs and taught thousands of learners on how to conduct clinical data evaluations This book will support training for clinical engineers clinical evaluation scientists and experts reviewing medical device CERs and will help individual writers teams and companies to develop stronger more robust CERs Identifies and explains data analysis for clinical evaluation of medical devices Teaches readers how to understand and evaluate medical device performance and safety in the context of new regulations Provides analysis of new clinical evaluation criteria in the

context of medical device design as well as in hospital deployment and servicing News Letter United States. Department of State,1973 *Presentence Report Handbook* Robert Melvin Carter,1978 Company Command John G. Meyer,1996 A Dutch Uncle approach to advising those who assume first command Written by an Army officer primarily for Army company commanders the book contains information suggestions inspires confidence to command with authority Includes chapters on military justice administrative law matters Comprehensive do s don ts of a winning command philosophy **Navy Counselors Handbook** Howard S. Lowry,1985 FDA Compliance Program Guidance Manual United States. Food and Drug Administration,1998-12 **Handbook of Police Psychology** Jack Kitaeff,2011-03-17 The Handbook of Police Psychology represents the contributions of over thirty police psychologists all experts in their field on the core subject matters of police psychology Police psychology is broadly defined as the application of psychological principles and methods to law enforcement This growing area includes topics such as screening and hiring of police officers conducting screening for special squads e g SWAT fitness for duty evaluations investigations hostage negotiations training and consultation and stress counseling among others The book examines the beginnings of police psychology and early influences on the profession such as experimental investigations of psychological testing on police attitude and performance Influential figures in the field of police psychology are discussed including the nation s first full time police psychologist who served on the Los Angeles Police Department and the first full time police officer to earn a doctorate in psychology while still in uniform with the New York Police Department Private Security and the Investigative Process, Fourth Edition Charles P. Nemeth,2019-08-30 Private Security and the Investigative Process Fourth Edition is fully updated and continues to provide complete coverage of the investigative process for private investigations by both individuals and in corporate security environments This edition covers emerging technology revised legal and practical considerations for conducting interviews and new information on case evaluation Written by a recognized expert in security criminal justice ethics and the law with over three decades of experience the updated edition of this popular text covers concepts and techniques that can be applied to a variety of investigations including fraud insurance private and criminal It details the collection and preservation of evidence the handling of witnesses surveillance techniques background investigations and report writing The book reflects best practices and includes tips for ensuring accurate and reliable private sector security investigations This new edition includes A new section on career opportunities in paths in the investigative field A rundown of the leading security Industry associations and professional standards being published Added discussion of observational interviews include current protocols analyzing data Details of the current legal implications for security surveillance and practices Advances in technology to thwart crime and fraud in retail and other business settings An entirely new section on e records from criminal and civil judgments Authoritative yet accessible this book is one of the only textbooks dedicated to the subject It also serves as an important reference for private investigators and security professionals Complete with numerous forms checklists and web exercises it

provides the tools and understanding required to conduct investigations that are professional ethical and effective  
*Resources in Education ,2000-10*

## Enjoying the Track of Appearance: An Psychological Symphony within **Guide To Writing Officer Evaluation Reports**

In a global taken by displays and the ceaseless chatter of immediate transmission, the melodic beauty and psychological symphony created by the written word frequently diminish in to the backdrop, eclipsed by the constant sound and disturbances that permeate our lives. But, located within the pages of **Guide To Writing Officer Evaluation Reports** a stunning literary value full of fresh feelings, lies an immersive symphony waiting to be embraced. Constructed by a wonderful musician of language, this charming masterpiece conducts readers on a mental trip, well unraveling the hidden tunes and profound impact resonating within each carefully constructed phrase. Within the depths with this emotional examination, we will explore the book is central harmonies, analyze their enthralling publishing style, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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