

Milper Message Number

11-282

Proponent

AHRC-PDV-E

Title

ENHANCEMENT TO THE OFFICER EVALUATION REPORTING SYSTEM

...Issued: [16 Sep 11]...

1. REFERENCE.

A. ARMY DIRECTIVE 2011-16, SUBJECT: CHANGES TO THE ARMY EVALUATION REPORTING SYSTEM, 15 SEP-11

B. AR 623-3, EVALUATION REPORTING SYSTEM, 10 AUG 07

C. DA PAM 623-3, EVALUATION REPORTING SYSTEM, 13 AUG 07

2. ARMY DIRECTIVE 2011-16, ANNOUNCING THE IMPLEMENTATION OF SEVERAL ENHANCEMENTS TO THE OFFICER EVALUATION REPORTING (OER) SYSTEM, IS AVAILABLE AT THE ARMY PUBLISHING DIRECTORATE WEBSITE WWW.APD.ARMY.MIL.

3. THE FOLLOWING SUBPARAGRAPHS OUTLINE THE OER ENHANCEMENTS THAT WILL APPLY TO OERS WITH THRU DATES ON OR AFTER 1 NOVEMBER 2011:

A. PARAGRAPH 3-11, AR 623-3 AND PARAGRAPH 2-10, DA PAM 623-3. SENIOR RATERS WILL COMPLETE PART VIIB OF THE DA FORM 67-9 FOR RATED OFFICERS IN GRADES 2LT THROUGH BG AND WARRANT OFFICERS IN GRADES WO1 THROUGH CW4. SENIOR RATERS WILL MAKE AN ASSESSMENT OF THE RATED OFFICER'S POTENTIAL COMPARED WITH ALL OFFICERS OF THE SAME GRADE, REGARDLESS OF COMPONENT, BY SELECTING ONE OF THE FOUR AVAILABLE BOXES IN PART VIIB. THE ASSESSMENT SHOULD EVALUATE THE RATED OFFICER'S POTENTIAL IN TERMS OF THE MAJORITY OF OFFICERS THE SENIOR RATER HAS PREVIOUSLY RATED OR CURRENTLY HAS IN HIS/HER SENIOR RATER POPULATION. PROFILES WILL TRACK THE RATING HISTORY OF EACH SENIOR RATER FOR OFFICERS SEPARATED BY GRADES, 2LT THROUGH BG, AND WARRANT OFFICERS SEPARATED BY GRADE, WO1 THROUGH CW4. IN ORDER TO MAINTAIN A CREDIBLE PROFILE, THE SR MUST HAVE LESS THAN 50 PERCENT OF THE RATINGS OF A GRADE IN THE TOP BOX (ABOVE CENTER OF MASS) TO RETAIN THE ABOVE CENTER OF MASS LABEL ON THE FINAL OER. THE SAME PERCENTAGE LIMITATION WILL APPLY TO THE NEWLY REINSTATED BOX CHECKS. SENIOR RATERS WITH EXISTING PROFILES FOR GRADES 2LT THROUGH CPT AND WO1 THROUGH CW2 WILL AUTOMATICALLY RESTART AS A RESULT OF THIS DIRECTIVE.

B. PARAGRAPH 3-9, AR 623-3 AND PARAGRAPH 2-8, DA PAM 623-3. RATERS WILL VERIFY IF RATED OFFICERS HAVE COMPLETED OR INITIATED A MULTI-SOURCE ASSESSMENT AND FEEDBACK/360 (MSAF) WITHIN THE LAST THREE YEARS AND WILL MAKE A SPECIFIC COMMENT INDICATING SUCH IN PART VB OF THE DA FORM 67-9. THE LAST STATEMENT IN PART VB OF

THE DA FORM 67-9 WILL INDICATE "THE RATED OFFICER HAS COMPLETED OR INITIATED AN ARMY MULTI-SOURCE ASSESSMENT AND FEEDBACK/360 WITHIN THE LAST THREE YEARS."

