

**BY ORDER OF THE
SECRETARY OF THE AIR FORCE**

**AIR FORCE MANUAL 11-2AP
VOLUME 2**



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Flying Operations

**COMBAT CAMERA EVALUATION
CRITERIA**

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This manual implements Air Force Policy Directive (AFPD) 11-2, *Aircrew Operations*. It establishes criteria for the evaluation of Combat Camera aerial photographers on Air Force (AF) aircraft to safely and successfully accomplish their worldwide mobility missions. It applies to individuals assigned to the Air Force Public Affairs Agency or its subordinate Combat Camera Squadrons and the 4th Combat Camera Squadron (Air Force Reserve Command.)). This manual is not applicable to the Air National Guard. **NOTE:** This manual does not apply to base level photographers and broadcasters assigned to wing public affairs offices. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with (IAW) Air Force Manual (AFMAN) 33-363, Management of Records, and disposed of IAW Air Force Records Information Management System Records Disposition Schedule. Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF Form 847, Recommendation for Change of Air Force Instruction (AFI) 33-360 1 DECEMBER 2015 61 Publication; route AF Forms 847 from the field through the appropriate functional chain of command. The authorities to waive wing/unit level requirements in this publication are identified with a Tier ("T-0, T-1, T-2, T-3") number following the compliance statement. See AFI 33-360, Publications and Forms Management, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items.

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Chapter 1

GENERAL INFORMATION

1.1. General. The Combat Camera (COMCAM) Evaluation Program is the commander's tool to validate mission readiness and the effectiveness of a unit's flying program, to include documentation of individual COMCAM aerial photographer member qualifications and capabilities. The description, COMCAM aerial photographer, is a generic term for Broadcast Journalists (3N0X2) and Photojournalists (3N0X5) from the public affairs career field tasked to acquire official imagery in support of Department of Defense operations.

1.1.1. Objectives.

1.1.1.1. Provide a system to assess and document individual aircrew proficiency and capability to accomplish assigned flying duties.

1.1.1.2. Develop and ensure standardization of operational procedures for weapon system employment.

1.1.1.3. Ensure compliance with appropriate operational, training, and administrative directives.

1.1.1.4. Evaluate and revise operational directives, procedures, and techniques as required.

1.1.1.5. Recognize trends and recommend/initiate changes to training programs and directives.

1.1.2. This manual provides COMCAM flight examiners and aerial photographers with procedures and evaluation criteria to be used according to and in conjunction with AFI 11-202 Volume 2, *Aircrew Standardization/Evaluation Program*. It is an original source document for many areas but, for usefulness, restates information which may be found in aircraft flight manuals, flight information publications, and other AF instructions/directives. When guidance in this manual conflicts with another basic/source document, that document takes precedence. For matters where this manual is the source document, waiver authority is in accordance with [paragraph 1.4](#). For matters where this manual repeats information in another document, follow waiver authority outlined in the basic/source document.

1.2. Roles and Responsibilities.

1.2.1. AFPAA is the approving office for supplements.

1.2.2. Instructors train aerial photographers in accordance with AFMAN 11-2AP, Volume 1 and this manual.

1.2.3. Examiners evaluate aerial photographers in accordance with AFMAN 11-2AP, Volume 1 and this manual.

1.3. Areas of Evaluation. Specific areas for evaluation are prescribed to ensure an accurate assessment of the proficiency and capabilities of COMCAM aerial photographers. AF Deputy Chief of Staff, Operations, Plans and Requirements (AF/A3) guides the conduct and execution of the aircrew Standardization/Evaluation program. Air Force Public Affairs Agency (AFPAA)

guides the conduct of COMCAM aerial photographers. The SAF/PA Command Information Division (SAF/PAI) is designated OPR for this instruction.

1.3.1. Completion of the AF Form 8, *Certificate of Aircrew Qualification*, resets the member's expiration date of qualification. The expiration date for the AF Form 8 reflects the member's current expiration date from last Qualification/Mission evaluation. Enter the AF Form 8 on the AF Form 942, *Record of Evaluation*. Enter "MSN" (Mission) as type of evaluation on the AF Form 942.

1.3.2. Examinee will receive a flight evaluation on the primary assigned aircraft. The initial evaluation, not to include initial instructor, will be completed on the member's unit assigned mission design series. (T-2).

1.3.3. Opportune platforms are aircraft other than the member's primary assigned mission design series. See AFMAN 11-2AP, Volume 1, *Combat Camera Aircrew Training*, for training requirements.

1.4. Deviations and Waivers. Do not deviate from the policies and guidance in this AFI under normal circumstances, except for safety or when necessary to protect the crew or aircraft from a situation not covered by this AFI and immediate action is required. (T-1). Report deviations or exceptions to the AFPAA flying program manager. (T-2)

1.4.1. Unless specified in this instruction, the AFPAA Commander is the designated waiver authority for specific COMCAM crew member training requirements in this instruction not governed by AFI 11-202, Volume 1, *Aircrew Training*. (T-1). During normal operations, the Air Force Reserve Command is the waiver authority for the 4th COMCAM Squadron.

1.4.2. Waivers will be processed according to AFI 11-2 mission design series.

1.5. Supplements and Local Procedures. Supplements and local procedures will not be less restrictive than the provisions of this AFI or the appropriate flight manual.

