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

Writing Guide For Officer Evaluation Report

Charles P. Nemeth

Writing Guide For Officer Evaluation Report:

Writing Guide for Naval Officers United States. Bureau of Naval Personnel,1959 **Enlisted Evaluation Writing Guide** ,2000 **Company Command** John G. Meyer,1996 A Dutch Uncle approach to advising those who assume first command Written by an Army officer primarily for Army company commanders the book contains information suggestions inspires confidence to command with authority Includes chapters on military justice administrative law matters Comprehensive do s don ts of a winning command philosophy **Security Officer's Handbook** Edward Kehoe,1994-04-12 The Security Officer s Handbook fulfills the distinct need for a single method of setting up the field operations needed to provide adequate protection to the client firm or individual The Standard Operating Procedure System asks all the questions required to survey any protection objective In addition the system provides all the basic information needed to answer those questions and leads to the implementation of the tactical or mission standard operating procedure The Standard Operating Procedure System may be applied to any type of security or protection operation and may be modified expanded or contracted without needing to rewrite or redesign an existing security program Details a system to survey implement and maintain at full operationaleffectiveness many types of assets protection programs Provides the basis for the vital training required by every security or physical *Quartermaster Professional Bulletin* ,1999 *Private Security and the Investigative Process, Fourth Edition* Charles P. Nemeth,2019-08-30 Private Security and the Investigative Process Fourth Edition is fully updated and continues to provide complete coverage of the investigative process for private investigations by both individuals and in corporate security environments This edition covers emerging technology revised legal and practical considerations for conducting interviews and new information on case evaluation Written by a recognized expert in security criminal justice ethics and the law with over three decades of experience the updated edition of this popular text covers concepts and techniques that can be applied to a variety of investigations including fraud insurance private and criminal It details the collection and preservation of evidence the handling of witnesses surveillance techniques background investigations and report writing The book reflects best practices and includes tips for ensuring accurate and reliable private sector security investigations This new edition includes A new section on career opportunities in paths in the investigative field A rundown of the leading security Industry associations and professional standards being published Added discussion of observational interviews include current protocols analyzing data Details of the current legal implications for security surveillance and practices Advances in technology to thwart crime and fraud in retail and other business settings An entirely new section on e records from criminal and civil judgments Authoritative yet accessible this book is one of the only textbooks dedicated to the subject It also serves as an important reference for private investigators and security professionals Complete with numerous forms checklists and web exercises it provides the tools and understanding required to conduct investigations that are professional ethical and effective *NCO Guide* Robert S. Rush,2010-06-18 How to train lead and

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Writing Guide For Officer Evaluation Report Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has be more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is actually remarkable. This extraordinary book, aptly titled "**Writing Guide For Officer Evaluation Report**," written by a very acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we will delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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