RATING OFFICIALS ARE REMINDED THE MSAF IS A SELF-ASSESSMENT TOOL AND WHILE ACKNOWLEDGEMENT ON THE OER FORM THAT A RATED OFFICER HAS COMPLETED OR INITIATED AN MSAF IS REQUIRED, THE RESULTS OF THAT MSAF WILL NOT BE USED AS PART OF THE FORMAL EVALUATION OF THE RATED OFFICER.

C. PARAGRAPH 2-10 AND TABLE 2-7, DA PAM 623-3. SENIOR RATERS WILL INDICATE THREE "SUCCESSIVE" ASSIGNMENTS, VICE THREE "FUTURE" ASSIGNMENTS FOR THE RATED OFFICER IN PART VIID OF THE DA FORM 67-9. THE SENIOR RATER SHOULD LOOK 3 TO 5 YEARS IN THE FUTURE, AND LIST THE NEXT THREE SUCCEEDING POSITIONS APPROPRIATE TO THE RATED OFFICER'S GRADE AND CAREER PATH.

D. SECTION II, AR 623-3. USE OF THE DA FORM 67-9-1 (SUPPORT FORM) AND DA FORM 67-9-1A (DEVELOPMENTAL SUPPORT FORM) TO DOCUMENT PERFORMANCE COUNSELING ARE OPTIONAL. WHILE THE REQUIREMENT TO CONDUCT AN INITIAL DISCUSSION WITH THE RATED OFFICER REGARDING THE MISSION, GOALS, DUTIES AND OBJECTIVES OF THEIR ASSIGNED DUTY POSITION REMAINS, THE METHOD OR MEANS FOR DOCUMENTING THAT INITIAL DISCUSSION, AND ANY SUBSEQUENT DISCUSSIONS, WILL BE AT THE DISCRETION OF RATING OFFICIALS.

E. PARAGRAPH 3-44, AR 623-3. TO FURTHER REDUCE SHORT TERM EVALUATION REPORTS, PARTICULARLY IN DEPLOYED SITUATIONS, THE RULES FOR CHANGE OF RATER REPORTS (CODE 03) WILL PERMIT OFFICERS WHO CHANGE RATERS, BUT CONTINUE TO PERFORM THE SAME DUTIES UNDER THE SAME SENIOR RATER, TO RECEIVE A MEMORANDUM OF INPUT FROM THEIR DEPARTING RATER RATHER THAN A CHANGE OF RATER EVALUATION. AT THE SENIOR RATER'S DISCRETION, RATERS WILL COMPLETE A MEMORANDUM OF INPUT WHEN THE RATED OFFICER HAS SERVED UNDER THE RATER FOR AT LEAST 90 DAYS (120 DAYS FOR USAR TPU, DIMA, AND DRILLING IRR SOLDIERS OR ARNG SOLDIERS). SENIOR RATERS ARE ENCOURAGED TO USE A MEMORANDUM OF INPUT IN LIEU OF A CHANGE OF RATER REPORT. SENIOR RATER'S MUST REMAIN COGNIZANT OF ANY PROJECTED CHANGES IN A RATED OFFICER'S DUTIES TO PREVENT SITUATIONS WHERE THE RATED OFFICER RECEIVES A MEMORANDUM OF INPUT FROM A DEPARTING RATER ONLY TO CHANGE DUTIES PRIOR TO THE NEXT RATING OFFICIAL (THE RATER) MEETING MINIMUM ELIGIBILITY REQUIREMENTS. IN THESE RARE CIRCUMSTANCES, WHEN A MEMORANDUM OF INPUT OPTION IS USED AND THE FINAL RATER DOES NOT MEET ELIGIBILITY REQUIREMENTS TO SERVE AS THE RATER WHEN THE ANNUAL REPORT COMES DUE, THE SENIOR RATER WILL SERVE AS BOTH THE RATER AND SENIOR RATER FOR THE ANNUAL EVALUATION UTILIZING THE PREVIOUS MEMORANDUM(S) OF INPUT. THE MEMORANDUM OF INPUT WILL INCLUDE THE DATE, GRADE, NAME, AND SSN OF THE RATED OFFICER, AND THE PERIOD COVERED BY THE ASSESSMENT. THE TEXT WILL CONTAIN A DESCRIPTION OF THE RATED OFFICER'S DUTIES AND AN ASSESSMENT OF HIS/HER PERFORMANCE. THE MEMORANDUM WILL BE SUBMITTED TO THE SENIOR RATER, AND A COPY WILL BE PROVIDED TO THE RATED OFFICER AND THE NEXT RATER. THE MEMORANDUM OF INPUT IS INTENDED TO BE USED BY THE RATER OF RECORD WHEN HE/SHE COMPLETES THE FINAL OER. RATING PERIODS COVERED BY MEMORANDUMS OF INPUT WILL BE INCLUDED IN THE OVERALL NUMBER OF RATED MONTHS ON THE FINAL OER. TOTAL RATED MONTHS ON THE FINAL OER CANNOT EXCEED 12 MONTHS. THE MEMORANDUM OF INPUT MAY NOT BE USED WHEN THE OFFICER IS ELIGIBLE FOR AN ANNUAL REPORT.

