



U.S. ARMY

4 Elements of Senior Rater Comments



- **Enumeration** (peer to peer comparison): Lead sentence in narrative
 - In the top 5 of 28 MAJs I senior rate
 - Best Field Grade Officer in the Brigade/ in the Division
 - Top 3% of all MAJs in my Division ... but do your math ...
- **Schooling:**
 - A must select for Resident CGSC, select for Congressional Fellowship, SSC
 - Send to Satellite CGSC
 - Officer will excel in distance learning
- **Promotion:**
 - BZ Select to LTC, promote ahead of peers
 - Promote with peers
 - Clearly ahead of peers
 - Do not promote
- **Next Level** (Potential for key LG positions/command):
 - Ready now for Battalion Command
 - Future Sustainment Brigade Commander
 - Must select for BSB / CSSB Command
 - Future senior leader in the Logistics Corps

ESPN
ENUMERATION / SCHOOL / PROMOTION / NEXT LEVEL

Each officer should have a candid conversation with his/her senior rater. Write up should consist of 4- 6 sentences and be clear and concise.

Standardized Evaluation Guidance

Narrative Overall	Extremely Strong/Exclusive	Very Strong	Strong/Above Average	Average	Lackluster/Weak	Very Weak
Enumeration (in priority)	<ul style="list-style-type: none"> #1 or my Best of S/R Profile (i.e. # 1 of 48) Number (2 or 3) of (total like or total population) e.g. " 2 or 3 out of 50," in the top 5% Top 1% of my S/R Population (i.e. top 1% of the 48 Majors / S/R) 	<ul style="list-style-type: none"> Enumeration of 10% or better (i.e. # 5 of 50) Other percentages i.e. (top 5% or 10% officer (but not enumerated or against S/R Population; The best of a population Subset (i.e. Best S3 in the BDE) 	<ul style="list-style-type: none"> Between a 10%- 30% or equivalent numerical calculation Enumeration equivalent to percentage between 10 and 30% of S/R profile (i.e. my number 9 of 37 officers / senior rate) Top 15% officer 	<ul style="list-style-type: none"> Between 30 and 50% enumeration equivalent or percentage (i.e. Top 50% officer) No enumeration or % Superior / Outstanding performance without enumeration or comparison to S/R Profile One of my best officers (but not enumerated / compared to S/R profile S/R only focuses on performance, not potential 	<ul style="list-style-type: none"> Performed duties as assigned Referred OERs for performance Negative Comments on performance / potential 	
Enumeration (Non-Quantifiable)	S/R has immature or cannot verify with S/R profile "The best officer I have served with; (i.e. #1 Major of 25 I have ever "served with" (vice S/Rated) in my XX years."		<ul style="list-style-type: none"> Best in a population when SR has immature SR profile and/or small rated population: #1 of 25 (XOs/MI Majors/etc) I have served with 	<ul style="list-style-type: none"> The best I have served with 		
Promotion Potential	<ul style="list-style-type: none"> "BZ Promotion" Must promote Below the Zone 		<ul style="list-style-type: none"> "Promote...now", "...Immediately", "...ahead of peers" 	<ul style="list-style-type: none"> "Promote" "Promote as soon as possible" 	<ul style="list-style-type: none"> Weak wording such as "consider for..." "Promote with peers" Does not address promotion 	
Schooling Potential	<ul style="list-style-type: none"> "Must select for Resident CGSC (CPTs) / SAMs / SSC (Fellowship) (MAJ / LTCs)" Must Select for Army / Joint Fellowship" (LTC) Must Select for SSC Fellowship / SSC <i>If already selected for a school "Already selected for (school)</i> 		<ul style="list-style-type: none"> "Select for CGSC / / SAMs / SSC" "Consider for..." 	<ul style="list-style-type: none"> Not mentioned 		
Command Potential	<ul style="list-style-type: none"> "Will/Must Command a (the next level)" "Will be a distinguished / #1 choice for tactical CMD 1LT/Jr CPT – "Must command a CO now" Sr CPT – "Clearly a future BN CDR" MAJ – "Must select for a CSL command (tactical..." LTC – "Must select for a CSL command (tactical..." While in command: "Future (2 levels up) commander" 		<ul style="list-style-type: none"> "Select for BN Command" 	<ul style="list-style-type: none"> "Ready/Groom for (next level of command)" Not mentioned 	<ul style="list-style-type: none"> Weak wording such as "consider for..." Continue to develop 	
Other	<ul style="list-style-type: none"> LTC CDR: "GO Potential or multi star potential" MAJ – "BN / BDE Command Potential" CPT CDR: "Bn Command Potential" CW3-4: "CW5 Potential" "Assign as ___ now" (nominative position or similar) Recommending Fellowships / Shotgun / Blackbook / Joint opportunities Must stay within the population (see below) 		<ul style="list-style-type: none"> Unlimited potential" "Outstanding performance" "One of my best" "Definitely promote" 	<ul style="list-style-type: none"> Box check and narrative inconsistency (unless an immature profile) 		<ul style="list-style-type: none"> Referred Report
Not to Write (These are real comments)	<ul style="list-style-type: none"> Best CPT on Fort XXXXX (from the BDE Commander) GO Potential (for a CPT / MAJ) from the S/R (not a GO) 		<ul style="list-style-type: none"> "Superstar"; "Rock Star," "Eye Watering," historic," delivered a dazzling performance" and other superlatives 			