1.5.1. Supplement Coordination Process. Forward AFPAA approved supplements to AF Deputy Chief of Staff, Operations, Plans and Requirements (AF/A3), AMC/A3, and SAF/PA Command Information Division (SAF/PAI).

1.5.2. If necessary, request and include approved long-term waivers to this manual (including approval authority, date, and expiration date) in the appropriate AFPAA supplement.

1.5.3. Unit Supplements. Units may supplement this manual according to AFPD 11-2. Units will coordinate their supplement with AFPAA, as applicable, prior to publication. Units will send copies of the supplements, within 30 days of posting, to AFPAA, AF/A3T, and SAF/PAI. (T-1)

1.5.4. Waiver authority for supplemental guidance will be as specified in the supplement and approved through higher level coordination authority.

1.6. Evaluations. This manual establishes standardized qualification/mission and instructor evaluation criteria. It also establishes the areas and sub-areas necessary for the successful completion of evaluations, and which required areas/sub areas will be considered critical or non-critical. COMCAM aerial photographer evaluations consist of two structured phases, Ground Phase and Flight Phase. Each phase requires the completion of requisite tasks. Ground Training,

when required, includes a series of examinations and evaluation of aerial photographer performance in a controlled environment. Flight Phase includes COMCAM aerial photographer's performance during a training/operational mission, provided the training does not interfere with the mission design series mission.

1.7. Evaluation Requirements. Accomplish all flight evaluations in accordance with this manual. Evaluations may be accomplished on training/operational missions. Complete the following evaluations at 17-month intervals according to AFI 11-202, Volume 2.

1.7.1. Qualification (QUAL) and Mission Evaluation. All COMCAM aerial photographers will successfully complete a combined periodic qualification and mission evaluation in their primary assigned aircraft as specified in the applicable AFI 11-2 mission design series, Vol 2. **(T-2)**. The flight training will evaluate aerial photographer performance and the application of aircrew operating instructions. The ground training includes the following requisites: open-book and closed-book examinations, Boldface examination, and an emergency procedures evaluation.

1.7.1.1. The qualification portion of the evaluation is designed to ensure COMCAM aerial photographers are knowledgeable in their primary aircraft. The qualification portion should include:

1.7.1.1.1. Oxygen systems

1.7.1.1.2. Configuration

1.7.1.1.3. Location of primary ground and ditching exits

1.7.1.1.4. Communication

1.7.1.2. The mission portion of the evaluation is designed to ensure COMCAM aerial photographers are trained to perform and accomplish aircrew duties related to documenting air-to-air and air-to-ground activities in a safe manner. As a minimum, mission evaluations will ensure a member is trained to perform their COMCAM aerial photographer duties in a safe manner, knowledgeable regarding applicable publications, and can accomplish their assigned duties.

1.7.2. Instructor Evaluations. To initially qualify as an instructor, the COMCAM aerial photographer will successfully complete the initial instructor upgrade program IAW AFMAN 11-2AP, Volume 1, and initial instructor evaluation. **(T-2)**. Subsequently, COMCAM aerial photographers designated as instructors will be evaluated on their ability to instruct during all periodic evaluations. **(T-2)**. COMCAM aerial photographers will not use their initial instructor evaluation to satisfy the requirements of a periodic evaluation. **(T-2)**.

1.7.3. SPOT Evaluations are conducted in accordance with AFI 11-202, Volume 2. In addition, SPOT evaluations for qualified COMCAM aerial photographers may be conducted on any United States Air Force aircraft upon which the aerial photographer is required to fly.

1.7.4. Aircrew Qualification Evaluation Prefixes. The following prefixes will be used, if applicable, to further describe evaluations: **(T-1)**.

1.7.4.1. Initial. The first evaluation of any type for an aerial photographer position or instructor qualification. Initial qualification/mission evaluations should be conducted on the unit assigned aircraft.

1.7.4.2. Requalification. Use the prefix “RQ” (e.g., “RQ QUAL/MSN”, “RQ INSTR”) in accordance with AFI 11-202, Volume 2.

1.7.4.3. No-Notice (N/N). (See AFI 11-202, Volume 2.) COMCAM aerial photographers may receive no-notice evaluations on any mission design series the member is qualified.

1.7.5. Emergency Procedures Evaluations. An emergency procedures evaluation is a ground phase requisite. An emergency procedures evaluation will be conducted on the ground anytime during the in-phase period. It will be through hands-on demonstration, and/or verbal discussion where hands-on demonstration is not feasible (e.g., aircraft emergency). The emergency procedures evaluation may be conducted on a static aircraft offering one on one non-interference environment between examiner and examinee. Evaluate a COMCAM aerial photographer’s knowledge of aircraft emergency procedures, for all initial, requalification, and periodic qualification/mission evaluations (see [paragraph 2.4](#)). Use AFI 11-202, Volume 2, and the following:

1.7.5.1. The CTCS Flying Program Office will develop and maintain a list of emergency procedures evaluation program requirements (topics, special interest, etc.) and will develop an emergency procedures evaluation guide detailing the evaluation areas. **(T-2)**. Emergency procedures evaluations should emphasize emergency procedures and systems knowledge. Examiners may use one continuous scenario throughout the emergency procedures evaluation, or use different scenarios as required to ensure appropriate areas are evaluated.

