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**EXECUTIVE SUMMARY**

16 September 2011

(U) ARMY DIRECTIVE 2011-16 (CHANGES TO THE ARMY EVALUATION REPORTING SYSTEM). (U) (ARNG-HRP) In order to align the performance evaluation with the Army's current leadership doctrine (Field Manual 6-22), changes have been implemented to the Officer Evaluation Reporting System effective 1 October 2011. The OER enhancement and changes apply to all OERs with a "thru" date of November 1, 2011 and later. The Secretary of the Army has signed Army Directive 2011-16 implementing these changes to include: re-instating the Senior Rater Overall Potential box checks for all grades, verification on the evaluation of the Rated Officer's compliance with the requirement to complete a Multi-Source Assessment and Feedback (MSAF) or 360 degree assessment, optional use of the Officer Evaluation Report Support Form, reduction in short term evaluation reports by allowing letters of input and, lastly, requiring the Senior Rater to list three "Successive" assignments rather than three "Future" assignments. The Army Directive 2011-16 dated 15 September 2011 and Milper Message 11-282 dated 16 September 2011; provide guidance on the implementation of these enhancements and changes.

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