4. TRAINING AIDS FOR NEW SENIOR RATERS ARE AVAILABLE AT:

WWW.HRC.ARMY.MIL/EVALUATIONS. IN ADDITION, THE TRAINING AIDS WILL BE PUSHED TO ARMY COMMAND G1S.

5. THE ARMY IS CONTINUING TO DEVELOP A SUCCESSOR TO DA FORMS 67-9, 67-9-1 AND 67-9-1A. FURTHER CHANGES, IF APPROVED, MAY LEAD TO NEW EVALUATION FORMS REFLECTING CURRENT DOCTRINE, INCREASE RATER ACCOUNTABILITY, FURTHER STRATIFY THE SENIOR RATER PROFILE FOR OFFICER EVALUATION REPORTS, AND INCLUDE AN INTERACTIVE LEADER DEVELOPMENT TOOL.

6. THE POINT OF CONTACT FOR THIS HEADQUARTERS IS EVALUATION POLICY, AHRC-PDV-E, DSN 983-9019, COMMERCIAL (502) 613-9019, (E-MAIL) ADDRESS IS HRC.TAGD.EVALPOLICY@CONUS.ARMY.MIL.

FAQ – as of 9 Sep 11 v4

FREQUENTLY ASKED QUESTION ASSOCIATED WITH THE ENHANCED OFFICER EVALUATION REPORTING SYSTEM

SENIOR RATER BOX CHECK

1. WHY IS THE ARMY REINSTATING THE SENIOR RATER (SR) BOX CHECK FOR COMPANY GRADE OFFICERS?

SEVERAL REASONS SERVED AS THE BASIS FOR REINSTATING THE SR BOX CHECK FOR COMPANY GRADE OFFICERS. FIRST AND FOREMOST, REINSTATING THE SR BOX CHECK FOR COMPANY GRADE OFFICERS FACILITATES HONEST FEEDBACK BETWEEN A RATED OFFICER AND HIS/HER RATING CHAIN, SUPPORTS INDIVIDUAL AND LEADER DEVELOPMENT, AND REINSTITUTES SR ACCOUNTABILITY FOR COMPANY GRADE OFFICERS. IT WILL ALSO BETTER INFORM COMPANY GRADE TALENT MANAGEMENT BY PROVIDING SELECTION BOARDS MORE INFORMATION TO IDENTIFY THE ARMY'S BEST TALENT WHILE SUPPORTING FUTURE ARMY ACTIONS WHEN SELECTION RATES BEGIN DECREASING AS WE MOVE FORWARD AFTER MORE THAN 10 YEARS OF CONTINUOUS CONFLICT. ADDITIONALLY, CURRENTLY MOST OFFICER'S DO NOT BECOME SR'S UNTIL THEY REACH THE BRIGADE COMMAND LEVEL. REINSTATING THE BOX CHECK FOR COMPANY GRADE OFFICER'S WILL SERVE TO INCREASE SR AWARENESS OF THE MANAGED PROFILE TECHNIQUE AT A MUCH EARLIER POINT IN AN OFFICER'S CAREER.