1.7.5.2. Examinees may use publications that are normally available in flight. The examinee will recite, perform, or write all Boldface items without reference. **(T-2)**.

1.7.5.3. Examinees receiving an overall emergency procedures evaluation grade of unqualified will be placed in supervised status until recommended additional training and re-evaluation are completed. **(T-1)**. Examinees receiving an overall emergency procedures evaluation grade of unqualified because of unsatisfactory Boldface procedures will not be permitted to fly in their aerial photographer crew position until a successful re-evaluation is accomplished. **(T-1)**. Accomplish additional training in accordance with AFI 11-202, Volume 2.

1.8. Grading Policies. See AFI 11-202, Volume 2, Chapter 5, Aircrew Qualification Evaluations, and the following:

1.8.1. When inflight evaluation of a required area is not possible, the area may be verbally evaluated on the ground unless otherwise noted in this manual. As a minimum, Safety (Area 1), Flight Discipline (Area 2), Airmanship/Situational Awareness (Area 3), Crew Coordination/Crew Resource Management (Area 9), and Standards of Aerial Documentation (Area 15) will be evaluated inflight. **(T-2)**.

1.8.2. Exceptions to the minimum inflight requirement are on a case-by-case basis only and will be approved by AFPAA Commander. **(T-2)**. Examiners will make every effort to evaluate all required areas inflight before resorting to this provision. If an alternate method is used to complete the evaluation, document in the Additional Comments portion of the AF Form 8.

1.9. Grading System. AFI 11-202, Volume 2, Chapter 5, specifies the requirements for the grading system

1.10. Conduct of Evaluations.

1.10.1. Examiners pre-brief the examinee on the conduct, purpose, requirements of the evaluation, and all applicable evaluation criteria.

1.10.1.1. Flight examiners evaluate the examinee in each graded area/subarea.

1.10.1.2. Examiners should not normally evaluate personnel they have primarily trained or recommended for upgrade.

1.10.2. Examiners will note discrepancies and deviations from prescribed tolerances and performance criteria during the evaluation. Examiners should compare the examinee's performance with the tolerances provided in the grading criteria and assign an appropriate grade for each area.

1.10.2.1. An evaluation will not be changed to a training flight to avoid documenting substandard performance, nor will a training flight be changed to an evaluation. **(T-1)**.

1.10.2.2. The judgment of the examiner, guidance provided in AFI 11-202, Volume 2, and this manual are the determining factors in assigning an overall qualification level on the AF Form 8. The examiner thoroughly debriefs all aspects of the flight. During debrief, the examiner reviews the examinee's overall rating, specific deviations, area/subarea grades assigned, and any additional training required.

1.10.2.3. In the event of unsatisfactory performance, the examiner determines additional training requirements. Required additional training may be accomplished on the same flight after the evaluation is complete. When used, the examinee is informed when the additional training begins and ends.

1.10.3. Examiners will conduct a thorough pre-mission briefing and post-mission debriefing with the examinee and applicable COMCAM aerial photographers on all aspects of the evaluation. **(T-2)**

1.11. Unsatisfactory Performance. (Also see AFI 11-202, Volume 2, chapter 5) The examiner:

1.11.1. Immediately corrects breaches of flying safety or flight discipline during an evaluation. If this situation occurs, the examiner debriefs the examinee's supervisor and if appropriate, documents the deviation on an AF Form 8.

1.11.2. Notifies the examinee's squadron commander/superintendent, if available, whenever less than Qualification Level "Q-" performance is observed. These debrief attendees will be listed on the AF Form 8 under Mission Description in the comments section. **(T-1)**.

1.11.3. When an examinee jeopardizes safety of flight, the examiner may assume the duties of the COMCAM aerial photographer, if warranted. Advise the crew and assume full responsibility for the aerial photographer crew position for the rest of the mission. This does not mean the examiner must assume the examinee's position any time unsatisfactory performance is observed. If, in the examiner's judgment, the examinee can continue safely (under supervision) the examiner should not assume the examinee's duties.

1.11.4. Failure to Pass a Flight Evaluation. A downgrade resulting from a “Q-“ in qualification/mission evaluation applies to all mission design series’. COMCAM aerial photographers will fly supervised in all aircraft until qualification status is reinstated. (T-1). COMCAM aerial photographers are specialized aircrew and maintain qualification in primary assigned aircraft only.

1.11.4.1. If failure to pass a flight evaluation is related to the qualification portion of the evaluation, the recheck may be conducted on any mission design series, except in the case of the initial evaluation where the evaluation will be conducted on the member’s primary mission design series. (T-2).

1.11.4.2. If failure to pass a flight evaluation is related to the mission portion of the evaluation, a successful flight or ground recheck will be accomplished on that aircraft, except in the case of the initial evaluation where the evaluation will be conducted on the member’s primary Mission Design Series. (T-2)

1.11.4.3. If failure to pass a flight evaluation is specifically related to mission Areas 11 (See [Chapter 2, para 2.6.3.11](#)) and not related to the aircraft in which the flight evaluation is accomplished, the recheck may be accomplished by ground recheck.

