

NCO EVALUATION REPORT (SGT)

For use of this form, see AR 623-3 and DA PAM 623-3; the proponent agency is DCS, G-1.

SEE PRIVACY ACT STATEMENT
IN AR 623-3

PART I - ADMINISTRATIVE DATA

| | | | | |
|---|---|---|------------------------------------|--|
| a. NAME (Last, First, Middle Initial) WILLIAMS, TRE, A | b. SSN (or DOD ID No.) 1502139238 | c. RANK SGT | d. DATE OF RANK 20230801 | e. PMOSC 31B3X |
| f. UNIT, ORG, STATION, ZIP CODE OR APO, MAJOR COMMAND DET 3 (CO C) 1ST BN 320 REGT, ALEXANDRIA, 22310, AR | | g. STATUS CODE TPU | h. UIC W73504 | i. REASON FOR SUBMISSION 02 Annual |
| j. PERIOD COVERED | | k. RATED MONTHS | l. NONRATED CODES | m. NO OF ENCLOSURES |
| FROM YEAR MONTH DAY 20230802 | | THRU YEAR MONTH DAY 20240801 | 12 | 0 |
| n. RATED NCO'S EMAIL ADDRESS (.gov or .mil) tre.a.williams2.mil@army.mil | | | | |

PART II - AUTHENTICATION

| | | | |
|--|--|---|---|
| a1. NAME OF RATER (Last, First, Middle Initial) GIBBS, CHELTON, P | a2. SSN (or DOD ID No.) 1043658766 | a3. RATER'S SIGNATURE GIBBS,CHELTON,PETER.104365 Digitally signed by | a4. DATE (YYYYMMDD) 20240819 |
| a5. RANK 1SG | PMOSC/BRANCH 25B58 | ORGANIZATION 1-320th Regt. (C Co), 3rd Bde., Alexandria VA, 22310 | DUTY ASSIGNMENT Company First Sergeant |
| a6. RATER'S EMAIL ADDRESS (.gov or .mil) chelton.p.gibbs.mil@army.mil | | | |
| b1. NAME OF SENIOR RATER (Last, First, Middle Initial) DUBOIS, JORDAN, C | b2. SSN (or DOD ID No.) 1388380370 | b3. SENIOR RATER'S SIGNATURE DUBOIS,JORDAN,C.1388380370 Digitally signed by | b4. DATE (YYYYMMDD) 20240909 |
| b5. RANK CPT | PMOSC/BRANCH 35A | ORGANIZATION 1-320th Regt. (C Co), 3rd Bde., Alexandria VA, 22310 | DUTY ASSIGNMENT Company Commander |
| b6. SENIOR RATER'S EMAIL ADDRESS (.gov or .mil) jordan.c.dubois.mil@army.mil | | | |
| c1. SUPPLEMENTARY REVIEW REQUIRED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO | c2. NAME OF SUPPLEMENTARY REVIEWER (Last, First, Middle Initial) | c3. RANK PMOSC/ BRANCH | ORGANIZATION DUTY ASSIGNMENT |
| c4. COMMENTS ENCLOSED? <input type="checkbox"/> YES <input type="checkbox"/> NO | c5. SUPPLEMENTARY REVIEWER'S SIGNATURE | c6. DATE (YYYYMMDD) | c7. SUPPLEMENTARY REVIEWER'S EMAIL ADDRESS (.gov or .mil) |
| RATED NCO: I understand my signature does not constitute agreement or disagreement with the assessments of the rater and senior rater. I further understand my signature verifies that the administrative data in Part I, the rating officials and counseling dates in Part II, the duty description in Part III, and the APFT and height/weight entries in Part IVa and IVb are correct. I have seen the completed report. I am aware of the appeals process of AR 623-3. | | | |
| d1. COUNSELING DATES | INITIAL 20231007 | LATER 20240113 | LATER 20240414 |
| LATER 20240705 | d2. RATED NCO'S SIGNATURE WILLIAMS,TRE,ANTHONY.15021 Digitally signed by | d3. DATE (YYYYMMDD) 20240911 | |

PART III - DUTY DESCRIPTION (Rater)

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|---|------------------------------|
| a. PRINCIPAL DUTY TITLE DRILL SERGEANT | b. DUTY MOSC 31B20 |
| c. DAILY DUTIES AND SCOPE (To include, as appropriate, people, equipment, facilities, and dollars) leads and trains a squad of newly retained Drill Sergeants for One Station Unit Training (OSUT) and Basic Combat Training (BCT) Environments; mentors Drill Sergeant Candidates and other Soldiers on basic skills and individual training; responsible for the health, welfare, and morale of all subordinates; recommends Soldiers for retention or dismissal from the Army; accountable for 50,000 dollars of equipment and facilities. | |
| d. AREAS OF SPECIAL EMPHASIS | |
| e. APPOINTED DUTIES | |

PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)

| | |
|---|---|
| a. APFT Pass/Fail/Profile: _____ Date: _____ | b. Height: 65 Weight: 130 Within Standard? YES |
| (Comments required for "Failed" APFT, "No" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards.) o ACFT: PASS 20240316 | |
| c. CHARACTER: (Include bullet comments addressing Rated NCO's performance as it relates to adherence to Army Values, Empathy, Warrior Ethos/Service Ethos, and Discipline. Fully supports SHARP, EO, and EEO.) MET STANDARD <input checked="" type="checkbox"/> DID NOT MEET STANDARD <input type="checkbox"/> | COMMENTS: o demonstrated strict adherence to SHARP, EO and EEO program; exhibited a level of professionalism that was above reproach o established a workplace environment and overall command climate fostering dignity and respect for all team members |

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|--|--|---|------------------------------|
| RATED NCO'S NAME (Last, First, Middle Initial) WILLIAMS, TRE, A | | SSN (or DOD ID No.) 1502139238 | THRU DATE 20240801 |
| PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater) | | | |
| d. PRESENCE: (Military and professional bearing, Fitness, Confidence, Resilience.) <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> MET STANDARD <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> DID NOT MEET STANDARD <input type="checkbox"/> </div> </div> | | COMMENTS: o demonstrated a significant growth in character, confidence, composure and resilience; maintained mission focus despite adversity o maintained a cool, calm, collected presence under stress; selects best course of action to maintain progress toward objective o maintained uniform appearance and set the standards for new Soldiers in the unit | |
| e. INTELLECT: (Mental agility, Sound judgment, Innovation, Interpersonal tact, Expertise.) <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> MET STANDARD <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> DID NOT MEET STANDARD <input type="checkbox"/> </div> </div> | | COMMENTS: o used all available resources to accomplish all missions assigned; produced sound results o demonstrated personal tact and ingenuity with sensitive personal matters | |
| f. LEADS: (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example Communicates.) <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> MET STANDARD <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> DID NOT MEET STANDARD <input type="checkbox"/> </div> </div> | | COMMENTS: o provided assistance to company drill sergeant program and helped welcome new drill sergeant candidates into the unit o regularly led unit PRT as a primary instructor, demonstrating correct leadership and performance to new drill sergeant candidates o built trust and cohesion with both peers and senior leadership | |
| g. DEVELOPS: (Creates a positive command/ workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession.) <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> MET STANDARD <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> DID NOT MEET STANDARD <input type="checkbox"/> </div> </div> | | COMMENTS: o developed Soldier skills through daily and informal career development training o sought ways to improve himself which led to the improvement of subordinates in his section o fostered an environment of unbiased treatment, cultural awareness and resiliency | |
| h. ACHIEVES: (Gets results.) <div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> MET STANDARD <input checked="" type="checkbox"/> </div> <div style="text-align: center;"> DID NOT MEET STANDARD <input type="checkbox"/> </div> </div> | | COMMENTS: o successfully completed the DSA and achieved his goal to become a drill sergeant; added to the unit's capability and readiness o ensured mission requirements and tasks were met in a timely manner despite challenges | |
| RATER OVERALL PERFORMANCE | | | |
| i. I currently rate <u>6</u> NCOs in this grade. COMMENTS: o a confident and dedicated leader that took on all challenges that he come across o created opportunities for self-development in preparation to lead as a drill sergeant o accomplished all assigned tasks with little guidance from the command | | | |
| PART V - SENIOR RATER OVERALL POTENTIAL | | | |
| a. Select one box representing Rated NCO's potential compared to others in the same grade whom you have rated in your career. I currently senior rate <u>6</u> NCOs in this grade. <input type="checkbox"/> MOST QUALIFIED <input checked="" type="checkbox"/> HIGHLY QUALIFIED <input type="checkbox"/> QUALIFIED <input type="checkbox"/> NOT QUALIFIED | | b. COMMENTS: SGT Williams has the knowledge and work ethic to be an outstanding Drill Sergeant. He has the tools to serve in any position that the Army has to offer and succeed. Continue to challenge this NCO with greater responsibilities. | |
| c. List two successive assignments and one broadening assignment (3-5 years). Successive Assignment: 1) Training NCO 2) Senior Drill Sergeant Broadening Assignment: Instructor | | | |