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Media Release

Army implements officer evaluation report policy changes

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FORT KNOX, Ky. — Beginning Oct. 1, the Army Officer Evaluation Report Form (DA Form 67-9) policy changes to better align with current Army leadership doctrine and more accurately evaluate performance and potential of Army officers, and increase accountability and better inform a transparent Talent Management process.

The OER enhancement and changes apply to all OERs with a “thru” date of Nov. 1, 2011 and later. The changes include: reinstating senior rater box check for company grade officers, senior rater successive assignments recommendations, incorporating a statement on the OER if the rated officer has completed or initiated a Multi-Source Assessment and Feedback/360 (MSAF) within the last three years, and a reduction in short-term evaluations. Additionally, the OER support form will be optional.

Specific modifications for each of these enhancements and changes are:

Senior Rater box check – The senior rater box check is reinstated for company grade officers (Warrant officer, Chief warrant officer two, second lieutenant, first lieutenant, and captain) indicating rated officer’s potential. Senior raters will now complete part VII(b) of the DA Form 67-9 for rated officers in grades second lieutenant through brigadier general and Warrant officer through Chief warrant officer four.

Senior Rater successive assignments – Senior raters will be required to indicate three successive assignments, instead of three future assignments for the rated officer. The Senior Rater should look three to five years in the future, and list the next three succeeding positions appropriate to the rated officer’s grade and career path.

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2-2-2/ OER POLICY

Multi-Source Assessment and Feedback/360 (MSAF) – The rater will include a comment that the rated officer has completed or initiated a 360/Multi-Source Assessment Feedback within the last three years. The new OER form will eventually have a yes/no box check for 360 completion. The MSAF provides input from peers, superiors and subordinates which will help the rated officer develop as a self-aware and adaptable leader. Officers can access the “360 Assessment” at <https://msaf.army.mil>. Results of the feedback will still remain confidential and only be available to the rated officer and used for self development not evaluative purposes. The purpose of the rater’s check on 360 assessment is to help ensure that leaders are encouraging subordinate development and that rated officers are benefitting from available leader development programs.

Short-Term evaluation reduction - The new policy reduces multiple short-term evaluations, particularly in deployed situations, by permitting officers who change Raters, but continue to perform the same duties under the same Senior Rater, to receive a memorandum of input from their departing Rater rather than a Change of Rater evaluation. The memorandum of input is intended to be used by the Rater of record when they complete the final OER. This is at the senior rater’s discretion.

The Army anticipates more changes as they continue to develop the current evaluation forms to ensure they reflect current doctrine, increase Rater accountability, further stratify the Senior Rater profile technique for officer evaluation reports, and include an interactive leader development tool.

More information, including senior rater profile management training packets, MILPER message and Frequently Asked Questions go to www.hrc.army.mil/evaluations.

HRC can be reached at 1-888-ARMYHRC (276-9472) or email askhrc.army@us.army.mil. For questions pertaining to the MSAF, contact U.S. Army Command and General Staff College Public Affairs at 913-684-3097 / 913-306-6736 or harrison.sarles@conus.army.mil