1.12. Use of AF Form 3862, *Flight Evaluation Worksheet*. COMCAM will overprint AF Form 3862, and use it as an evaluation worksheet. (T-2). Copy each title, area number and text (in the order illustrated). COMCAM may add special interest items and/or local evaluation requirements. Use the worksheet to ensure all required areas are evaluated. Record positive and negative trend information and/or COMCAM aerial photographer’s performance using the “Remarks” section if desired. The AF Form 3862 or draft copy of the AF Form 8, signed by the examiner, serves as the temporary evaluation certificate. File the certificate in the COMCAM aerial photographer’s Flight Evaluation Folder immediately after the flight evaluation as a temporary record of the evaluation results. Maintain the temporary record until the finished AF Form 8 is added to the Flight Evaluation Folder, then dispose of properly.

1.13. Aircrew Testing. The AFPAA Flying Program Manager will develop and maintain a secure question bank to serve as the source for the open and closed book exams at the squadron level. (T-1). Test questions will be randomly generated from the test bank maintained by the AFPAA Flying Program Manager. (T-1). See specific testing requirements in AFI 11-202, Volume 2 and include the following:

1.13.1. Open-Book Exam. The open-book examination is a requisite for all qualification/mission evaluations. The open book qualification/mission exam consists of a minimum of 50 questions and includes aircraft specific and related aircraft operational questions for all applicable qualification platforms. A minimum of 25 questions per other mission design series than the member’s primary mission design series will be incorporated into the periodic open book examinations for COMCAM aerial photographers. The questions should include but are not limited to aircraft systems, emergency exits/procedures and emergency aircraft equipment.

1.13.2. Closed-Book Exam. Closed-book exam will be administered before initial qualification flight evaluations and IAW AFI 11-202, Volume 2 for periodic qualification/mission evaluation. The exam consists of a minimum of 25 questions from the secure question bank. The secure question bank includes essential aerial documentation

standards and COMCAM aerial photographer operational procedures. These questions emphasize system knowledge and information necessary for safe flight and mission accomplishment. Complete a Boldface exam in conjunction with the closed-book exam.

1.13.3. Instructor Open-Book Exams (initial instructor open-book exam) are to be given one-time prior to initial instructor flight evaluation.

1.13.3.1. The instructor open-book examination is requisite for initial instructor flight evaluations. Initial instructor open-book examinations consists of a minimum of 20 questions and may be derived from AFMAN 36-2234, *Instructional System Development*, AFMAN 11-2AP, Volume 1, AFMAN 11-2AP, Volume 2, *Combat Camera Evaluation Criteria*, and AFMAN 11-2AP Volume 3, *Combat Camera Operational Procedures*, and other applicable sources. The examinations should include scenario-driven instructor questions.

1.13.3.2. Subsequent (periodic) and Requalification Instructor Examinations. A portion of the open-book examination includes instructor questions. A separate (unique) instructor open-book examination is not required.

1.13.4. Failure to Pass an Exam. COMCAM members who fail an open book or closed book written examination will fly in supervised status until a successful re-test is complete. **(T-1)**. Examinees who fail Boldface procedures will not be permitted to fly in their aerial photographer crew position until a successful re-evaluation is accomplished. **(T-1)**.

1.14. Formal Training Unit. All initial qualification/mission evaluations should be conducted on unit assigned mission design series by unit assigned examiners. Inflight evaluations are the AF standard for validating aircrew evaluation criteria.

Chapter 2

COMBAT CAMERA EVALUATIONS

2.1. General. This chapter standardizes initial, periodic, and requalification evaluations, including requirements for qualification/mission and instructor evaluations.

2.2. Qualification and Mission Evaluations (Initial, Periodic and Requalification).

2.2.1. All initial, periodic, and requalification evaluations include all areas under GENERAL, QUALIFICATION and MISSION (see [para 2.6](#)). For COMCAM, the evaluation validates the basic capabilities of aerial photographers to document air operations supporting worldwide crisis, contingencies, exercises and wartime operations.

2.2.2. Initial Qualification and Mission Evaluation. An initial qualification and mission evaluation is accomplished at the unit level. Upon successful completion of the initial qualification and mission evaluation, the first AF Form 8 indicates aerial photographer crew position code as mission aerial photographer. Expiration date for initial qualification is based on successful completion of the qualification and mission evaluation.

2.2.3. Periodic flight evaluations are a qualification and mission evaluation. Use a single line entry under flight phase indicating “QUAL/MSN” and date. Use separate line entries if more than one flight is necessary to complete the evaluation. Expiration date is based on the latest flight phase accomplished. Periodic evaluations include all areas under GENERAL, QUALIFICATION and MISSION (see [para 2.6](#)).

2.2.3.1. When evaluations establish a new eligibility period (i.e., qualification and mission), document the month and year (17 months) after the flight phase of the evaluation was successfully completed.

2.2.3.2. For evaluations not establishing a new eligibility period enter “N/A.”

2.2.4. Requalification evaluations are a qualification and mission evaluation. Use a single line entry under flight phase indicating “RQ QUAL” and “MSN” and date. Use separate line entries if more than one flight is necessary to complete the evaluation. Expiration date is based on latest flight phase accomplished. Requalification evaluations include all areas under GENERAL, QUALIFICATION, and MISSION (see [para 2.6](#)).