2. WILL THERE BE A NEW OER FORM GENERATED AND SENT OUT AS THE OLD FORM RESTRICTS THE BLOCKING OF 2LT-CPT AND W01-CW2?

NO. THE FORM REMAINS THE SAME. IT IS THE AKO WIZARD PLATFORM THAT RESTRICTS OR GRAYS OUT THE OPTION FOR BOX CHECKS AT CERTAIN GRADES. THE WIZARD PLATFORM IS BEING MODIFIED TO NO LONGER PERFORM THIS FUNCTION.

3. HOW DO YOU ACCESS THE WIZARD PLATFORM TO COMPLETE OERS?

ACCESS AKO AND SELECT THE "FORMS" TAB IN THE UPPER RIGHT CORNER OF THE HOME PAGE. INSERT "67-9" IN THE "FORMS" WINDOW UNDER THE WELCOME TAB. WHEN THE FORM OPENS, IT WILL OPEN IN THE WIZARD PLATFORM TO ASSIST YOU IN COMPLETING THE DOCUMENT.

4. WHAT ARE THE PERCENTAGES BY GRADE THAT SENIOR RATERS (SRS) NEED TO MEET FOR THE NEWLY RESTORED COMPANY GRADE BOX CHECKS?

IN ORDER TO MAINTAIN A CREDIBLE PROFILE, THE SR MUST HAVE LESS THAN 50 PERCENT OF THE RATINGS OF A GRADE IN THE TOP BOX (ABOVE CENTER OF MASS) TO RETAIN THE ABOVE CENTER OF MASS LABEL ON THE FINAL OER. THE SAME PERCENTAGE LIMITATION WILL APPLY TO THE NEWLY REINSTATED BOX CHECKS.

5. WILL ALL COMPANY GRADE OFFICERS RECEIVE A CLOSEOUT REPORT?

NO.

6. WHERE CAN I FIND TRAINING ON THE PROPER USE OF THE SR MANAGED PROFILE TECHNIQUE AND HOW DO I ACCESS MY SR PROFILE?

SEND A REQUEST VIA E-MAIL TO: HRC.TAGD.EVALPOLICY@CONUS.ARMY.MIL AND THE EVALUATIONS BRANCH WILL PROVIDE COPIES OF THE LATEST TRAINING INFORMATION AS WELL AS DETAILED INSTRUCTIONS FOR ACCESSING INDIVIDUAL SR PROFILES. TRAINING MATERIALS CAN ALSO BE ACCESSED VIA WWW.HRC.ARMY.MIL/EVALUATIONS.

7. I HAVE AN EXISTING SR PROFILE FOR COMPANY GRADE OFFICERS, WILL THAT PROFILE CONTINUE FORWARD OR WILL THAT PROFILE BE RESTARTED?

SRS WITH PRE-EXISTING PROFILES FOR COMPANY GRADE OFFICERS WILL HAVE THOSE PROFILES ZEROED OUT AND AUTOMATICALLY RESTARTED EFFECTIVE 1 OCTOBER 2011. SR'S WILL NOT NEED TO TAKE ANY ACTION.

