

**NCO EVALUATION REPORT (SSG-1SG/MSG)**  
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT  
IN AR 623-3

**PART I - ADMINISTRATIVE DATA**

a. NAME (Last, First, Middle Initial)		b. SSN (or DOD ID No.)	c. RANK SSG	d. DATE OF RANK	e. PMOSC 14G30
f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJ OR COMMAND			g. STATUS CODE	h. UIC	i. REASON FOR SUBMISSION 10   Extended Annual
j. PERIOD COVERED		k. RATED MONTHS 15	l. NONRATED CODES	m. NO OF ENCLOSURES 0	n. RATED NCO'S EMAIL ADDRESS (.gov or .mil)
FROM YEAR MONTH DAY 2022	THRU YEAR MONTH DAY 2023				

**PART II - AUTHENTICATION**

a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN (or DOD ID No.)	a3. RATER'S SIGNATURE	a4. DATE (YYYYMMDD) 2023		
a5. RANK 1LT	PMOSC/BRANCH 13A	ORGANIZATION	DUTY ASSIGNMENT FA Intel Off	a6. RATER'S EMAIL ADDRESS (.gov or .mil)		
b1. NAME OF SENIOR RATER (Last, First, Middle Initial)		b2. SSN (or DOD ID No.)	b3. SENIOR RATER'S SIGNATURE	b4. DATE (YYYYMMDD) 2023		
b5. RANK CPT	PMOSC/BRANCH 13A	ORGANIZATION	DUTY ASSIGNMENT Battery Commander	b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil)		
c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial)	c3. RANK	PMOSC/ BRANCH	ORGANIZATION	DUTY ASSIGNMENT	
c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO	c5. SUPPLEMENTARY REVIEWER'S SIGNATURE	c6. DATE (YYYYMMDD)	c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil)			
RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.						
d1. COUNSELING DATES	INITIAL 20220502	LATER 20220808	LATER 20221103	LATER 20230207	d2. RATED NCO'S SIGNATURE	d3. DATE (YYYYMMDD) 2023

**PART III - DUTY DESCRIPTION (Rater)**

a. PRINCIPAL DUTY TITLE <b>SECTION SERGEANT</b>	b. DUTY MOSC <b>14G30</b>
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars) <b>Served as NCOIC/OIC of Sentinel Radar [redacted] tasked with protecting U.S. assets during Operation Spartan Shield; responsible for the health, welfare, and safety of eight Soldiers and their families; supervised the maintenance and operation of one AN/MPQ-64A3 Sentinel Radar System and one sensor command and control node valued at over \$15,000,000.</b>	
d. AREAS OF SPECIAL EMPHASIS <b>CENTCOM Operation Spartan Shield (OSS) deployment; Base Defense Operations Center (BDOC) on [redacted]; redeployment operations.</b>	
e. APPOINTED DUTIES <b>Rail Load Team; Range Safety Officer (RSO); Air Load Planner (ALP).</b>	

**PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

a. APFT Pass/Fail/Profile: _____ Date: _____	b. Height 68 Weight 183 Within Standard? YES
(Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.)	
o ACFT: PASS 20230405	

c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.)	COMMENTS:
	<p><b>o supported the SHARP and EO programs; ensured fair and respectful treatment of all soldiers</b></p> <p><b>o mentored soldiers across different units to progress in professional development; created an environment for healthy competition and readiness</b></p>
MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/>	

RATED NCO'S NAME (Last, First, Middle Initial)	SSN (or DOD ID No.)	THRU DATE 20230801
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**PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)**