2.3. Instructor Evaluations (Initial, Periodic and Requalification). COMCAM aerial photographers selected to establish and maintain instructor status will be evaluated on their ability to instruct using criteria in all areas of INSTRUCTOR (see [para 2.6](#)). Examiners place particular emphasis on the examinee’s ability to recognize student difficulties and provide timely, effective corrective action. Examinees should be prepared to demonstrate and/or explain performance of a procedure, operation of equipment, or a duty associated with their aerial photographer crew position.

2.3.1. Initial instructor evaluations include instructing an unqualified or qualified COMCAM aerial photographer. COMCAM aerial photographers will not use their initial instructor evaluation to satisfy the requirements of a periodic evaluation. **(T-1)**. Initial instructor evaluations include all areas under GENERAL and INSTRUCTOR.

2.3.1.1. Initial instructor evaluations will be administered only on the COMCAM aerial photographer's primary mission design series. **(T-1)**. After successful completion of the initial instructor evaluation, the COMCAM aerial photographer may instruct on any opportune aircraft after EGRESS familiarization.

2.3.2. Periodic instructor evaluations will be administered in conjunction with required qualification/mission evaluations and will include all areas under GENERAL, QUALIFICATION, MISSION, and INSTRUCTOR. **(T-1)**.

2.3.2.1. Periodic instructor evaluations may be administered on any opportune aircraft after EGRESS familiarization.

2.4. Emergency Procedures Evaluations. Evaluate a COMCAM aerial photographer's knowledge of aircraft emergency procedures during the emergency procedures evaluation portion of all qualification/mission evaluations, with scenario based questions. Use one continuous scenario throughout the emergency procedures evaluation and/or different scenarios for each emergency procedure. A qualification/mission evaluation requires a single emergency procedures evaluation. Document emergency procedures evaluation, IAW AFI 11-202, Volume 2, paragraph 5.5.1.2.

2.4.1. The emergency procedures evaluation covers the areas in [para 2.6](#) to satisfy requirements for an initial, periodic, and requalification qualification/mission evaluation.

2.4.2. Emergency procedures evaluation areas previously graded qualified, "Q," do not need to be reevaluated during the flight phase of the mission, but are observed.

2.5. Additional Information.

2.5.1. Examiners will not conduct evaluations when scheduled as primary COMCAM aerial photographers. **(T-2)**.

2.5.2. For COMCAM Specialized Aircrew, the following statement is documented in the examiner's remarks section of the AF Form 8 for all qualification/mission evaluations: "This evaluation was administered on the X-XXX (aircraft type) and meets the requirements for specialized aircrew in accordance with AFI 11-202, Volume 2. **(T-1)**."

Table 2.1. Grading Areas.

Area	Notes	Area Name
Qualification		
1	1,2	Safety (Critical)
2	2	Flight Discipline (Critical)
3	1,2	Airmanship/Situational Awareness (Critical)
4	1,2	Boldface (Critical)
5	1,2	Aircraft Emergency Equipment
6	1	Knowledge of Directives and Publications
7	1	Mission Preparation/Planning/Crew Briefing
8	1,2	Use of Checklist
9	1,2	Crew Coordination/Crew Resource Management
10	1	Anti-hijacking/Aircraft Security
11	1	Knowledge/Completion of Forms

12	1,2	Personal/Professional Responsibilities and Equipment
13	1,2	Aircraft Systems
14	1,2	Enplaning/Deplaning
15	2	Standards of Aerial Documentation
Mission		
16	1,2	Aerial Photographer Equipment (Critical)
17	1,2	Enroute Mission Preparation
Instructor		
18	3	Instructional Ability (Critical)
19	3	Demonstration of Techniques (Critical)
20	3	Briefing/Debriefings/Critique (Critical)
21	3	Instructor Knowledge
22	3	Mission Preparation
Notes: 1. On-ground items 2. In-flight items 3. Instructor only		

2.6. COMCAM Aerial Photographer Grading Criteria. The following subparagraphs contain grading criteria for the areas listed in [Table 2.1](#).

2.6.1. A two-step grading system is used to evaluate and document COMCAM aerial photographer performance.

2.6.1.1. In the first step, individual grades are assigned to each required evaluation to include the grading of areas/subareas of COMCAM aerial photographer performance against established evaluation criteria (see [paragraph 2.2](#)). Performance less than fully qualified must be documented.

2.6.1.2. In the second step, an overall qualification level is assigned based on a compilation of all individual requisite grades (see [paragraph 1.11.2.2](#)).

2.6.2. Performance Areas/Subareas. Air Force Instruction 11-202, Volume 2, Chapter 5, specifies the requirements for Performance Grading Criteria.

2.6.3. Qualification .

2.6.3.1. Area 1. Safety (Critical).

2.6.3.1.1. “Q” Aware of and complied with all safety factors required for safe aircraft operation and mission accomplishment. Demonstrated or explained safe procedures/practices around the aircraft, including refueling operations, vehicle movement, crash/rescue vehicle requirements, personal safety, and cabin security. Momentary deviations in procedures and practices were corrected and did not impact safe aircraft operations.

2.6.3.1.2. “U” Not aware of, or did not comply with, all safety factors required for safe aircraft operation or mission accomplishment. Operated aircraft system or equipment in a dangerous manner.

2.6.3.2. Area 2. Flight Discipline (Critical).

2.6.3.2.1. “Q” Exhibited strict flight and crew discipline. Prepared and completed mission in compliance with existing regulations and directives.

2.6.3.2.2. “U” Failed to exhibit strict flight and crew discipline. Failed to comply with existing instructions and directives which did or could have jeopardized safety or mission success.

2.6.3.3. Area 3. Airmanship/Situational Awareness (Critical).

2.6.3.3.1. “Q” Maintained situational awareness and exercised sound judgment throughout the mission. Conducted the flight with a sense of understanding and comprehension. Prioritized tasks properly.

2.6.3.3.2. “U” Lacked situational awareness. Faulty judgment resulted in decisions which had negative mission impact. Lacks skills to prioritize tasks. Unaware of significant events that impacted the mission.

2.6.3.4. Area 4. Boldface (Critical). Includes Fuselage Fire/Smoke and Fumes and Rapid Decompression related to the aircraft in which the flight evaluation is performed on.

2.6.3.4.1. “Q” Able to state or demonstrate the appropriate response.

2.6.3.4.2. “U” Unable to state or demonstrate the appropriate response.

2.6.3.5. Area 5. Aircraft Emergency Equipment. Includes Fire Extinguisher, Smoke Mask and/or Quick Don Mask/Goggles, Oxygen Mask (Quick Don type if used), Emergency Passenger Oxygen System, Life Preservers and Rafts on the aircraft in which the flight evaluation is performed.

2.6.3.5.1. “Q” Demonstrated or verbalized operational use of emergency equipment and aircrew flight equipment which are located in the aerial photographer’s assigned egress areas of responsibility.

2.6.3.5.2. “Q-“ Demonstrated or verbalized limited operational knowledge of emergency equipment and aircrew flight equipment which are located in the aerial photographer’s assigned egress areas of responsibility.

2.6.3.5.3. “U” Unsatisfactory operational knowledge of emergency equipment and aircrew flight equipment which are located in the aerial photographer’s assigned egress areas of responsibility.

2.6.3.6. Area 6. Knowledge of Directives and Publications.

2.6.3.6.1. “Q” Possessed a high level of knowledge of all applicable aircraft and COMCAM publications and procedures and understood how to apply both to enhance mission accomplishment. Publications were current and properly posted.

2.6.3.6.2. “Q-“ Possessed adequate knowledge of directives but could locate information in appropriate publications. Publications were current but improperly posted.

2.6.3.6.3. “U” Unaware of established procedures and/or could not locate them in the appropriate publication in a timely manner. Publications were not current.

2.6.3.7. Area 7. Mission Preparation/Planning/Crew Briefing.

2.6.3.7.1. “Q” Read and annotated Flight Crew Information Files. Completed/obtained all applicable information and photographic equipment to accomplish the mission. Aerial photographer briefing was thorough, clear and concise and explained photographic requirements in aircrew terminology. Complied with all local directives. Attended required briefings.

2.6.3.7.2. “Q-“ Minor errors or omissions in obtaining information that could have detracted from mission effectiveness. Aerial photographer briefing was completed with errors or omissions. Did not fully comply with local directives. Late for required briefings.

2.6.3.7.3. “U” Made major errors or omissions in obtaining information which would have prevented an effective mission. Aerial photographer briefing was poorly organized and essential items were omitted. Failed to comply with local directives, deviations could have jeopardized safety of crew and aircraft. Failed to attend required briefings.

2.6.3.8. Area 8. Use of Checklist.

2.6.3.8.1. “Q” Procedures and checklist items required by applicable directives were accomplished in a thorough and proficient manner. Checklist was available, and referred to when performing COMCAM aerial photographer duties.

2.6.3.8.2. “Q-“ Procedures and checklist items required by applicable directives were accomplished with omission, deviation, or error, which detracted from the overall efficient conduct of the mission. Performance was the minimum acceptable. Limited use of checklist was temporarily noted.

2.6.3.8.3. “U” Procedures or checklist items required by applicable directives were accomplished with omissions, deviations, or errors, which did, or could adversely affect the successful accomplishment of the mission or task. Checklist was not utilized during phases of flight.

2.6.3.9. Area 9. Crew Coordination/Crew Resource Management. (See AFI 11-290, *Cockpit/Crew Resource Management Program*, and AF Form 4031, *CRM Skills Criteria Training/Evaluation*, as a reference.)

2.6.3.9.1. “Q” Effectively coordinated with other aircrew members throughout the assigned mission. Demonstrates operational knowledge of other duties and responsibilities. Examinee effectively coordinated with other aircraft (air-to air) in a thorough, proficient manner.

2.6.3.9.2. “Q-“ Crew coordination skills detracted from mission accomplishment. Demonstrated limited knowledge of other duties and responsibilities. Examinee coordination with other aircraft (air-to-air) was accomplished with omission, deviation, or error, which detracted from the overall efficient conduct of the mission.

