

Army Officer Evaluation Report (OER's)

As officers in the U.S. Army, military residents are subject to the same evaluation ratings and periodic reports that every officer receives. In the Army's eyes, the most important periodic contribution to an officer's record is the official rating and description provided by the Officer Evaluation Report (OER). For your purposes, the OER will be used to determine fitness for promotion, assignments, and selection for military training to include fellowships.

In an officer's rating chain, he or she is first evaluated by a rater. In this residency program the rater will be a faculty member chosen by the program director and department chief who will be responsible for evaluating all members of a residency year group with input from the individual advisors. It is the rater who will describe in the OER the resident's overall performance and potential for promotion. In our residency program, there is no intermediate rater, so the next and final person in the rating chain is the senior rater. It is the senior rater's job to review the rater's comments and to provide important career influencing input to the evaluation, to include checking a "rating block".

There have been some significant alterations to the OER that were last made in 1997. The major change that will affect you involves senior rater accountability. To decrease the tendency for rating inflation, the senior rater now has significantly limited ability to place individuals in the "above center of mass" rating. Having a rating in this category is not necessary for promotion, and in fact the majority of residents will actually fall into the "center of mass" category.

About a month before the end of the academic year (usually in May), the administrative support person from your residency year group should be forwarding you an OER support form for you to fill out and forward to your rater. The three sections that make up this form are as follows:

1. Duties and Responsibilities (Part IV a.). This is the section of the OER support form that defines your position. Since it is not you who defines your position, your supervisors based on the standard duty requirements of your specific house officer position should already complete this position. The rest of the support form is derived from this duty description.
2. Major Performance Objectives (Part IV b.). Ideally this portion is supposed to be filled out by both the rater and the rated officer within 30 days of the start of the rating period, and then adjusted throughout the rating period as opportunities arise. In our program, the quarterly evaluation meeting with your advisor functions in a similar manner to help you and your advisor chart your progress towards meeting your goals and objectives. State in this section what you expect to accomplish (or were expected to accomplish if you are filling this out retrospectively) during that rating period. The more specific you can be, the better!
3. Significant Contribution (Part IV c.). This section of the support form is similar to a brag sheet that states specifically what you the rated officer have accomplished over the rating period. This section in fact gives the rater and

Writing Guide For Officer Evaluation Report

John G. Meyer



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and enlisted is very complex Most junior members officers and enlisted do not know the influence each has upon the other and how each can affect the other s career This book gives much needed guidance and new tools that can help both and is something I wish I had available when I served Master Chief Jay Calkins USCG retired With over 40 years of experience combined James M Dupureur USCGR ret and Lushan Hannah active duty CG member thought it would be beneficial to officers enlisted and civilian personnel to create a reference or guidebook that covers the Officer Evaluation Report the assignment process the promotion process the Enlisted Evaluation Report and career tips and advice Information on these topics is scattered among numerous instructions manuals web pages and websites These are written from a one source point of view and rarely show how each affects the other For example does the Leadership Development Framework instruction relate to the Officer Evaluation Report How does the Commandant s Guidance to Boards and Panels which describes traits and characteristics relate to your OER and your military record Written from years of personal experience and years of personal notes taken during discussions facilitated by rear admirals in wardrooms commanding officers during JO development sessions and discussions with mentors the ideas and opinions in this book are based on personal experiences from both an active duty and a Reserve officer s point of view In 2020 the USCG launched a website titled MyCG This website is loaded with great information valuable to a successful career Readers are encouraged to visit MyCG on a regular basis and download the app as well When Dupureur and Hanna started their careers there was no clearinghouse of advice A lot of the guidance in this book was obtained through actual experience and conversations with successful officers over the years This book can be used as a reference to generate career discussions among supervisors subordinates mentors assignment officers shipmates and family members **Resources in Education** ,1998-05 **Quartermaster Professional Bulletin** ,2000

Army RD & A Bulletin ,1990-07 FDA Compliance Program Guidance Manual United States. Food and Drug Administration,1998-12 **Resources in Vocational Education** ,1977 *Encyclopedia of Military Science* G. Kurt Piehler,2013-07-24 The Encyclopedia of Military Science provides a comprehensive ready reference on the organization traditions training purpose and functions of today s military Entries in this four volume work include coverage of the duties responsibilities and authority of military personnel and an understanding of strategies and tactics of the modern military and how they interface with political social legal economic and technological factors A large component is devoted to issues of leadership group dynamics motivation problem solving and decision making in the military context Finally this work also covers recent American military history since the end of the Cold War with a special emphasis on peacekeeping and peacemaking operations the First Persian Gulf War the events surrounding 9 11 and the wars in Afghanistan and Iraq and how the military has been changing in relation to these events Click here to read an article on The Daily Beast by Encyclopedia editor G Kurt Piehler Why Don t We Build Statues For Our War Heroes Anymore **Army RD & A.** ,1990
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