<p><b>d. PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)</p> <table style="width:100%; text-align: center;"> <tr> <td>FAR EXCEEDED STANDARD</td> <td>EXCEEDED STANDARD</td> <td>MET STANDARD</td> <td>DID NOT MEET STANDARD</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o organized three joint/combined base defense exercises with [redacted] forces improving threat interdiction by 53%</li> <li>o his bearing enabled him to serve as primary briefer for senior officers regarding the Sentinel's impact on CENTCOM</li> <li>o honed his physical training and that of his Soldiers; increased ACFT score by an average of 50 points for the Sentinel Section</li> </ul>
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD						
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
<p><b>e. INTELLECT:</b> (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)</p> <table style="width:100%; text-align: center;"> <tr> <td>FAR EXCEEDED STANDARD</td> <td>EXCEEDED STANDARD</td> <td>MET STANDARD</td> <td>DID NOT MEET STANDARD</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o identified waste and initiated cancellation of a redundant service contract while forward deployed; saved the army \$120,000</li> <li>o his strategic intellect enabled him to increase theater Sentinel detection over 50% with studied refinements to emplacement</li> <li>o redeveloped Sentinel network structure to provide air picture directly to Air Defense assets, nearly halved response time</li> </ul>
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD						
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
<p><b>f. LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)</p> <table style="width:100%; text-align: center;"> <tr> <td>FAR EXCEEDED STANDARD</td> <td>EXCEEDED STANDARD</td> <td>MET STANDARD</td> <td>DID NOT MEET STANDARD</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o taught Soldiers across various MOSs Sentinel troubleshooting procedures that they ultimately employed in combat</li> <li>o chose to remain behind in Theater with equipment to ensure all his Soldiers were successfully redeployed with the main body</li> <li>o managed seven soldiers to complete mission requirements for Air Defense operations; provided essential support to the theater</li> </ul>
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD						
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
<p><b>g. DEVELOPS:</b> (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)</p> <table style="width:100%; text-align: center;"> <tr> <td>FAR EXCEEDED STANDARD</td> <td>EXCEEDED STANDARD</td> <td>MET STANDARD</td> <td>DID NOT MEET STANDARD</td> </tr> <tr> <td><input type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o built operational SOPs that were employed by Sentinel teams across CENTCOM increasing Theater security</li> <li>o mentored four soldiers that attended the promotion board; all four passed and attained promotable status</li> <li>o his expertise in Sentinel and vehement proselytization of its capabilities and employment makes him an asset to his occupation</li> </ul>
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD						
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						
<p><b>h. ACHIEVES:</b> (Gets results)</p> <table style="width:100%; text-align: center;"> <tr> <td>FAR EXCEEDED STANDARD</td> <td>EXCEEDED STANDARD</td> <td>MET STANDARD</td> <td>DID NOT MEET STANDARD</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> <td><input type="checkbox"/></td> </tr> </table>	FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>COMMENTS:</p> <ul style="list-style-type: none"> <li>o integrated Sentinel imagery into USAF BDOC for the first time in two years; responsible for US assets interception of enemy UAS</li> <li>o unmatched tactical judgement, his recommendations lead to the move of a theater level asset to maximize detection and lethality</li> <li>o maintained accountability of Air Defense equipment in excess of \$15M while forward deployed; oversaw its redeployment</li> </ul>
FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD						
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

**RATER OVERALL PERFORMANCE**

i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate 3 Army NCOs in this grade.

FAR EXCEEDED STANDARD	EXCEEDED STANDARD	MET STANDARD	DID NOT MEET STANDARD
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

j. COMMENTS: 2 Total Ratings: 3

- o SSG [redacted] performance during this rating period was among the top 15% of all NCOs I have worked with in nine years of service
- o self-motivated and team-oriented, he thrives at building, executing, and refining team-based systems and operating with limited oversight

**PART V - SENIOR RATER OVERALL POTENTIAL**

<p>a. I currently senior rate <u>6</u> NCOs in this grade.</p> <p>HQDA SENIOR RATER PROFILE COMPARISON</p> <p align="center"><b>HIGHLY QUALIFIED</b></p> <p>[redacted]</p> <p>TOTAL RATINGS: 14 RATING THIS NCO: 1</p>	<p>b. COMMENTS:</p> <p>SSG [redacted] ranks in the top 15% of all Staff Sergeants I have served with in nine years. SSG [redacted] is a dedicated leader who consistently establishes himself as a subject matter expert. Continue to groom for positions of greater responsibility. Send to SLC immediately, unlimited potential.</p>
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c. List two successive assignments and one broadening assignment (3-5 years).

Successive Assignment 1) **DIV/Corps Ops SGT**      2) **Liaison Sergeant**      Broadening Assignment: **Drill Sergeant**