2.6.3.9.3. “U” Poor crew coordination or unsatisfactory knowledge of other duties and responsibilities negatively affected mission accomplishment or safety of flight. Examinee failed to coordinate with other aircraft (air-to-air) which negatively affected the mission.

2.6.3.10. Area 10. Anti-hijacking/Aircraft Security.

2.6.3.10.1. “Q” Correctly demonstrated/verbalized anti-hijacking and aircraft security procedures and applicable references.

2.6.3.10.2. “Q-“ Minor deviations/omissions in verbalizing or demonstrating anti-hijacking/security procedures. Had difficulty locating references.

2.6.3.10.3. “U” Unaware of, or failed to comply with, aircraft anti-hijacking/security procedures required for safe aircraft operation or mission accomplishment. Deviations could have jeopardized safety of crew, aircraft, and/or equipment.

2.6.3.11. Area 11. Knowledge/Completion of Forms.

2.6.3.11.1. “Q” All required forms were complete, accurate, readable, accomplished on time and in accordance with applicable directives.

2.6.3.11.2. “Q-“ Minor errors on forms that did not affect conduct of the mission. Incorrectly or incompletely reported some information due to minor errors, omissions, and/or deviations.

2.6.3.11.3. “U” Did not accomplish required forms. Omitted or incorrectly reported significant information due to major errors, omissions, and/or deviations.

2.6.3.12. Area 12. Personal/Professional Responsibilities and Equipment.

2.6.3.12.1. “Q” Had all required personal and professional equipment. Displayed satisfactory knowledge of the care and use of such equipment. Required equipment inspections were current. Displayed knowledge of personal responsibilities.

2.6.3.12.2. “Q-“ Did not have all required personal/professional equipment. Lacked knowledge of personal responsibilities.

2.6.3.12.3. “U” Did not have required personal/professional equipment essential for the mission. Unsatisfactory knowledge of the care and use of equipment. Required equipment inspections were overdue or equipment was unserviceable. Lack of knowledge of personal responsibilities may have jeopardized the ability to safely perform COMCAM aerial photographer duties.

2.6.3.13. Area 13. Aircraft Systems . Includes Oxygen/Communication interface for all platforms.

2.6.3.13.1. “Q” Demonstrated correct operational procedures for oxygen/communication systems, on the aircraft in which the evaluation was performed. Able to locate and access components of the oxygen/communication systems. Identified differences in operation/capability, location, and access to oxygen/communications systems on other aircraft. Explained use of alternate oxygen sources in the event no aircraft oxygen is available.

2.6.3.13.2. “Q-“ Had limited operational knowledge of oxygen/communication systems, on the aircraft in which the evaluation was performed. Had difficulty locating and accessing components of the oxygen/communication systems. Had difficulty describing differences in operation/capability, location, and access to oxygen/electrical systems on other aircraft. Had difficulty explaining use of alternate oxygen sources in the event no aircraft oxygen is available.

2.6.3.13.3. “U” Unsatisfactory operational knowledge of oxygen/communication systems, on the aircraft in which the evaluation was performed. Unable to locate and access oxygen/communication system components. Unable to describe differences in operation/capability, location, and access to oxygen/communication systems on other aircraft. Unable to explain use of alternate oxygen sources in the event no aircraft oxygen is available.

2.6.3.14. Area 14. Enplaning/Deplaning.

2.6.3.14.1. “Q” Describes or demonstrates general knowledge of enplaning/deplaning operations per applicable instructions.

2.6.3.14.2. “Q-“ Unfamiliar with some aspects of enplaning/deplaning operations.

2.6.3.14.3. “U” Unfamiliar with enplaning/deplaning operations and/or applicable instructions.

2.6.3.15. Area 15. Standards of Aerial Documentation.

2.6.3.15.1. “Q” Knowledgeable in Aerial Documentation Tactics, Techniques, and Procedures. Planned and implemented aerial documentation in accordance with current documentation guidelines. Had general knowledge/familiarization of documentation of the mission.

2.6.3.15.2. “Q-“ Minor knowledge in Aerial Documentation Tactics, Techniques, and Procedures. Had some difficulty or made minor errors/omissions in planning/implementing aerial documentation mission. Minor deviations noted with compliance of aerial documentation standards. Minor deviations did not impact mission accomplishment.

2.6.3.15.3. “U” Inadequate knowledge in Aerial Documentation Tactics, Techniques, and Procedures. Did not anticipate and/or plan/implement for aerial documentation based on mission accomplishment standards. Deviations without correction may have jeopardized mission accomplishment and/or crew safety.

2.6.4. MISSION.

2.6.4.1. Area 16. Aerial Photographer Equipment (Critical).

2.6.4.1.1. “Q” Demonstrated preflight, function check, operated and secured photographic equipment.

2.6.4.1.2. “U” Major errors in operation of photographic equipment. Unable to perform preflight, function check, operate and/or secure photographic equipment with the use of references.

2.6.4.2. Area 17. Enroute Mission Requirements.

2.6.4.2.1. “Q” Described or demonstrated (i.e., utilize proper agencies) procedures for Port of Entry Requirements, Mission Delay, Enroute Diversion, Remain over Night, and Unscheduled Remain over Night required for enroute mission requirements.