MSAF

1. HOW WILL MY RATER KNOW IF I'VE EITHER COMPLETED OR INITIATED THE MSAF?

INDIVIDUALS WHO HAVE INITIATED AN MSAF 360 EVENT WILL CLICK THE "EMAIL EVENT STATUS" BUTTON ON THE MSAF WEBSITE LOCATED ON THE CONTINUE YOUR 360 EVENT PAGE AND RECEIVE AN E-MAIL WITH THE STATUS OF THE EVENT. THAT E-MAIL CAN BE FORWARDED TO THE RATER AND SERVE AS EVIDENCE THE MSAF HAS BEEN INITIATED. ONCE AN INDIVIDUAL EVENT IS MOVED TO THE COMPLETE PHASE, THE SYSTEM WILL AUTOMATICALLY SEND THE USER AN EMAIL WITH THE EVENT STATUS AS "COMPLETE" WHICH CAN BE FORWARDED TO THE RATER AS EVIDENCE OF COMPLETION OF AN MSAF EVENT OR THE INDIVIDUAL CAN GENERATE AN EMAIL STATUS FROM THE ADVANCE PAGE BY CLICKING ON THE EVENT SUMMARY LINK THEN CLICKING ON THE "EMAIL EVENT STATUS" LINK.

2. IF I HAVE NOT COMPLETED OR INITIATED THE MSAF WILL THE RATER INDICATE SUCH?

NO. AT THIS POINT RATERS WILL ONLY INCLUDE A STATEMENT IF THE RATED OFFICER (RO) HAS ACTUALLY COMPLETED OR INITIATED THE MSAF.

3. WILL THE ABSENCE OF THE MSAF STATUS RESULT IN THE RENDERING OF A REFERRED EVALUATION REPORT?

NO. THE PURPOSE OF INCLUDING A NOTATION ABOUT THE MSAF ON THE EVALUATION FORM IS ONLY INTENDED TO RAISE VISIBILITY OF THIS VALUABLE LEADER DEVELOPMENT TOOL, NOT TO PENALIZE OFFICERS WHO DO NOT AVAIL THEMSELVES TO THE TOOL.

4. HOW OFTEN AM I REQUIRED TO COMPLETE THE MSAF?

THE FREQUENCY OF ASSESSMENTS FOR AN INDIVIDUAL SHOULD BE BASED ON LENGTH OF TIME IN CURRENT ASSIGNMENT, CHANGES IN ASSIGNMENT AND AT LEAST EVERY, BUT NOT LIMITED TO, 36 MONTHS. THE OER WILL REFLECT WHETHER OR NOT AN INDIVIDUAL HAS COMPLETED AN MSAF EVENT (ANY COMPLETED SELF-INITIATED, PME/CES, OR UNIT EVENT IS ACCEPTED) IN THE 36 MONTHS PRECEDING THE OER CLOSEOUT DATE.

5. HOW DO I INITIATE AN MSAF?

MSAF TRAINING, INSTRUCTIONS, ASSESSMENT INSTRUMENTS, AND FEEDBACK PRODUCTS ARE ONLY AVAILABLE THROUGH WEB-BASED DELIVERY AT [HTTPS://MSAF.ARMY.MIL](https://msaf.army.mil).

SUCCESSIVE ASSIGNMENTS

1. WHAT IS MEANT BY "SUCCESSIVE" ASSIGNMENTS VERSUS FUTURE ASSIGNMENTS?

FUTURE ASSIGNMENTS ANNOTATED ON REPORTS WERE OFTEN SO FAR INTO THE FUTURE THEY SERVED NO USEFUL PURPOSE. BY CHANGING THE TERM TO "SUCCESSIVE" ASSIGNMENTS THE INTENT IS FOR SRS TO FOCUS ON THE RO'S CURRENT GRADE AND CAREER PATH AND SUGGEST THREE SUCCESSIVE ASSIGNMENTS WHICH WOULD BE APPROPRIATE LOOKING 3 TO 5 YEARS OUT.

