



THE AIR UNIVERSITY



Officer Evaluation System

Class 16F – Think Tank



Overview



- Team Intro
- Problems with the Current OES
- Overall Strategy
- Recommendations



Current Problems



- Ineffective feedback (81.6% failure)
 - Inconsistent, subjective, non-actionable, does not provide a mechanism to accurately translate assessments into the OES, no rater accountability
- Too subjective
 - Qualitative data, bias, inflation, inaccurate depiction of performance
- Overly complex
 - Bullet statements, abbreviations, wing writing guides, secret language, time consuming, no white space, cross-AFSC incompatibility



Overall Strategy



	Feedback	OPR	PRF
Immediate	Digital Signature Accountability	Uniform Strat Guidance (Grade, Year, AFSC) AF Level Writing Guide	No Change (2d Order Effect of OPR)
Short Term	Implement 360 Feedback Web-Based	Format Changes to Reflect Uniform Stratification Guidance Rater Training	
Future Vision	New Form Rater Accountability 360 Feedback Web-Based	New Form Quantitative Info Integrated Feedback Web-Based	No PRF Info Auto-Pull from OPR Sr Rater Push on DHQB



Feedback Rollout



Immediate

Short Term

Long Term

Digital signatures from rater and ratee provide accountability



Digital signature

Web-based 360 feedback
- Provides perspective on total person and helps rater provide meaningful, actionable feedback



Web-based feedback form
- Incorporates 360 feedback
- Replaces current form
- Results depicted on graph to show performance over time

Mirrors the vision for OPR format, acting as a bridge for transition



Categories match new OPR

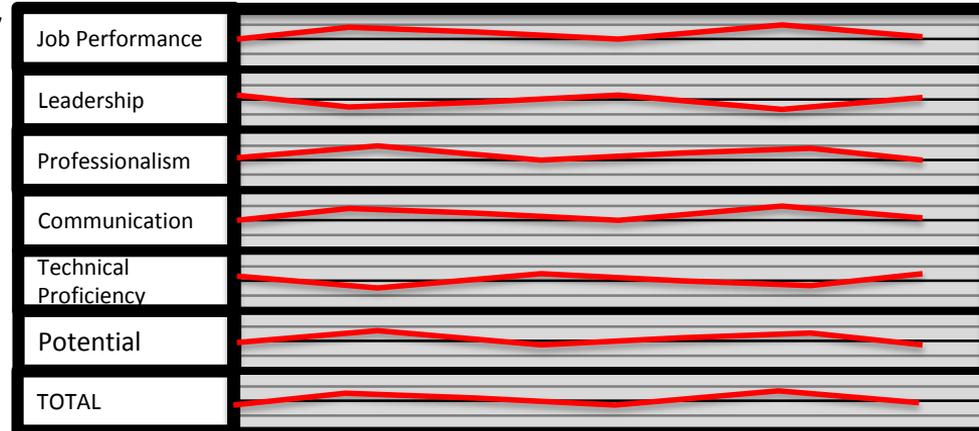


360 Feedback



- Web-based feedback from peers, subordinates, rater
- Standard Likert scale
- Anonymous feedback
- Rater provides feedback directly to ratee
- Comment section for explanation/clarification

	Below Average (1)	Slightly Below Average	Average (3)	Slightly Above Average	Above Average (5)
Job Performance			✘		
Leadership			✘		
Communication				✘	
Professionalism		✘			
Technical Proficiency			✘		
Potential				✘	





OPR Rollout



Immediate

Create standardized language for stratifications and abbreviations

Short Term

Minor form changes to better reflect new strat guidance

Rater training
- Establish a standard rater profile using baseline OPRs in the current format

Long Term

New OPR form
- Standard stratifications included in format

Web-based completion
- Rater profile
- Historical Likert scale graph shows performance over time