2.6.4.2.2. “Q-“ Minor errors or omissions in describing/demonstrating procedures required for enroute mission requirements, which may have adversely effected mission accomplishment. Had difficulty locating information.

2.6.4.2.3. “U” Unfamiliar with procedures or references for enroute mission requirements.

2.6.5. INSTRUCTOR.

2.6.5.1. Area 18. Instructional Ability (Critical) .

2.6.5.1.1. “Q” Demonstrated the ability to communicate effectively. Provided appropriate guidance when necessary. Planned ahead, provided accurate, effective, and timely instruction. Identified and corrected potential unsafe actions/situations.

2.6.5.1.2. “U” Failed to effectively communicate, provide timely feedback. Performed or taught improper procedures/techniques/tactics to the student. Did not provide corrective action when necessary. Did not plan ahead or anticipate student problems. Did not identify unsafe actions/situations in a timely manner. Made no attempt to instruct.

2.6.5.2. Area 19. Instructor Demonstration (Critical).

2.6.5.2.1. “Q” Effectively demonstrated correct procedures, systems operation, and techniques. Thorough knowledge of applicable aircraft systems, procedures, publications, and directives.

2.6.5.2.2. “U” Ineffective or incorrect demonstration of procedures, systems operation, or techniques. Insufficient depth of knowledge about applicable aircraft systems, procedures, publications and directives.

2.6.5.3. Area 20. Instructor Student Briefing/Critique (Critical).

2.6.5.3.1. “Q” Briefings were well organized, accurate, and thorough. Reviewed student’s present level of training and defined mission events to be performed. During the critique, demonstrated an effective ability to reconstruct the flight, offer mission analysis, and provide guidance, where appropriate. Training grade reflected the actual performance of the student relative to the standard. Pre-briefed the student’s next mission, if required.

2.6.5.3.2. “U” Briefings were unsatisfactory or non-existent. Did not review students past performance. Failed to adequately critique student or analyze the mission. Training grade did not reflect actual performance of student. Overlooked or omitted major discrepancies. Incomplete pre-briefing of student’s next mission, if required.

2.6.5.4. Area 21. Instructor Knowledge of Training Forms.

2.6.5.4.1. “Q” All required training forms were accomplished on time and in accordance with applicable directives. Demonstrated satisfactory knowledge of

forms/publications required for mission accomplishment. Training documentation was concise and readable.

2.6.5.4.2. “Q-“ Displayed limited knowledge of training forms/publications. Required forms were completed with some delay but in accordance with applicable directives. Minor errors or omissions in training documentation.

2.6.5.4.3. “U” Knowledge of required training forms/publications was inadequate. Did not accomplish required forms. Omitted or incorrectly documented significant training information.

2.6.5.5. Area 22. Mission Preparation.

2.6.5.5.1. “Q”Thoroughly reviewed student’s training documentation. Ascertained student’s present level of training. Assisted student in pre-mission planning and allowed student time for questions. Correctly prioritized training events. Gave student a clear idea of mission training objectives.

2.6.5.5.2. “Q-“Did not thoroughly review student’s training folder or correctly ascertain student’s present level of training. Caused student to hurry pre-mission planning. Poorly prioritized training events. Training plan/scenario made poor use of time.

2.6.5.5.3. “U”Did not review student’s training folder. Did not ascertain student’s present level of training. Did not assist student with pre-mission planning or did not allow time for questions. Did not prioritize training events. Failed to give student a clear idea of mission training objectives, methods, and sequence of events.

MARK C. NOWLAND, Lt Gen, USAF
DCS, Operations

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFMAN 11-2AP, Volume 1, *Combat Camera Aircrew Training*, 12 July 2018

AFMAN 11-2AP, Volume 3, *Combat Camera Operational Procedures*, 12 July 2018

AFI 11-202 Volume 1, *Aircrew Training*, 22 Nov 2010

AFI 11-202 Volume 2, *Aircrew Standardization/Evaluation Program*, 13 Sep 2010

AFI 11-290, *Cockpit/Crew Resource Management Program*, 15 Oct 2012

AFMAN 33-363, *Management of Records*, 1 Mar 2008

AFMAN 36-2234, *Instructional System Development*, 1 Nov 1993

AFPD 11-2, *Aircrew Operations*, 19 Jan 2012

Adopted Forms

AF Form 8, *Certificate of Aircrew Qualification*, 8 Dec 2006

AF Form 847, *Recommendation for Change of Publication*, 22 Sep 2009

AF Form 942, *Record of Evaluation*, 8 Dec 2006

AF Form 3862, *Flight Evaluation Worksheet*, 25 Aug 2005

AF Form 4031, *CRM Skills Criteria Training/Evaluation*, 1 Mar 1998

Abbreviations and Acronyms

AF—Air Force

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFPD—Air Force Policy Directive

IAW—In Accordance With

OPR—Office of Primary Responsibility

Terms

Boldface—Items that must be recited verbatim.

EGRESS—The action of leaving an aircraft

SPOT Evaluations—A no-notice evaluation.

Unit—A military organization constituted by directives issued by HQ USAF. A unit is either named or numbered.