

NCO EVALUATION REPORT										FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.				
For use of this form, see AR 623-3 ; the proponent agency is DCS, G-1.														
PART I - ADMINISTRATIVE DATA														
a. NAME (Last, First, Middle Initial)					b. SSN			c. RANK ()		d. DATE OF RANK		e. PMOSC		
f.1. UNIT		ORG.		STATION		ZIP CODE OR APO,		MAJOR COMMAND		f.2. STATUS CODE		g. REASON FOR SUBMISSION		
h. PERIOD COVERED				i. RATED MONTHS	j. NON-RATED CODES	k. NO. OF ENCL	l. RATED NCO'S EMAIL ADDRESS			m. UIC		n. CMD CODE	o. PSB CODE	
FROM		THRU												
YEAR MONTH DAY		YEAR MONTH DAY												
I. RATED NCO'S EMAIL ADDRESS (.gov or .mil)														
PART II - AUTHENTICATION														
a. NAME OF RATER (Last, First, Middle Initial)					SSN		SIGNATURE			DATE (YYYYMMDD)				
RANK		PMOSC/BRANCH		ORGANIZATION			DUTY ASSIGNMENT			RATER'S AKO EMAIL ADDRESS (.gov. or .mil)				
b. NAME OF SENIOR RATER (Last, First, Middle Initial)					SSN		SIGNATURE			DATE (YYYYMMDD)				
RANK		PMOSC/BRANCH		ORGANIZATION			DUTY ASSIGNMENT			SENIOR RATER S AKO EMAIL ADDRESS (.gov. or .mil)				
c. NAME OF REVIEWER (Last, First, Middle Initial)					SSN		SIGNATURE			DATE (YYYYMMDD)				
RANK		PMOSC/BRANCH		ORGANIZATION			DUTY ASSIGNMENT			REVIEWER'S AKO EMAIL ADDRESS (.gov. or .mil)				
d. <input type="checkbox"/> CONCUR WITH RATER AND SENIOR RATER EVALUATIONS <input type="checkbox"/> NONCONCUR WITH RATER AND/OR SENIOR RATER EVAL (See attached comments)														
e. RATED NCO: I understand my signature does not constitute agreement or disagreement with the evaluations of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials in Part II, the duty description to include the counseling dates in Part III, and the APFT and height/weight entries in Part IVc are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3.							SIGNATURE			DATE (YYYYMMDD)				
PART III - DUTY DESCRIPTION (Rater)														
a. PRINCIPAL DUTY TITLE							b. DUTY MOSC							
c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities and dollars)														
d. AREAS OF SPECIAL EMPHASIS														
e. APPOINTED DUTIES														
f. COUNSELING DATES					INITIAL		LATER		LATER		LATER			
PART IV - ARMY VALUES/ATTRIBUTES/SKILLS/ACTIONS (Rater)														
a. ARMY VALUES. Check either "YES" or "NO". (Bullet Comments are mandatory. Substantive bullet comments are required for "NO" entries.)											YES	NO		
<div>V A L U E S Loyalty Duty Respect Selfless-Service Honor Integrity Personal Courage</div>											1. LOYALTY: Bears true faith and allegiance to the U. S. Constitution, the Army, the unit, and other Soldiers.			
											2. DUTY: Fulfills their obligations.			
											3. RESPECT/EO/EEO: Treats people as they should be treated.			
											4. SELFLESS-SERVICE: Puts the welfare of the nation, the Army, and subordinates before their own.			
											5. HONOR: Lives up to all the Army values.			
											6. INTEGRITY: Does what is right - legally and morally.			
											7. PERSONAL COURAGE: Faces fear, danger, or adversity (physical and moral).			
											Bullet comments			

RATED NCO'S NAME (Last, First, Middle Initial)				SSN		THRU DATE	
PART IV (Rater) - VALUES/NCO RESPONSIBILITIES Bullet comments are mandatory. Substantive bullet comments are required for "EXCELLENCE" or "NEEDS IMPROVEMENT."							
b. COMPETENCE o Duty proficiency; MOS competency o Technical & tactical; knowledge, skills, and abilities o Sound judgment o Seeking self-improvement; always learning o Accomplishing tasks to the fullest capacity; committed to excellence <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> <i>(Much)</i> <input type="checkbox"/> </div> </div>							
c. PHYSICAL FITNESS & MILITARY BEARING o Mental and physical toughness o Endurance and stamina to go the distance o Displaying confidence and enthusiasm; looks like a Soldier <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> <i>(Much)</i> <input type="checkbox"/> </div> </div>				APFT		HEIGHT/WEIGHT /	
d. LEADERSHIP o Mission first o Genuine concern for Soldiers o Instilling the spirit to achieve and win o Setting the example; Be, Know, Do <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> <i>(Much)</i> <input type="checkbox"/> </div> </div>							
e. TRAINING o Individual and team o Mission focused; performance oriented o Teaching Soldiers how; common tasks, duty-related skills o Sharing knowledge and experience to fight, survive and win <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> <i>(Much)</i> <input type="checkbox"/> </div> </div>							
f. RESPONSIBILITY & ACCOUNTABILITY o Care and maintenance of equipment/facilities o Soldier and equipment safety o Conservation of supplies and funds o Encouraging Soldiers to learn and grow o Responsible for good, bad, right & wrong <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> EXCELLENCE <i>(Exceeds std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> SUCCESS <i>(Meets std)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> NEEDS IMPROVEMENT <i>(Some)</i> <input type="checkbox"/> </div> <div style="text-align: center;"> <i>(Much)</i> <input type="checkbox"/> </div> </div>							
PART V - OVERALL PERFORMANCE AND POTENTIAL							
a. RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="text-align: center;"> AMONG THE BEST <input type="checkbox"/> </div> <div style="text-align: center;"> FULLY CAPABLE <input type="checkbox"/> </div> <div style="text-align: center;"> MARGINAL <input type="checkbox"/> </div> </div>				e. SENIOR RATER BULLET COMMENTS <div style="height: 100px;"></div>			
b. RATER. List 3 positions in which the rated NCO could best serve the Army at his/her current or next higher grade. <div style="border-bottom: 1px solid black; margin-bottom: 5px; height: 15px;"></div> <div style="border-bottom: 1px solid black; margin-bottom: 5px; height: 15px;"></div> <div style="border-bottom: 1px solid black; height: 15px;"></div>							
c. SENIOR RATER. Overall performance <div style="display: flex; justify-content: flex-end; align-items: center; margin-top: 10px;"> <div style="text-align: center; margin-right: 10px;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Successful Fair Poor </div> </div>				d. SENIOR RATER. Overall potential for promotion and/or service in positions of greater responsibility. <div style="display: flex; justify-content: flex-end; align-items: center; margin-top: 10px;"> <div style="text-align: center; margin-right: 10px;"> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 1 2 3 4 5 Superior Fair Poor </div> </div>			