

Army Officer Evaluation Report (OER's)

As officers in the U.S. Army, military residents are subject to the same evaluation ratings and periodic reports that every officer receives. In the Army's eyes, the most important periodic contribution to an officer's record is the official rating and description provided by the Officer Evaluation Report (OER). For your purposes, the OER will be used to determine fitness for promotion, assignments, and selection for military training to include fellowships.

In an officer's rating chain, he or she is first evaluated by a rater. In this residency program the rater will be a faculty member chosen by the program director and department chief who will be responsible for evaluating all members of a residency year group with input from the individual advisors. It is the rater who will describe in the OER the resident's overall performance and potential for promotion. In our residency program, there is no intermediate rater, so the next and final person in the rating chain is the senior rater. It is the senior rater's job to review the rater's comments and to provide important career influencing input to the evaluation, to include checking a "rating block".

There have been some significant alterations to the OER that were last made in 1997. The major change that will affect you involves senior rater accountability. To decrease the tendency for rating inflation, the senior rater now has significantly limited ability to place individuals in the "above center of mass" rating. Having a rating in this category is not necessary for promotion, and in fact the majority of residents will actually fall into the "center of mass" category.

About a month before the end of the academic year (usually in May), the administrative support person from your residency year group should be forwarding you an OER support form for you to fill out and forward to your rater. The three sections that make up this form are as follows:

1. Duties and Responsibilities (Part IV a.). This is the section of the OER support form that defines your position. Since it is not you who defines your position, your supervisors based on the standard duty requirements of your specific house officer position should already complete this position. The rest of the support form is derived from this duty description.
2. Major Performance Objectives (Part IV b.). Ideally this portion is supposed to be filled out by both the rater and the rated officer within 30 days of the start of the rating period, and then adjusted throughout the rating period as opportunities arise. In our program, the quarterly evaluation meeting with your advisor functions in a similar manner to help you and your advisor chart your progress towards meeting your goals and objectives. State in this section what you expect to accomplish (or were expected to accomplish if you are filling this out retrospectively) during that rating period. The more specific you can be, the better!
3. Significant Contribution (Part IV c.). This section of the support form is similar to a brag sheet that states specifically what you the rated officer have accomplished over the rating period. This section in fact gives the rater and

Army Officer Evaluation Report Writing Guide

A Gutmann



Army Officer Evaluation Report Writing Guide:

Army RD & A Bulletin ,1990-07 **Army RD & A.** ,1990 *Army Officer's Guide* Lawrence P. Crocker,1988-04
The Army Officer's Guide Lawrence P. Crocker,1983-02 The Army Officer's Guide Keith E. Bonn,1999 This is the definitive guide to what the Army expects from its officers in leadership technical skills and character and what every officer junior or experienced needs to know to succeed in the Army of the 21st century It is packed full of information on regulations professional development academic opportunities organization and missions pay and benefits family services military courtesies and customs and professional and social life *Army* ,1993 Guide to the Evaluation of Educational Experiences in the Armed Services American Council on Education,2000 The 2002 Guide to the Evaluation of Educational Experiences in the Armed Services American Council on Education,American Council on Education Staff,2005 Long considered to be the standard reference work in this area this three volume set describes more than 8 000 courses offered between January 1990 and the present by various service branches and the Department of Defense Long considered to be the standard reference work in this area this three volume set describes more than 8 000 courses offered between January 1990 and the present by various service branches and the Department of Defense Guide to the Evaluation of Educational Experiences in the Armed Services, 1954-1989 ,199? *The 1982 Guide to the Evaluation of Educational Experiences in the Armed Services* American Council on Education,1982 Instructor's Peer-to-peer Learning Guide for the Army Reconnaissance Course William Cooper,2010 *The U.S. Army Officer Evaluation Report; Why Are We Writing to Someone Who Isn't Reading?* ,1998 The format of the U S Army Officer Evaluation Report OER is examined against its utilization by promotion and command selection boards Alternative reporting methods are studied for improving the effectiveness and efficiency of the report for both the report writer and selection board member A narrative evaluation report primarily utilized for promotion selection is ineffective and inefficient in identifying both performance and potential ratings Alternative evaluation report formats utilizing a more quantitative format with ratings applied against performance standards will greatly improve the effectiveness and efficiency of the evaluation report The purpose of this research is to examine the format of the U S Army Officer Evaluation Report in relation to how it is utilized by promotion and command selection boards Over fifty percent of the OER is written in narrative format however selection boards consistently report that board members will read only three to four sentences of this predominately narrative report I will examine the format of the OER and how it used by centralized promotion and command selections boards With the basis of how selection boards utilize the OER I will examine alternative evaluation reporting methods for more effective and efficient reporting of an officer s performance and potential **Government Reports Announcements & Index** ,1976 **An Introductory Guide to EC Competition Law and Practice** Valentine Korah,1994 Government Reports Annual Index ,1992 Title Index, ERIC ED Accessions File ERIC Processing and Reference Facility,1966 **GAO documents** United States. General Accounting Office,1986 Catalog

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