



## OFFICER DEVELOPMENT PLAN (ODP) – FIELD

**Purpose:** To assist individuals plan his or her desired assignment and career objectives combined with the rater / commander, and leadership in reviewing career goals, objectives, and developmental opportunities / assignments.

**Disclosure:** Voluntary, but failure to disclose the information requested will limit your consideration for developmental opportunities.

### SECTION I – MEMBER IDENTIFICATION DATA/SERVICE

Name:	Rank:	Office Symbol:
PAFSC:	2AFSC:	Mandatory Separation Date (MSD):
Time-in-Position (TIP):	EDIGS (Date Entered Guard):	
DOR:	DOS:	Retirement Eligible (20 Year) Date:
Last PME Completed / Method:		

### SECTION II – OFFICER’S PREFERENCES

- *Please check your preference(s)*
- *Preferences are not a guarantee of future developmental opportunities*
- *An officer must comply with physical fitness requirements and have no ADCON issues for force development consideration*

Will be separating within next 12 months (MSD, not extended, etc). ODP not required.

Have served less than 3 years in current assignment, and therefore request retention in current assignment.

Lateral Assignment within core AFSC to provide breadth and variety within functional area.

“Skill-pairing”, i.e. cross-functional assignment, to increase breadth of experience and leadership responsibility within related family of skills; experience in a functional community outside the individual’s primary AFSC.

Request a “developmental assignment vector”. Choices: Exec, LL Assignment, JFHC J-Staff, Command Assignment, Developmental Statutory Tour, or Special Duty Assignment.

Request Developmental Education. Choices: Congressional Fellowship, IDE (*Maj w/ less than 16yrs commissioned service*), SDE - (*LtCol or Col w/less than 25yrs commissioned service*).

Request a “key assignment”. Choices: Group Command, LL, JFHQ J-Staff 2-digit. (Col Only)

**Short Term Goals:**

**Long Term Goals:**

6 Oct 11



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### **SECTION III – FORCE DEVELOPMENT**

As part of the Force Development and overall career management processes, the rater/group/wing commander, and Functional Development Team (FDT) (if applicable) will provide comments “vectoring” the officer for future developmental opportunities.

#### **Major and below.**

FDTs should plan development of officers to obtain depth in the functional community (i.e., lateral movement within functional community to acquire functional depth). Developmental feedback is provided by FDT to officers and group/wing commanders via the Officer Development Plan (ODP). Recommendations are:

- Will be separating within next 12 months (MSD, not extended, etc). ODP not required.
- Officer does not show potential for force development at this time.
- Served less than 3 years in current assignment, and therefore recommend retention in current assignment.
- Consider for lateral assignment within core AFSC to provide breadth and variety within functional area (list preference(s)).
- Recommended for “skill-pairing”, i.e. cross-functional assignment, to increase breadth of experience and leadership responsibility within related family of skills; experience in a functional community outside the individual’s primary AFSC (list preference(s)).
- Recommended for “Developmental Education”. Congressional Fellowship or IDE in-residence (Maj w/ less than 16yrs commissioned service). (list preference).

#### **LtCol and Col.**

FDTs should plan development of officers to obtain leadership and career broadening development (does not include Colonel’s assigned to key positions, as the FDC plans their development). Developmental feedback is provided by FDT to officers and group/wing commanders via the Officer Development Plan (ODP). Recommendations are:

- Will be separating within next 12 months (MSD, not extended, etc). ODP not required.
- Officer does not show potential for force development at this time.
- Served less than 3 years in current assignment, and therefore recommend retention in current assignment.
- Consider for lateral assignment with core AFSC to provide breadth and variety within functional area (list preference(s)).
- Recommended for “skill-pairing”, i.e. cross-functional assignment, to increase breadth of experience and leadership responsibility within related family of skills; experience in a functional community outside the individual’s primary AFSC (list preference(s)).
- Recommended for a “developmental assignment vector”. Choices: Exec, LL Assignment, JFHQ J-Staff (not 2-digits), Developmental Statutory Tour, Command Assignment, or Special Duty Assignment (list preference(s)).
- Recommended for Colonel COE for Spring or Fall Board (Designate appropriate board)
- Recommended for Developmental Education In-residence. SDE (LtCol or Col w/less than 25yrs commissioned service)
- Recommended for a “key position”. Choices: Group Command, LL, JFHQ J-Staff 2-digit. (Col Only)

## OFFICER DEVELOPMENT PLAN (ODP)

### **RATER/SUPERVISOR**

#### ***RATER***

Name/Rank:

Remarks/any specific development/assignment recommendations:

Signature/Date:

#### ***GROUP/WING COMMANDER***

Name/Rank:

Remarks/any specific development/assignment recommendations:

Signature/Date:

### **FUNCTIONAL DEVELOPMENT TEAM (FDT)**

**(Note: FDT comments will not be completed for officers assigned to key positions:  
Group/Wing Commanders)**

#### ***FDT CHAIR***

Name/Rank:

Feedback/Assessment/Recommended Action, if any:

Signature/Date:

### **FORCE DEVELOPMENT COUNCIL**

Feedback/Assessment/Recommended Action, if any: