

I'm not robot  reCAPTCHA

Continue

## Oer achieves major performance objectives

o enhanced the personal security detail of the master; increased security for senior leaders operating in forward areas during NTC force at force battle periods o earned a reputation for reliability and competence; built a level of confidence among soldiers of each unit that fell under the 25th CAB for repairs and services unsurpassed her peers in training and extra duties; selected to prioritize training and mentor new Soldiers o established critical relationships with senior executives; extended access to support and resources to perform critical tasks o performed all tasks in full, perform all tasks with superior results; extremely competent NCO o salvaged parts for two mission-critical STTs; resulted in 100% equipment validation and mission success during CSTX 86-19-03 o obtained certification as a tactical commander for 11 military vehicles; improved unit mobility and ensured additional staffing resources were available o demonstrated ability to make sound decisions in the absence of platoon Sergeant; assign more responsibility o showed a strong unity and concern for the health and welfare of all Soldiers; forged a team dedicated to preparedness o modified NSN repair parts to work on TPE Gators and Polaris when civilian parts were inaccessible; prevented conditions from limiting mission o used all available resources and support to eliminate delays in GCSS-Army processing; sustained organizational flight maintenance capacity o forced man hour tracking of direct hours of work on Unit and Support Maintenance mission operations; Poised unit for additional allocation of labor o performed extensive cost-cutting analysis for four training events, support received approval from the protocol office o achieved 100% of assigned recruiting assignments during FY 18 in only 9 months; Currently holds a 136% mandated rating o increased connections by 200% at Tuscaloosa County HS and made it the highest producing high school in the team area o empowered ncos to complete tasks, achieved success with limited resources, on time and with accuracy o planned and supported transportation activities within NCR; easily supported over 30,000 customers under a variety of circumstances o orchestrated preparation and movement of over \$10 million in equipment to a forward deployed location; key to mission residency o shared his extensive artillery knowledge and skill with his crew; crew achieved a qualification grade in their first HMMWV gunnery o assisted leadership with inspection of all unit sensitive objects resulting in 100% liability o employed a vehicle, two Air Defense workstations and section equipment valued in excess of \$120,000; Maintaining section readiness at 90% unenforced safety at all intervals, training events and vehicle operations resulted in zero o chosen to be RSO for M249 night fire area; fire area; PMI and achieved 90% of Soldiers qualifying on their assigned weapons o maintained responsibility for three HMMWVs with associated BIL, weapons, and equipment valued in excess of \$1,000,000 o synchronized PBUSE/ARIMS delivery management files for over 185 LIN valued over \$65M o made audio and time decisions in the absence of orders and took responsibility for herself and her Soldier o achieved mission success with little or no guidance; consistently performed at high level o demonstrated rare technical and tactical knowledge; selected for promotion o earned a Commendable grade for TRANSEC key control under the Battalion Command Inspection Program o accomplished all tasks assigned with total accuracy o completed 9 semester hours of college against a bachelor's degree in criminal law uncertified over 125 equipment records, the key to the laboratory's 3 day backlog, lowest backlog in 6 years o achieved commendable marks as unit security manager at battalion Command Inspection Program o assigned to AAM by DC for outstanding administration of the unit's NCO-ER program o achieved Senior Instructor level at USAOC & amp; S before comrades o achieved superior results when challenged with great responsibility and limited resources o advanced through customs positions as Survey Team Chief, Reconnaissance NCO, and finally Operations NCO during its mission with the 3rd CST o staged an effective maintenance plan that recovered 15 UH60A aircraft upon relocation from OEF and OIF o reduced Qualified Not enlisted interest from 10 percent to all time low of 2.8 percent o revised company Field Sanitation Program and SOP, raised the inspected area from black to green o served as Primary Key Custodian; ensured safety, responsibility and round-the-clock emergency access to all platoon equipment without a single incident o established a training program within the troop that increased technician skills and reduced NMC vehicles by 40% o delivered over 2M liters of JP-8 jet fuel to 110K aircraft annually; maintained an impressive 15-minute average response time o cleared over 2,000 miles during route clearance missions; discovered two IEDs and secured, prevented losses o overcome obstacles to mission achievement; arranged training, received staff, met the MX requirements before the schedule o achieved success when challenged with limited resources; coordinated with other postal agencies to share workload, delivered training aids in time for planning conference o developed a plan to submit over \$60,000 of serviceable CLIX service and repair parts to the SSA; created a more efficient and clean parts bin o loaded to build Route want the checkpoint and reconstruct the road between two villages; completed 2 weeks before schedule, enabled access for AUP to assist 200 villagers Need Improvement o worked well under supervision but need to develop self-discipline and learn work independently o ignored daily taskings; lack of records led to multiple write ups during QA inspection o were consistently late on all training milestones; 30 days after on SSD-2; threatening Section readiness o overestimated Section's capabilities, failed to deliver under CAPEX, caused revision of training standards and evaluation o turned down opportunities for new experience and professional growth, did not progress or advance in liability o was uncooperative when corrected and showed a consistent lack of interest in Section goals o did not support organizational morality events; weakened camaraderie and unity cannot depend on and is often late for switching; recommended for reclassification o reported to work under the influence of alcohol, unable to perform their tasks and violated safety protocols o could not be relied upon to maintain production rate in the absence of supervision o where and is negligent in fulfilling their responsibilities causing many obstacles to mission performance o failed to understand the importance of their duties, took advantage of every opportunity to avoid liability o failed to identify critical mistakes that reduced productivity and wasted valuable time and funds unit o struggled to meet the general expectations and internal suspenses directed by the master o accomplished all tasks to the lowest standard Teach North Korean refugees is a non-profit organization dedicated to teaching North Korean defectors English. With a little help, I coordinated an event where five refugees shared their stories of escape to the soldiers of our battalion. If you are stationed in Korea, look up this incredible organization! Also, this serves as a small example of what you can do to contribute to your device and write on your OER Support Form I walked into my new master's office for my second introductory advice. I guess we'll see what this one has in store... My first advice turned out to be standard at best. The gist of it: Be responsible. Lead. Don't mess it up too much. So, in my attempt at optimism, I thought that my next initial advice could only be improved. My eyes widened as my commander placed an entire package in my hand complete with a memo describing his expectations. I've, these are my goals and expectations of you. At the end of the week, I want you to start your OER Support Form so you can set yourself up for success when it's time for me to write your OER. I nodded my head, probably a little too enthusiastically. Roger, Sir. On it. Meanwhile, my mind panicked. OER support form? What's up? Sounds like extra work. Time for long requests over wine with my longtime friend and mentor, Google. Actually, I first imparted all my with my real mentor, my dad. Then... I reaffirmed with Google. Who doesn't like a good excuse for a one of wine and research? So. OER support form. They are 20 percent pain in the butt and 80 percent extremely helpful, especially as a starting point for listing goals and accomplishments in your rated time. The Officer Evaluation Report (OER) Support Form allows you to set your personal goals in your specific job position and your accomplishments. More importantly, it allows you to write your own evaluation so that the supervisor can simply copy, paste and edit your writing for your OER. Below is an example of my OER Support Form... For platoon leaders, notice that the company commander, a captain, acts as a rater, and the battalion commander, a lieutenant colonel, serves as your senior rater. On OER, rater comments on the comments and achievements of each leadership attribute (Character, Presence, Intellect, Leads, Develops and Achieves). Senior rater writes a Senior Rater comments point describing your potential and rates you against other same ranking officers in the same position. Please note that these are not available on the OER support form. You are the sole creator and editor of the support form! Part IV: Rated Officer's Duties and Responsibilities describes the four Ws of your specific duty. For the past year, I've been the platoon leader in a Patriot Battery. This responsibility coincides with my MOS, 14A, Air Defense Officer. Your duty description or location, however, does not necessarily align with your MOS. A chemical officer, for example, can be assigned to S3. Although Chem O can work with operations and perform tasks with S3, her rated time should describe the tasks performed as a chemical officer for the battalion if assigned as battalion Chem O. Consequently, Part IV must define the actual task, not perceived duties because OER will focus primarily on the aspects described in the duties and responsibilities part. Okay! Now on the fun stuff. The Grand Performance Goals refer to the personal goals you desire to accomplish within your rated time. I advise you to nest these within the battalion and battery mission to provide a reference point. At the same time, however, the goals tailor to your leadership style and personality. Under Character, for example, I realized that I would soon become a senior LT in my battery. My commander and other lieutenants would look to me for guidance and guidance. Although I was aware of this new-minded responsibility, I created a habit of being silent in training sessions for two reasons: (1) lack of confidence in the face of extremely competent contemporaries (2) lack of self-control. I tend to get angry about certain decisions... ..like... While I mentally noted this goal, writing it in my OER form of support allowed me to create a concrete and obtainable goal. Now I'm not going to shut up. Yes, I can be significantly outspoken times, but every time I voice my suggestions (or ... educated opinions) I know I was trying to make a difference. More significantly, I consistently try to hold on to my self and my values. In line with these personal objectives, significant contributions lie. These contributions answer the question. What did you do to make yourself, platoon and battery better with respect to each leadership attribute? Consistently scoring a 300 on APFT, for example, is a strong bullet that would transfer to the OER. Because the OER Support form is a live document, update this at least monthly. When your OER is due, translate your balls into a small piece so that your rater can transpose your significant contributions to the OER. Thus LT Velez earned a 300 on her APFT becomes: 1LT Velez carried itself with confidence and professionalism all the time. She possessed the presence of a future Battery Commander while maintaining a high level of professional bearing. Demonstrated its presence by maintaining an impressive 300 APFT points and past example. Appears robust resilience in the face of pressure, certified first time gos during two Gunnery Certifications. Don't underestimate your contributions! You will be amazed at the incredible amount of work you have done in your time as platoon leader. Whether you earn a first-time Go on an evaluation or coordinate a battalion event, the sky is the limit. We just get so stuck in the work that nothing feels remarkable at the end of a year. If you don't take responsibility for your accomplishments though, no one will. So go get started on that support form! Form!