

NCO EVALUATION REPORT										SEE PRIVACY ACT STATEMENT IN AR 623-205, APPENDIX E.			
For use of this form, see AR 623-205, the proponent agency is DCSPER													
PART I - ADMINISTRATIVE DATA													
a. NAME (Last, First, Middle Initial)					b. SSN		c. RANK		d. DATE OF RANK		e. PMOSC		
f. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND										g. REASON FOR SUBMISSION			
h. PERIOD COVERED				i. RATED MONTHS	j. NON-RATED CODES	k. NO OF ENCL	l. RATED NCO COPY (Check one and Date)			m. PSC Initials	n. CMD CODE	o. PSC CODE	
FROM		THRU					1. Given to NCO			Date			
YY	MM	YY	MM				2. Forwarded to NCO						
PART II - AUTHENTICATION													
a. NAME OF RATER (Last, First, Middle Initial)					SSN		SIGNATURE						
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT										DATE			
b. NAME OF SENIOR RATER (Last, First, Middle Initial)					SSN		SIGNATURE						
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT										DATE			
c. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. Part I, height/weight and APFT entries are verified. I have seen this report completed through Part V I am aware of the appeals process (AR 623-205).							SIGNATURE			DATE			
d. NAME OF REVIEWER (Last, First, Middle Initial)					SSN		SIGNATURE						
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT										DATE			
e. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)													
PART III - DUTY DESCRIPTION (Rater)													
a. PRINCIPAL DUTY TITLE							b. DUTY MOSC						
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)													
d. AREAS OF SPECIAL EMPHASIS													
e. APPOINTED DUTIES													
f. Counseling dates from checklist/record					INITIAL		LATER		LATER		LATER		
PART IV - VALUES/NCO RESPONSIBILITIES (Rater)													
a. Complete each question. (Comments are mandatory for "No" entries; optional for "Yes" entries.)										YES	NO		
V A L U E S  ARMY ETHIC Loyalty Duty Selfless Service Integrity	PERSONAL Commitment Competence Candor Courage	1. Places dedication and commitment to the goals and missions of the Army and nation above personal welfare.								1			
		2. Is committed to and shows a sense of pride in the unit - works as a member of the team.								2			
		3. Is disciplined and obedient to the spirit and letter of a lawful order								3			
		4. Is honest and truthful in word and deed								4			
		5. Maintains high standards of personal conduct on and off duty.								5			
		6. Has the courage of convictions and the ability to overcome fear - stands up for and does, what's right.								6			
		7. Supports EO/EEEO								7			
Bullet comments													

RATED NCO'S NAME (Last, First, Middle Initial)		SSN	THRU DATE																															
<b>PART IV (Rater) - VALUES/NCO RESPONSIBILITIES</b>																																		
Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.																																		
<p><b>b. COMPETENCE</b></p> <ul style="list-style-type: none"> <li>o Duty proficiency; MOS competency</li> <li>o Technical &amp; tactical; knowledge, skills, and abilities</li> <li>o Sound judgment</li> <li>o Seeking self-improvement; always learning</li> <li>o Accomplishing tasks to the fullest capacity; committed to excellence</li> </ul> <p><b>EXCELLENCE</b>      <b>SUCCESS</b>      <b>NEEDS IMPROVEMENT</b>  <i>(Exceeds std)</i>      <i>(Meets std)</i>      <i>(Some)</i>      <i>(Much)</i></p> <p style="text-align: center;"> <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/> </p>																																		
<p><b>c. PHYSICAL FITNESS &amp; MILITARY BEARING</b></p> <ul style="list-style-type: none"> <li>o Mental and physical toughness</li> <li>o Endurance and stamina to go the distance</li> <li>o Displaying confidence and enthusiasm; looks like a soldier</li> </ul> <p><b>EXCELLENCE</b>      <b>SUCCESS</b>      <b>NEEDS IMPROVEMENT</b>  <i>(Exceeds std)</i>      <i>(Meets std)</i>      <i>(Some)</i>      <i>(Much)</i></p> <p style="text-align: center;"> <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/> </p>	APFT	HEIGHT/WEIGHT																																
<p><b>d. LEADERSHIP</b></p> <ul style="list-style-type: none"> <li>o Mission first</li> <li>o Genuine concern for soldiers</li> <li>o Instilling the spirit to achieve and win</li> <li>o Setting the example; Be, Know, Do</li> </ul> <p><b>EXCELLENCE</b>      <b>SUCCESS</b>      <b>NEEDS IMPROVEMENT</b>  <i>(Exceeds std)</i>      <i>(Meets std)</i>      <i>(Some)</i>      <i>(Much)</i></p> <p style="text-align: center;"> <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/> </p>																																		
<p><b>e. TRAINING</b></p> <ul style="list-style-type: none"> <li>o Individual and team</li> <li>o Mission focused; performance oriented</li> <li>o Teaching soldiers how; common tasks, duty-related skills</li> <li>o Sharing knowledge and experience to fight, survive and win</li> </ul> <p><b>EXCELLENCE</b>      <b>SUCCESS</b>      <b>NEEDS IMPROVEMENT</b>  <i>(Exceeds std)</i>      <i>(Meets std)</i>      <i>(Some)</i>      <i>(Much)</i></p> <p style="text-align: center;"> <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/> </p>																																		
<p><b>f. RESPONSIBILITY &amp; ACCOUNTABILITY</b></p> <ul style="list-style-type: none"> <li>o Care and maintenance of equip./facilities</li> <li>o Soldier and equipment safety</li> <li>o Conservation of supplies and funds</li> <li>o Encouraging soldiers to learn and grow</li> <li>o Responsible for good, bad, right &amp; wrong</li> </ul> <p><b>EXCELLENCE</b>      <b>SUCCESS</b>      <b>NEEDS IMPROVEMENT</b>  <i>(Exceeds std)</i>      <i>(Meets std)</i>      <i>(Some)</i>      <i>(Much)</i></p> <p style="text-align: center;"> <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/> </p>																																		
<b>PART V - OVERALL PERFORMANCE AND POTENTIAL</b>																																		
<p><b>a. RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.</p> <p><b>AMONG THE BEST</b>      <b>FULLY CAPABLE</b>      <b>MARGINAL</b></p> <p style="text-align: center;"> <input type="checkbox"/>      <input type="checkbox"/>      <input type="checkbox"/> </p>	<p><b>e. SENIOR RATER BULLET COMMENTS</b></p>   																																	
<p><b>b. RATER.</b> List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.</p> <p>_____</p> <p>_____</p> <p>_____</p>																																		
<p><b>c. SENIOR RATER.</b> Overall performance</p>	<table style="margin: auto;"> <tr> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> </tr> <tr> <td colspan="2" style="text-align: center;">Successful</td> <td colspan="3" style="text-align: center;">Fair      Poor</td> </tr> </table>							1	2	3	4	5	Successful		Fair      Poor			<p><b>d. SENIOR RATER.</b> Overall potential for promotion and/or service in positions of greater responsibility.</p>	<table style="margin: auto;"> <tr> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> <td style="width: 20px; height: 20px; background-color: black;"></td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">3</td> <td style="text-align: center;">4</td> <td style="text-align: center;">5</td> </tr> <tr> <td colspan="2" style="text-align: center;">Superior</td> <td colspan="3" style="text-align: center;">Fair      Poor</td> </tr> </table>						1	2	3	4	5	Superior		Fair      Poor		
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