



# OER Phase 2 – Approved (anticipate implementation December 2013)

## Transition to three separate evaluation reports based on grade plates

### Company Grade 2LT-CPT&WO1-CW2/Field Grade MAJ-LTC &CW3-CW5/Strategic Leaders COL-BG

- recognizes one size does not fit all and that different grades should be assessed based on various levels of experience
- links officer's performance to the attributes and competencies outlined in FM 6-22
- company grade report will be more proscriptive, allowing junior officers to develop strong leadership behaviors
- field and strategic level reports will provide more latitude in the assessing rated officers performance against attributes and competencies but at a level expected of their grade and years of experience

## Implementation of a Rater Profile for the Company and Field Grade Plates

- similar to Senior Rater Managed Profile
- will reinvigorate the importance of the Rater to the overall assessment process
- stems inflation and reinforces rater accountability
- a "rater credit" of 3 "highly qualified box checks" will be established enabling Rater's to utilize the top block selection in a more judicious manner regardless of small populations and eliminates some of the issues associated with immature profiles
- Rater's focus will be on performance

## Rating chains will identify operational and broadening assignments

- will better assist assignment managers in identification and management of talent

## Redefine Senior Rater box check options and label techniques

### ▪ 4 box check option for Company Grade and MAJs

- retain current senior rater managed profile technique for MAJ and below at 49%
- 49% has historically provided for opportunity and advancement thru the grade of LTC

### ▪ 5 box check option for CW5/LTC and COL/BG Strategic Level

- implement a top two control box system; top box cannot exceed 10% and second box cannot exceed more than 11-39% , cumulatively the top two boxes cannot exceed 49% (CW5s and BGs do not get box checks)
- further stratification of the Senior Rater profile for LTC and above will more clearly identify our very best senior leaders
- a "Senior Rater credit" of 5 "highly qualified box checks" will be established which will eliminate some of the issues associated with immature profiles
- Senior Rater's focus will be on Potential

## Discourage "pooling" via regulatory guidance

- Raises visibility of issue in a public forum which has not previously been done
- Still allows commanders and senior leaders to be responsible for designating rating schemes





# OER Phase 2 – Approved (anticipate implementation December 2013)

In April 2012, the 38<sup>th</sup> CSA supported the following changes and enhancements to the OER systems, on 14 May 2012 an informational briefing on his recommendations was provided to the ASA M&RA, and on 29 May 2012 the Secretary of the Army approved the recommended changes.

Following this approval of changes and enhancements to the OER system, forms will be designed, new regulatory requirements published, and a training program deployed to ensure a seamless transition between the old evaluation system and the enhanced system. Projected implementation is anticipated NLT than 18 months from the Secretary of the Army's approval. As we build, test, and implement the new evaluation system we will remain diligent in our adherence to FM 6-22; weighing *What a Leader Is and What a Leader Does* against how the rated Officer carries out his or her respective role within our Profession of Arms.