2. CAN THE SUCCESSIVE ASSIGNMENTS ENTRY INCLUDE ASSIGNMENTS OUTSIDE MY CURRENT SPECIALTY/BRANCH/AOC/PMOS?

THE RECOMMENDED SUCCESSIVE ASSIGNMENTS SHOULD BE LIMITED TO THOSE RELEVANT TO THE RO'S CAREER PATH AND SHOULD NOT BE USED TO RECOMMEND BRANCH TRANSFER.

3. IF I'M RETIRING/SEPARATING/RECEIVED BCOM, DO I STILL NEED TO INCLUDE "SUCCESSIVE" ASSIGNMENTS?

UNDER CURRENT REGULATORY GUIDELINES THREE SUCCESSIVE ASSIGNMENT RECOMMENDATIONS ARE REQUIRED REGARDLESS OF THE STATUS OF THE RO OR THE RECEIVED RATING. WHEN NEW REGULATORY GUIDELINES ARE PUBLISHED THIS REQUIREMENT MAY BE RELAXED.

4. DO I NEED TO INCLUDE "SUCCESSIVE" ASSIGNMENTS FOR ALL MY RATED OFFICERS OR ONLY FOR CERTAIN GRADES?

THE ENTRY IN PART VIID OF THE OER, RELATED TO "SUCCESSIVE" ASSIGNMENTS, IS REQUIRED FOR ALL OFFICERS. HOWEVER, REMEMBER, ONLY ARMY COMPETITIVE CATEGORY CPTS RECEIVE POTENTIAL CAREER FIELD AND BRANCH OR POTENTIAL CAREER FIELD AND FUNCTIONAL AREA RECOMMENDATIONS IN THIS BLOCK.

SUPPORT FORM

1. WILL THE SR STILL BE REQUIRED TO INDICATE RECEIPT OF THE SUPPORT FORM IN PART VIIIA?

CURRENTLY WHEN USING THE WIZARD PLATFORM IN AKO FORMS TO COMPLETE AN OER, THE SR MUST SELECT EITHER THE "YES" OR "NO" BLOCK IN ORDER TO BE ABLE TO DIGITALLY SIGN THE REPORT. UNTIL THE SYSTEM CAN BE UPDATED SR'S SHOULD CONTINUE TO MARK EITHER "YES" OR "NO". A "NO" SELECTION, HOWEVER, NEED NOT BE EXPLAINED BY THE SR NOR WILL IT BE CONSIDERED DEROGATORY.

2. WILL MY RATER AND SR STILL BE REQUIRED TO SHARE THEIR SUPPORT FORM?

THE EMPHASIS ON COUNSELING AND THE SHARING OF GOALS AND OBJECTIVES AMONG MEMBERS OF THE RATING CHANGE IS STILL A REQUIRED PART OF THE EVALUATION PROCESS. HOW THOSE GOALS AND OBJECTIVE ARE PASSED BETWEEN RATING OFFICIAL AND THE RATED OFFICER WILL BE LEFT TO THE DISCRETION OF THOSE INDIVIDUALS.

RELAXATION OF CHANGE OF RATER REPORTS

1. FOR THE OPTIONAL MEMORANDUM OF INPUT (MOI) INSTEAD OF A CHANGE OF RATER (COR) REPORT HOW IS THAT TIME TREATED WITH REGARD TO NON-RATED TIME?

IF AN OFFICER RECEIVES A MOI FOR A RATING PERIOD IN LIEU OF A COR, THE TIME CAPTURED BY THE MOI WILL BE REFLECTED AS RATED TIME WHEN A REPORT IS FINALLY RENDERED ON THE RATED OFFICER (RO). EXAMPLE: RO'S LAST OER HAD A THRU DATE OF 25 JULY 2010. ON 2 NOVEMBER 2010 THE RO'S RATER DEPARTS, BUT THE RO CONTINUES TO SERVE IN THE SAME POSITION UNDER THE SAME SENIOR RATER (SR) AND THE SR ELECTS TO HAVE THE DEPARTING RATER RENDER A MOI IN LIEU OF THE COR REPORT. WHEN THE RO SUBSEQUENTLY CHANGES DUTIES ON 20 MARCH 2011, THE RATER OF RECORD ON 20 MARCH 2011 WILL RENDER A CHANGE OF DUTY REPORT FOR THE PERIOD 26 JULY 2010 (THE DAY FOLLOWING THE LAST OER) THROUGH 20 MARCH 2011 AND UTILIZE INFORMATION IN THE MOI TO ASSESS THE RO FOR THE ENTIRE RATING PERIOD.

