Officer and Non-Commissioned Officer Evaluations OERs / NCOERs

40th Support Command
Personnel Section





Instructions STATE MILITARY RESERVE EVALUATION OF

PERFORMANCE

CSMR Form 900-20, Revised 17 June 2015

Reference: Supersedes CSMR Regulation 600-4, dated 15 July 1998 SMR Bulletin Number 15-006



STATE MILITARY RESERVE EVALUATION OF PERFORMANCE

Unit Activity of Assignment Reason for Dubmission (Check One): Senior Rater Option Relief for Ca PART II - PERFORMANCE EVALUATION (See reverse for instructions) LEADER ATTRIBUTES RATING SCALE (In-5) (Drop down or manual entry) COMMENTS	<u> </u>			NISTRATIVE DA	TA		
PART II - PERFORMANCE EVALUATION (See reverse for instructions) LEADER ATTRIBUTES RATING SCALE (0-5) (Drog down or manual entry) Mandatory for ratings of 0 or 5 1. MENTAL: Possesses desire, will, initiative, and discipline TECHNIO.AL: Possesses the necessary expertise to accomplish all tasks and functions S. INTERPERSONAL: Ones skills with people: coaching, beaching, conscient, moderating, moderating, empowering 4. EMOTIONAL: Displays self-control; calm under pressure 5. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources whethy 6. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources whethy 7. PLANNING: Develops detailed, executable plans that we feasible, acceptable, and substanded, and tasks care of people/resources 8. EXECUTING: Down Statical proficiency, meets mission attended and acceptable, and substanded and standard and acceptable, and substanded and standard and standard and acceptable, and substandard and standard and acceptable, and substandard and standard and acceptable, and substandard and standard and provide, envisioning, adapting and leading change 8. LEARNING: Deeks self-improvement and organizational provide, envisioning, adapting and leading change 8. LEARNING: Deeks self-improvement and organizational provide, envisioning, adapting and leading change 8. LEARNING: Deeks self-improvement and organizational provide, envisioning adapting and leading change 8. LEARNING: Deeks self-improvement and organizational provide, envisioning adapting and leading change 9. LEARNING: Deeks self-improvement and organizational provide, envisioning adapting and leading change 9. LEARNING: Deeks self-improvement and organizational provide, envisioning adapting and leading change 9. LEARNING: Seeks self-improvement and organizational provide, envisioning adapting and leading change and leading c	Last Name, First Name Middle Initial	Last 4 88N	Grade	Position Title			From (YYYYMMDD) Thr
PART II - PERFORMANCE EVALUATION (See reverse for instructions)	Unit/Activity of Assignment	Reason	for Submiss	ion (Check One):			of Duty Change of Rate
LEADER ATTRIBUTES Crop down or manual entry Mandatory for ratings of 0 or 5		PART II - P	ERFORM	MANCE EVAL			
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Senior Rater - Print Name Title Signature Date	(Rated Individual's sig					e admin data is	correct)
Rated Individual Date	Rater - Print Name	Title		Signat	ure		Date
	Senior Rater - Print Name	Title		Signat	ure		Date
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Last Name, First Name Middle Initial

Unit/Activity of Assignment



Reason for Submission (Check One): Annual Change of Duty Change of Rater

Change of Senior Rater

Position Title

TOTAL OF CHARACTERS
*
STATE WALLAND

(YYYYMMDD) Thru

Relief for Cause

Annual	When the rated individual completes any number of rated months of duty, from the
	thru date of their last evaluation thru December 31st of the year.
Change of Duty	When the rated individual is reassigned to a different principal duty, and has served
	in the current duty position for more than 60 days.
Change of Rater	When the rated individual ceases to serve under the immediate supervision of the
	rater due to the loss of a rater as a rating chain member, and has served as rater for
	at least 60 days.
Change of Senior	When the rated individual ceases to serve under the supervision of the senior rater
Rater	due to the loss of a senior rater as a rating chain member, and has served as senior
	rater for at least 60 days.
Complete the Record	May be submitted on a rated individual who is about to be considered for a
	centralized promotion board, and the rated individual has served for at least 90
	days in the same position and rating chain.
Relief for Cause	When the rated individual is relieved for cause, regardless of the rating period.
	"Relief for Cause" is defined as an early release of an officer from a specific duty or
	assignment directed by superior authority and based on a decision that the officer
	has failed in his or her performance of duty

PART I - ADMINISTRATIVE DATA

Last 4 of SSN Grade

☐Complete the Record

- · Complete each field for Rated Service Member
- Individual will verify correction of information prior to signing





PART II - PERFO	RMANCE EVALUATION	N (See reverse for instructions)
LEADER ATTRIBUTES	RATING SCALE (0-5) (Drop down or manual ent	COMMENTS Mandatory for ratings of 0 or 5
.MENTAL: Possesses desire, will, initiative, and discipline	•	
P.TECHNICAL: Possesses the necessary expertise to accomplish all tasks and functions	<u>-</u>	
3.INTERPERSONAL: Shows skills with people: coaching, teaching, counseling, motivating, empowering	<u>.</u>	
1.EMOTIONAL: Displays self-control; calm under pressure	_	
DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely	•	
S.EXECUTING: Shows tactical proficiency, meets mission standards, and takes care of people/resources Z.PLANNING: Develops detailed, executable plans that	-	
are feasible, acceptable, and suitable	•	
COMMUNICATING: Displays good oral, written, and listening skills for individuals / groups	•	
D.LEARNING: Seeks self-improvement and organizational growth; envisioning, adapting and leading change	•	
O.TACTICAL: Demonstrates proficiency in required professional knowledge, judgment, and leading	·	
Evaluation Score (Range: 0-50) TOTAL	0 * *	Enter manual total here

0	Marginal or below the expected level & that the individual requires further training or experience to bring their experience up to satisfactory level	Lowest 5%
1	Satisfactory	Next 50%
2	Consistently satisfactory & sometimes above satisfactory	Next 20%
3	Consistently above satisfactory but not exceptional	Next 10%
4	Consistently above satisfactory and sometimes exceptional	Next 10%
5	Consistently Exceptional	Top 5%







RATER (Comments on Performance)		

- RATER (Comments on Performance MANDATORY)
- Bullet comments prohibited (Comments in sentence form only)
- An independent assessments of the Service Member during the period covered by the report
- Performance evaluated by observation and behavior of Service Member
- Based on Leadership point of view and responsibilities identified
- Considerations: The relative experience of the rated individual; the efforts made by the rated individual; and the results that could be reasonably expected given the time and resources available.





SENIOR RATER (Comments on Potential)	

- SENIOR RATER (Comments on Potential MANDATORY)
- Bullet comments prohibited (Comments in sentence form only)
- Use positions and experiences to evaluate the rated individual's performance and/or potential within the rated period.
- Comments should focus on the rated individual's potential for promotion to the next higher grade
- The Senior Rater's evaluation is the link between the day-to day observation of the rated individual and the longer-term evaluation of the rated individual's potential by the selection boards.







PART III - AUTHENTICATION	(Rated Individual's signature verifies they have seen the completed evaluation and the admin data is correct)			
Rater - Print Name	Title	Signature	Date	
Senior Rater - Print Name	Title	Signature	Date	
Rated Individual Signature		Date		

RATER

Review Part II for correctness and completeness Sign and date

SENIOR RATER

Review Part II for correctness and completeness Sign and date after the rater

RATED INDIVIDUAL

Review the Administrative Data in PART I for correctness

Review the remainder of the form to ensure it is complete

Review that both rater and senior rater have signed and dated

Sign and date AFTER the rater and senior rater

Signature only verifies the administrative data and confirms individual has seen evaluation report





COMPLETED EVALUATIONS

Rated individual will maintain a personal copy of the evaluation Rater will submit original completed evaluation to unit S-1/A-1





Questions??