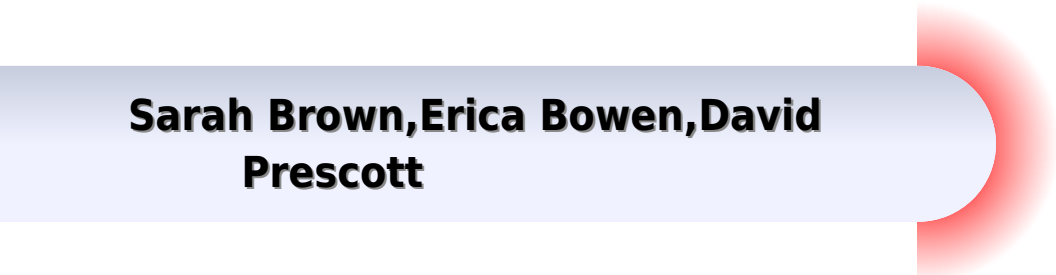


+ OFFICER EVALUATION REPORT For use of this form, see AR 623-3, the personnel service in DCS, G-1.										FOR OFFICIAL USE ONLY (FRODO) SEE PRIVACY ACT STATEMENT IN AR 623-3 +	
PART I - ADMINISTRATIVE DATA											
1. NAME (Last, first, middle name) SOTO, ANGELO V.				2. SSN [REDACTED]		3. GRADE 1LT		4. DATE OF BIRTH (YYYYMMDD) 20091026		5. BRANCH IN	
6. C. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND 1st Bn (TS) FA, 290th Regiment, Camp Atterbury, IN 46124				7. FORNSCOM		8. REASON FOR SUBMISSION 03 Change of Rater		9. RATER FOR SUBMISSION 03		10. A. RATER FOR SUBMISSION 03	
11. PERIOD COVERED FROM (YYYYMMDD) 20100831		12. TO (YYYYMMDD) 20110615		13. RATED MONTHS 10		14. RATED OFFICERS AND ENAME ADDRESS angelo.soto@us.army.mil		15. UIC W15901		16. CMC CODE PC	
PART II - AUTHENTICATION (Rated officer's signature unless officer has been completed OER Parts I-VI and the admin data is correct)											
17. NAME OF RATER (Last, first, MI) [REDACTED]				18. SIGNATURE [REDACTED]		19. POSITION Chief of Plans		20. DATE (YYYYMMDD) 20110615		21. SIGNATURE [REDACTED]	
22. NAME OF INTERMEDIATE RATER (Last, first, MI) [REDACTED]				23. SIGNATURE [REDACTED]		24. POSITION [REDACTED]		25. DATE (YYYYMMDD) [REDACTED]		26. SIGNATURE [REDACTED]	
27. NAME OF SENIOR RATER (Last, first, MI) [REDACTED]				28. SIGNATURE [REDACTED]		29. POSITION Battalion Commander		30. DATE (YYYYMMDD) 20110615		31. SIGNATURE [REDACTED]	
32. SENIOR RATER'S ORGANIZATION 1st Bn (TS) (FA), 290th Regiment, Camp Atterbury, IN 46124				33. SENIOR RATER TELEPHONE NUMBER FA		34. E-MAIL ADDRESS (Last, first, MI) [REDACTED]		35. SIGNATURE OF RATER OFFICER SOTO, ANGELO VICTOR (20091026)		36. DATE (YYYYMMDD) 20110615	
PART III - DUTY DESCRIPTION											
37. A. PRINCIPAL DUTY TITLE: Mission Essential List (MEL) Development OIC								38. B. POSITION ADDRESS: 11A/FA			
39. C. SIGNIFICANT DUTIES AND RESPONSIBILITIES: REFER TO PART IV, DA FORM 57-9-1. Serves as Plans Team Mission Essential List (MEL) Development OIC assisting in the planning, resourcing, coordination, and execution of Culminating Training Events (CTE) for the Security Partnering (SYP), Kosovo Forces (KFOR), and Multinational Force and Observers (MFO) mission sets at Camp Atterbury Joint Mobilization Training Center (CAJMTC). Responsibilities include communication with deployed units to gather essential planning materials and current Tactics, Techniques, and Procedures (TTPs) for the creation of the Master Scenario Events List (MSEL); supervision of the execution of the MSEL during the CTE; and accountability of the management and training of three MEL Noncommissioned Officers (NCOs). Serves as team OIC in his absence.											
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rated)											
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions											
40. A. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)											
1. HONOR: Adherence to the Army's publicly declared code of values.				2. RESPECT: Promotes dignity, consideration, fairness, & EO				3. SELFLESS SERVICE: Places Army priorities before self			
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				3. DUTY: Fulfills professional, legal, and moral obligations				4. LEADERSHIP: Inspires, motivates, and guides others toward mission accomplishment			
3. COURAGE: Manifests physical and moral bravery				5. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely				6. ASSESSING: Uses after-action and evaluation tools to facilitate consistent improvement			
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the leader				7. BUILDING: Spends time and resources improving teams, groups and units; fosters ethical climate				8. LEARNING: Seeks self-improvement and organizational growth; fosters learning, adapting and leading change			
5. LEADER ATTRIBUTES / SKILLS / ACTIONS: (First, mark "YES" or "NO" for each block. Second, choose a letter of six that best describes the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competencies), and three from ACTIONS (Leadership). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.)											
6.1. ATTRIBUTES (Select 1)			1. MENTAL: Processes events, info, initiative, and discipline			2. PHYSICAL: Maintains appropriate level of physical fitness and military bearing			3. EMOTIONAL: Displays self-control, calm under pressure		
6.2. SKILLS (Competencies) (Select 2)			1. CONCEPTUAL: Demonstrates sound judgment, critical/creative thinking, moral reasoning			2. INTERPERSONAL: Shows skill with people: coaching, mentoring, counseling, motivating and empowering			3. TECHNICAL: Possesses the necessary expertise to accomplish all tasks and functions		
6.3. ACTIONS (Leadership) (Select 3)			1. COMMUNICATING: Displays good oral, written, and listening skills for individuals / groups			2. DECISION-MAKING: Employs sound judgment, logical reasoning and uses resources wisely			3. MOTIVATING: Inspires, motivates, and guides others toward mission accomplishment		
INFLUENCING: Method of reaching goals while operating / improving			4. PLANNING: Develops detailed, executable plans that are feasible, acceptable, and suitable			5. EXECUTING: Shows tactical proficiency, meets mission demands, and takes care of personnel resources			4. ASSESSING: Uses after-action and evaluation tools to facilitate consistent improvement		
OPERATING: Short term mission accomplishment			7. DEVELOPING: Invests adequate time and effort to develop individual subordinates as leaders			6. BUILDING: Spends time and resources improving teams, groups and units; fosters ethical climate			5. LEARNING: Seeks self-improvement and organizational growth; fosters learning, adapting and leading change		
IMPROVING: Long-term improvement in the Army as people and organizations											
6. APP: PASS DATE: 20110509 HEIGHT: 69 WEIGHT: 175 YES											
7. OFFICER DEVELOPMENT: MANDATORY YES OR NO ENTRY FOR ALL RATES OF OPA, LPA, OPA, AND RPA.											
8. WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 57-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO NO											

Guide To Writing Officer Evaluation Reports

**Sarah Brown, Erica Bowen, David
Prescott**



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