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Reforming the Officer Evaluation Process

Team Orion



- Team Members
- Challenges
- Proposed Solution
- COAs
- Implementation



- Team Orion
 - Capt Matthew Chapman (ABM)
 - Capt Paul Bouvier (ICBM)
 - Capt Alyson Fischer (SVC)
 - Capt Peter Lantz (Intel)
 - Capt Pat Grandsaert (CE)
 - Capt Alexander Taft (WX)
 - Capt Charlton Coats (Pilot)
 - Capt Mario Mendoza (International, Pilot)



The Question:

In order to better leverage the variety of experiences, special skills and exceptional potential of our Airmen, WHAT would you change about our current system to ensure it meets the intent? WHY would you make these changes? HOW would you implement these changes?



- Challenges with current system
 - Administratively burdensome
 - Lacks accountability and honest feedback
 - Forces competition between dissimilar career fields
 - Enables “halo effect”



- Ideal evaluation system will:
 - Be Simple
 - Ensure accountable feedback
 - Provide an apples to apples comparison
 - Judge performance over a single evaluation period
 - Identify strengths & weaknesses
 - Reward reasonable risk taking
 - Promote stretch assignments



- Integrated, cloud based solution tracks feedback & evaluations
- Implement by-rank static closeout date (SCOD)
- Limit stratifications
- O-5 and below promotion boards at AFSC-level
- Update OPR form to mix of Likert scale & bullet style



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Below Average

Slightly Below
Average

Average

Slightly Above
Average

Above Average

Graded Area	Criteria
Professional & Organizational Skills	Warrior ethos, commitment
Leading People	Develops & inspires; takes care of people; diversity
Followership	Humility; team player; selflessness
Managing Organizational Resources	Resourceful; budget conscious; innovation
Judgment & Decision	Maturity; reasonable risk taking
Collaboration	Builds teams & coalitions; negotiation
Technical Abilities	Competence
Communication	Writing; speaking; listening



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Simple and Informative

- Evaluation form mirrors feedback form
- SCOD
- By-rank strats (all raters)
 - Top 10% (rater only), Top 3rd, Middle 3rd, Bottom 3rd, Non-compete
- CAC-access via cloud - only available to rater, additional rater, senior rater
- 5 lines for bullets/narrative
 - Significant achievements/missteps
 - Rater discretion
- OPR masked in future rating periods

RATER
AD-RATER
SR RATER

The image shows a screenshot of a performance report form titled 'OFFICER PERFORMANCE REPORT - 30 Day Form'. It includes fields for 'SUPERVISOR/REPORTING OFFICER', 'REPORTING OFFICER', 'REPORTING PERIOD', 'RATER', and 'ADDITIONAL RATERS'. There are sections for 'PERFORMANCE EVALUATION' and 'COMMENTS'. The form is partially filled out with text and dates.



OPR/475s

RATEE



**PROMOTION
BOARD**



MEMBER

Simple, Clear, and Tailored

- Eliminate PRF / Keep BPZ, IPZ, APZ
- Cloud produces compiled data
 - Pre-sorts candidates from compiled strats
 - Initial simulation – 8 groups
 - Likert scale average by question
 - Compiled OPR/training report bullets
- AFSC Promotion Boards (AFSC slots)
 - Remote boards



Options

Luxury Edition

Sports Model

Basic Model

- Uniform Strat Guidance
- Masked Evaluations
- SCOD

- Cloud-based
- New feedback form
- De-centralize promotion board

- Mirror image OPR/feedback form
- Eliminate PRF
- De-centralize promotion boards to AFSC



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Phase 1: Resources & Educate

Oct FY17

- Decision
- Roadshows
- CSAF initiative
- CC buy-in
- Feedback
- Bid technology

Phase 2: Test

Apr FY17

- Stand-up cloud
- Design new forms
- Test technology
- Develop promo board processes

Phase 3: EXORD

Jan FY18

- SCOD begins
- Required masking occurs

Phase 4: Implementation Complete

Jan FY19

- All ranks have closed out on SCOD



- Main Takeaways
 - Feedback is the foundation
 - Responsibility pushed to the rater-level
 - Cloud reduces administrative burdens
 - Judges current year's performance, rewards consistency
 - AFSCs own the promotion process



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Questions?