

NCO EVALUATION REPORT

For use of this form, see AR 623-3; the proponent agency is DCS, G-1.

FOR OFFICIAL USE ONLY (FOUO)
SEE PRIVACY ACT STATEMENT
IN AR 623-3.

PART I - ADMINISTRATIVE DATA

| | | | | | |
|---------------------------------------|----------------|-----------------|--------------------|-----------------|--|
| a. NAME (Last, First, Middle Initial) | | b. SSN | c. RANK () | d. DATE OF RANK | e. PMOSC |
| f.1. UNIT | ORG. | STATION | ZIP CODE OR APO, | MAJOR COMMAND | f.2. STATUS CODE |
| g. REASON FOR SUBMISSION | | | | | |
| h. PERIOD COVERED | | i. RATED MONTHS | j. NON-RATED CODES | k. NO. OF ENCL | l. RATED NCO'S EMAIL ADDRESS (.gov or .mil) |
| FROM | THRU | | | | m. UIC |
| YEAR MONTH DAY | YEAR MONTH DAY | | | | n. CMD CODE |
| | | | | | o. PSB CODE |

PART II - AUTHENTICATION

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|--|--------------|--------------|-----------------|--|--|
| a. NAME OF RATER (Last, First, Middle Initial) | | SSN | SIGNATURE | | DATE (YYYYMMDD) |
| RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | | RATER'S AKO EMAIL ADDRESS (.gov. or .mil) |
| b. NAME OF SENIOR RATER (Last, First, Middle Initial) | | SSN | SIGNATURE | | DATE (YYYYMMDD) |
| RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | | SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil) |
| c. NAME OF REVIEWER (Last, First, Middle Initial) | | SSN | SIGNATURE | | DATE (YYYYMMDD) |
| RANK | PMOSC/BRANCH | ORGANIZATION | DUTY ASSIGNMENT | | REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil) |
| d. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments) | | | | | |
| e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3. | | | SIGNATURE | | DATE (YYYYMMDD) |

PART III - DUTY DESCRIPTION (Rater)

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|---|--|--------------|-------|-------|-------|
| 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 | | INITIAL | LATER | LATER | LATER |

PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)

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| a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.) | | | | YES | NO |
| <div style="display: flex; flex-direction: column; align-items: center;"> <div style="margin-bottom: 20px;">V</div> <div style="margin-bottom: 20px;">A</div> <div style="margin-bottom: 20px;">L</div> <div style="margin-bottom: 20px;">U</div> <div style="margin-bottom: 20px;">E</div> <div style="margin-bottom: 20px;">S</div> </div> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="margin-bottom: 20px;">Loyalty</div> <div style="margin-bottom: 20px;">Duty</div> <div style="margin-bottom: 20px;">Respect</div> <div style="margin-bottom: 20px;">Selfless-Service</div> <div style="margin-bottom: 20px;">Honor</div> <div style="margin-bottom: 20px;">Integrity</div> <div style="margin-bottom: 20px;">Personal Courage</div> </div> | 1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers. | | | | |
| | 2. DUTY: Fulfills their obligations. | | | | |
| | 3. RESPECT/EO/EEO: Treats people as they should be treated. | | | | |
| | 4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own. | | | | |
| | 5. HONOR: Lives up to all the Army values. | | | | |
| | 6. INTEGRITY: Does what is right - legally and morally. | | | | |
| | 7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral). | | | | |
| | Bullet comments | | | | |

PART IV (Rater) - VALUES/NCO RESPONSIBILITIES Bullet comments are mandatory.
Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."

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| <p>b. COMPETENCE</p> <ul style="list-style-type: none"> o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence <p>EXCELLENCE SUCCESS NEEDS IMPROVEMENT <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> | |
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| <p>c. PHYSICAL FITNESS & MILITARY BEARING</p> <ul style="list-style-type: none"> o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a Soldier <p>EXCELLENCE SUCCESS NEEDS IMPROVEMENT <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>APFT</p> | <p>HEIGHT/WEIGHT /</p> |
|--|-------------|------------------------|

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| <p>d. LEADERSHIP</p> <ul style="list-style-type: none"> o Mission first o Genuine concern for Soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <p>EXCELLENCE SUCCESS NEEDS IMPROVEMENT <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> | |
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| <p>e. TRAINING</p> <ul style="list-style-type: none"> o Individual and team o Mission focused; performance oriented o Teaching Soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <p>EXCELLENCE SUCCESS NEEDS IMPROVEMENT <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> | |
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|---|--|
| <p>f. RESPONSIBILITY & ACCOUNTABILITY</p> <ul style="list-style-type: none"> o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging Soldiers to learn and grow o Responsible for good, bad, right & wrong <p>EXCELLENCE SUCCESS NEEDS IMPROVEMENT <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> | |
|---|--|

PART V - OVERALL PERFORMANCE AND POTENTIAL

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| <p>a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.</p> <p style="text-align: center;"> AMONG THE BEST FULLY CAPABLE MARGINAL </p> <p style="text-align: center;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p> | <p>e. SENIOR RATER BULLET COMMENTS</p> |
| <p>b. RATER. 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>c. SENIOR RATER. Overall performance</p> <p style="text-align: center;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p> <p style="text-align: center;"> 1 2 3 4 5 Successful Fair Poor </p> | <p>d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.</p> <p style="text-align: center;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> </p> <p style="text-align: center;"> 1 2 3 4 5 Superior Fair Poor </p> |
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