Notes	<ul style="list-style-type: none"> Succinct is better – shoot for no more than four lines (SR) Rater focus on Performance SR focus on Potential Most recent OERs matter most and should always show an upward trend in performance, especially with multiple reports from same SR
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Applicable Regulation: AR 623-3 (Evaluation Reporting System)

Your Evaluations Communicate Your Readiness for Promotion.

Generally, the strength of an officer's record can be made by answering the following questions. The questions are not all inclusive. Other elements of the officer's record (Photo, ORB and other documents in the record) will influence the level of risk and shape a holistic assessment of the officer.

Does your record contain a Qualified/Not Qualified, a non-left justified OER/Qualified, Referred OER or Derogatory information (Article 15, GOMOR, etc)?

If so, the PZ non-selection risk is HIGH

Note: Non-left justified OERs are those with a box checked in Part V (a) as something other than "Outstanding, Must Promote" or in Part V-II (a) as something other than "Best Qualified." Referred OERs are those marked as such in Part II (d).

Are all the OERs box-checked Center of Mass/Highly Qualified by the Senior Rater?

"Flat File"

If so, the PZ non-selection risk is MEDIUM

Is there a mix of Above Center of Mass/Most Qualified and COM/HQ reports in your record?

If so, the PZ non-selection risk is LOW

HQ reports must possess strong enumeration and recommendation for potential for future promotion, attendance to higher level schooling. Understand that a trend of below average performance may render an officer a promotion or retention risk.

OER ESSENTIALS

Rater assesses Performance | Senior Rater assesses Potential

5 "Tried and True" SR Narrative Components:

Block Check Profile forces distinction	Enumeration Lead SR sentence sets tone	Promotion Assessment of promotion potential	Schooling Addresses selective schooling and professional development programs	Service Potential, Next Higher Grade Highlights most suitable positions
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Narrative Element	Extremely Strong/ Exclusive	Very Strong	Strong/Above Average	Average (HQ)	Lackluster/ Weak	Very Weak
Enumeration	#1/ Best, #2, #3 of SR Profile - total like or total population (#1 of 30 Officers I SR)	Top 10% Enumeration or better ("#5 of 50") Best of Subset ("#1 of 6 Field Grade WOs") Top 5% of SR Pop ("top 5% of 15 CW3s I SR")	10-30% or equivalent enumeration of SR profile ("#9 of 37 officers I senior rate") Percentage is not compared to SR profile	Top 30% enumeration equivalent or percentage No enumeration, % or comparison, to SR Profile	>50% enumeration or percentage SR does not address potential	Performed duties as assigned NLJ/ Referred OERs Negative Comments on potential, performance
Promotion	Immature SR profile: "The best/ #1 WO of XX I have served with in XX years."		"Promote...now", "...Immediately", "...Ahead of peers"	"Promote w/ peers" "as soon as possible"	"Consider when eligible" "Promote w/ peers"	Not Mentioned
Schooling	"Send to WOILE immediately, a must-select for WO resident CGSC"		"Send to WOILE now"	"Send to WOILE when eligible/ready"		Not Mentioned
Service	"Future CW5/CCWO" "Distinguished service potential" "#1 choice for service at the next grade"		"Already serving at the....CW"X" level" ".....next level"	"Ready/ Groom for (next level)"	"Consider for..." "Continue to develop"	Not Mentioned