

The Goals and Purpose of the NCOER

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Class 58

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November 13, 2007

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The Noncommissioned Office Evaluation Report Form (NCOER) is the most important tool that the US Army uses to evaluate its NCOs. The NCOER is used to insure that the most qualified Soldiers are selected for promotion and to positions of greater responsibilities.

“The Noncommissioned Officer Evaluation Report System (NCOER) was developed so that the most qualified Soldiers are promoted to the next higher grade, and to positions of greater responsibilities. This is done through evaluations of Soldiers by their supervisions.

As a young soldier I often looked up to my NCO, I looked for guidance mentorship, and learned from his experience. I set goals for myself and asked my NCOs how I could achieve those goals? Through their guidance I excelled in the Army, today I'm at the top of my profession.

Through the years I have learned that through schooling of the goals of the NCOER system. The NCO education system builds trust and confidence in young NCOs, and gives them the building block to become better Soldiers.

The young Soldiers and NCO are thought the Army values, they help define our character and cause us to do the right thing. These values help write our NCOER, what we say and do are a reflection of our values.

The goal of the NCOER is to provide a fair evaluation from the NCOs supervisor. This evaluation will give the NCO an overview of his or her performance. For instance it can give a NCO a snapshot on where to improve his or her performance. It also gives a NCO a rating from excellence to success or a needs improvement.

The goal of the Noncommissioned Officer Evaluation Report (NCOER), is to Ensure the selection of the best qualified noncommissioned officers to serve in positions of increasing responsibilities by providing rating chain view of performance/potential for use in centralized selection, assignment, and other Enlisted Personnel Management System (EPMS) decisions. The information in NCOERs, the Army's needs, and the individual NCOs' qualifications are used together as a basis for such personal actions as school selection, promotion, assignment, MOS classification, CSM designation, and quality management.

The purpose of the NCOER is to improve performance and professional development on performance counseling. The evaluation report provides a formal recognition for performance of duty, professional values and personal traits. Senior and subordinate communication necessary to maintain high professional standards and is key to an effective evaluation system.

The army has developed the Noncommissioned Officer Evaluation Report (NCOER) through the years some of us have seen those changes. Many of us remember the day when your evaluation was nothing more than a number system. A 5 was the highest number you could get and a total, between, 38 to 40 you were given promote ahead of peers rating. This form was DA Form 2166-6 dated Oct 81 Today we are using the DA Form 2166-8, MAR 2006. This system provide the senior NCOs and our junior NCOs a fair chance for promotion.

The NCO is evaluated in several areas in-witch the NCOs are evaluated. Under competence the NCO is evaluated on duty performance his or hers military occupational competency. His or hers, technical and tactical knowledge, making sound judgments, and what he or she may do to improve one education.

In physical fitness area the Soldier is evaluated on his or hers ability to physical fitness levels.

Under leadership a soldier is evaluated on the soldier's potential leadership, and the way he or she accomplishes a mission. The way he or she, cares for Soldiers, and or sets the examples for subordinates to follow. How the NCO instills the spirit to win.

Training the NCO is evaluated on their ability to train an individual or a group of Soldiers. The NCO will be evaluated on if he or she used their experience and knowledge to train soldiers and to what levels.

We also have the area of responsibility and accountability, in this area the NCO is evaluated on their ability to care and account for assigned equipment. Also the way the NCO encourages Soldiers to learn and grow, and that he or she is responsible for what he or she does or fails to do.

Finally the NCO is rated by his or her senior supervisor on their overall potential for promotion and potential for positions of greater responsibilities. The senior supervision will rate the NCO on his or her capabilities and rate the NCO in accordance to their potential. There are three areas that the NCO will be rated Among the Best, Fully capable, or Marginal. There is also an area for the senior supervisor to list areas were the rated NCO can best serve the Army in his or hers current or in the next higher position.

The NCOER system is the best evaluations report that has ever been designed. It allows promotions that select the best Soldier for promotion.

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