2. IF THE RO RECEIVES A MOI UPON THE DEPARTURE OF HIS/HER RATER AND SUBSEQUENTLY CHANGES DUTIES PRIOR TO THE NEW RATER MEETING ELIGIBILITY REQUIREMENTS, HOW WILL THE RO'S ASSESSMENT BE ACCOMPLISHED?

WHILE SR'S SHOULD REMAIN COGNIZANT OF ANY PROJECTED CHANGES IN A RO'S DUTIES TO PREVENT SUCH OCCURRENCES, SHOULD UNAVOIDABLE CIRCUMSTANCES RESULT IN THE

RO'S DEPARTURE PRIOR TO THE NEW RATER OF RECORD MEETING ELIGIBILITY REQUIREMENTS, THE SR WILL ACT AS BOTH RATER AND SR IN THAT CASE.

3. IF THE RATER DEPARTS PRIOR TO MEETING ELIGIBILITY REQUIREMENTS CAN THAT RATER RENDER AN MOI?

NO. THE TIME UNDER THE DEPARTING RATER WILL BE CONSIDERED AS NON-RATED TIME ON ANY SUBSEQUENT MOI OR OER.

4. CAN THE SR REVERSE HIS DECISION TO ACCEPT A MOI FROM A DEPARTING RATER AT A LATER DATE AFTER THE MOI HAS ALREADY BEEN ISSUED?

NO. THE SR, ONCE HAVING MADE THE DECISION AND ACCEPTED THE COMPLETED MOI IN LIEU OF A CHANGE OF RATER REPORT SHOULD NOT REVERSE THAT DECISION.

5. CAN THE RO APPEAL THE MOI IF HE/SHE WOULD RATHER HAVE AN OER?

NO. THE DECISION TO RENDER AN MOI RESTS WITH THE SR, NOT THE RO OR THE DEPARTING RATER.

6. CAN A RO APPEAL AN EVALUATION REPORT THAT DOES NOT INCLUDE INFORMATION FROM THE MOI?

AS WITH ALL EVALUATION REPORTS, RO'S WHO BELIEVE AN EVALUATION REPORT IS INCORRECT, INACCURATE, OR IN VIOLATION OF THE INTENT OF THE EVALUATION SYSTEM MAY APPEAL REPORTS UTILIZING THE ARMY'S EVALUATION REDRESS PROGRAM. DETAILS OF THE REDRESS PROGRAM ARE OUTLINED IN CHAPTER 6 OF ARMY REGULATION 623-3.

MISCELLANEOUS

1. WHEN WILL SELECTIONS BOARDS BEGIN TO REVIEW ENHANCED OERS?

ANY SELECTION BOARD CONVENED AFTER 1 NOVEMBER 2011 COULD POTENTIALLY SEE AN ENHANCED EVALUATION REPORT DEPENDING IF THE THRU DATE OF THE EVALUATION REPORT WAS ON OR AFTER 1 NOVEMBER 2011 AND THE REPORT WAS PROCESSED IN TIME TO BE SEEN BY THAT BOARD.

2. HOW DO I GET A COPY OF THE ARMY DIRECTIVE ANNOUNCING THE IMPLEMENTATION INSTRUCTIONS FOR THE ENHANCED OER?

ARMY DIRECTIVES CAN BE OBTAINED FROM THE ARMY PUBLISHING DIRECTORATE WEBSITE:
[HTTP://WWW.APD.ARMY.MIL/](http://www.apd.army.mil/)