Notional OPR Sections



OFFICER PERFORMANCE REPORT (Lt thru Col)					
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)					
1. NAME (Last, First, Middle Initial)	2. SSN	3. RANK Capt	4. DAFSC	5. REASON FOR REPORT Annual	6. PAS CODE
7. ORGANIZATION, COMMAND, LOCATION, AND COMPONENT			8. PERIOD OF REPORT		9. NO. DAYS SUPV.
			FROM	THRU	NO. DAYS NON-RATED
II. JOB DESCRIPTION (Limit text to 4 lines)					10. SRID
DUTY TITLE					
IV. RATER OVERALL ASSESSMENT (Limit text to 6 lines)					
Last performance feedback was accomplished on: _____ (IAW AFI 36-2406) (If not accomplished, state the reason)					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION					DATE
DUTY TITLE		SIGNATURE			
SSN					

Add a selectively manned or specialty unit check box.



Reduce to two lines in the short term – stratification line and push line.



Add rater profile score from training.



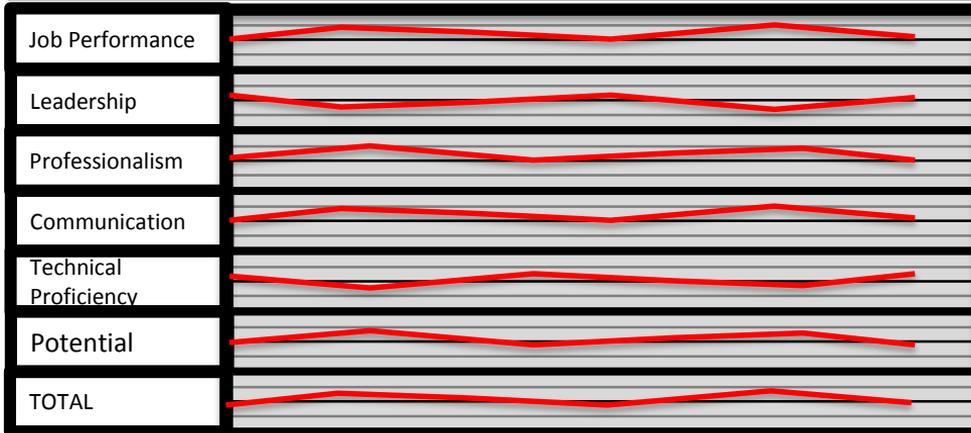


Notional OPR Sections



Performance Factors	1	2	3	4	5
Job Performance			✗		
Leadership			✗		
Communication				✗	
Professionalism		✗			
Technical Proficiency			✗		
Potential				✗	

A narrative box will be generated in the web based system for the rater to communicate to the ratee why they are rated anything other than 3/standard.



