

NCO EVALUATION REPORT

For Use of this form, see AR 623-205; the proponent agency is ODCSPER

SEE PRIVACY ACT STATEMENT
IN AR 623-205, APPENDIX C

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 SURMISSION	
h. PERIOD COVERED		i. RATED MONTHS	j. NON-RATED CODES	k. NO OF ENCL	l. RATED NCO COPY <i>Check one and Date</i>
FROM YYYY	THRU YYYY				1. Given to NCO Date
				m. PSC Initials	n. CMD CODE OT
					o. PSB CODE

PART II - AUTHENTICATION

a. NAME OF RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE
RANK, PMOSC/BRANCH, ORGANIZATION, DUTY ASSIGNMENT			DATE
b. NAME OF SENIOR RATER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE
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. 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 APT and heightweight entries in Part IVc are correct. I have seen the report completed through Part V, except Parts III and IVc. I am aware of the appeals process of AR 623-205.		SIGNATURE	DATE
d. NAME OF REVIEWER (Last, First, Middle Initial)	SSN	SIGNATURE	DATE
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	INITIAL LATER LATER LATER

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

a. ARMY VALUES. Check either "YES" or "NO". (Comments are mandatory for "No" entries; optional for "Yes" entries.)		YES	NO
V A I Honor Integrity Personal Courage U E S	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

Specific Bullet examples of "EXCELLENCE" or "NEEDS IMPROVEMENT" are mandatory. Specific Bullet examples of "SUCCESS" are optional.

b. **COMPETENCE**

- 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

EXCELLENCE	SUCCESS	NEEDS
IMPROVEMENT		
(Exceeds Std)	(Meets std)	(Some) (Much)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

APFT	HEIGHT/WEIGHT
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c. **PHYSICAL FITNESS & MILITARY BEARING**

- o Mental and physical toughness
- o Endurance and stamina to go the distance
- o Displaying confidence and enthusiasm; looks like a soldier

EXCELLENCE	SUCCESS	NEEDS
IMPROVEMENT		
(Exceeds Std)	(Meets std)	(Some) (Much)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

d. **LEADERSHIP**

- o Mission first
- o Genuine concern for the soldiers
- o Instilling the spirit to achieve and win
- o Setting the example; Be, Know, Do

EXCELLENCE	SUCCESS	NEEDS
IMPROVEMENT		
(Exceeds Std)	(Meets std)	(Some) (Much)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

e. **TRAINING**

- 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

EXCELLENCE	SUCCESS	NEEDS
IMPROVEMENT		
(Exceeds Std)	(Meets std)	(Some) (Much)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

f. **RESPONSIBILITY & ACCOUNTABILITY**

- 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

EXCELLENCE	SUCCESS	NEEDS
IMPROVEMENT		
(Exceeds Std)	(Meets std)	(Some) (Much)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>

PART V - OVERALL PERFORMANCE AND POTENTIAL

a. RATER. Overall potential for promotion and/or service in positions of greater responsibility.

AMONG THE BEST	FULLY CAPABLE	MARGINAL
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

e. SENIOR RATER BULLET COMMENTS

b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade.

c. SENIOR RATER. Overall performance

1	2	3	4	5
Successful		Fair	Poor	

d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility.

1	2	3	4	5
Superior		Fair	Poor	