Graphical depiction of performance over time



PRF Rollout



Immediate

Short Term

Long Term

No change – 2d order effects from standardized stratification guidance



No PRF

Information auto-populated from web-based OPR system

Senior rater push line on Duty Qualification History Brief



PRF Move to DQHB



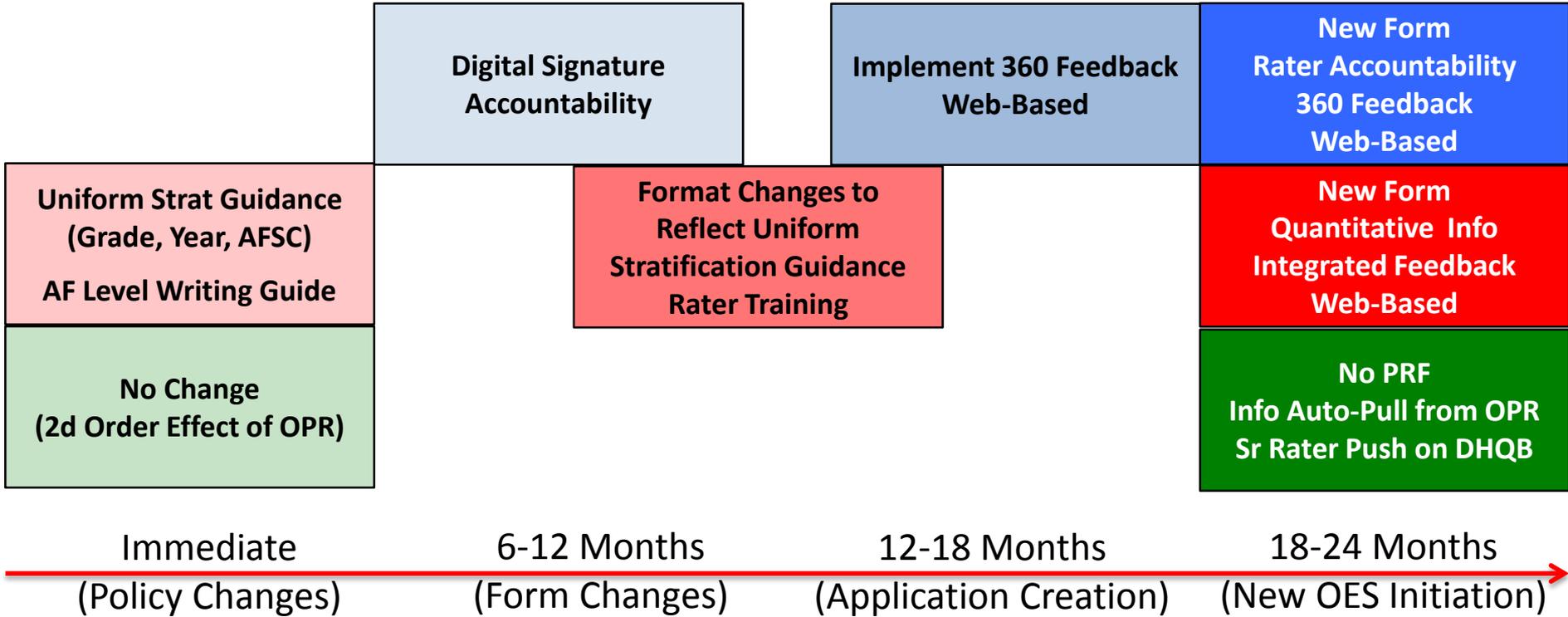
Provides a mechanism for Senior Raters to communicate to the board

PREPARED: DATE & TIME FOR : BOARD ID		For Official Use Only Duty Qualification History Brief		Senior Rater Senior Rater ID:		RMKS:	
PERSONAL DATA:				AERONAUTICAL/FLYING DATA			
NAME: SSN:				AERONAUTICAL RATING : AERO RTG CURR CAT DT: FLYING STATUS: TOTAL FLYING HOURS:			
GRADE DATA: CUR GR DOR EFF DATE				ACFT		YR	
SERVICE DATA EAD DOS EAD REASON TAFMSD: TAFCSO: SOURCE OF COMMISSION :				MOST RECENT: 2nd: 3rd: 4th:			
DEVELOPMENTAL EDUCATION SCHOOL STATUS				BOARD CERTIFIED			
				CAREER FIELD COPRS			
ACADEMIC EDUCATION LVL SPECIALTY/SCHOOL				JOINT REPORTING CATEGORY			
YR				ORGANIZATION FROM			
				TO			
DECORATIONS AWARD YR NR				FOREIGN LANGUAGE LANGUAGE READING LISTENING SPEAKING			
				YEAR			
ASSIGNMENT HISTORY							
DUTY STATUS CODE: EFF DATE DAFSC		DUTY TITLE		EFFECTIVE: LVL MAJ		ORGANIZATION	
SENIOR RATER COMMENTS						PROMOTION ZONE	
						BTZ	
*****Two line narrative to provide additional input to the board with no stratifications*****							

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Implementation Timeline





Summary



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Questions?

