

## 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

**Charity Organisation Society (London,  
England)**



## **Writing Guide For Officer Evaluation Report:**

**Writing Guide for Naval Officers** United States. Bureau of Naval Personnel, 1959 **Learning the Ropes** James Dupureur, Lushan Hannah, 2021-05-11 The relationship between officers 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 Hannah 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. **Enlisted Evaluation**

**Writing Guide**, 2000 **Company Command** John G. Meyer, 1996 A Dutch Uncle approach to advising those who assume first command. Written by an Army officer primarily for Army company commanders, the book contains information, suggestions, inspires confidence to command with authority. Includes chapters on military justice, administrative law matters. Comprehensive does don'ts of a winning command philosophy. **Private Security and the Investigative Process, Fourth Edition** Charles P. Nemeth, 2019-08-30 Private Security and the Investigative Process Fourth Edition is fully updated and continues to provide complete coverage of the investigative process for private investigations by both individuals and in corporate security environments. This edition covers emerging technology, revised legal and practical considerations for conducting interviews, and new information on case evaluation. Written by a recognized expert in security, criminal justice, ethics, and the law, with over three decades of experience, the updated edition of this popular text covers concepts and techniques that can be applied to a variety of investigations including fraud, insurance, private, and criminal. It details the

collection and preservation of evidence the handling of witnesses surveillance techniques background investigations and report writing The book reflects best practices and includes tips for ensuring accurate and reliable private sector security investigations This new edition includes A new section on career opportunities in paths in the investigative field A rundown of the leading security Industry associations and professional standards being published Added discussion of observational interviews include current protocols analyzing data Details of the current legal implications for security surveillance and practices Advances in technology to thwart crime and fraud in retail and other business settings An entirely new section on e records from criminal and civil judgments Authoritative yet accessible this book is one of the only textbooks dedicated to the subject It also serves as an important reference for private investigators and security professionals Complete with numerous forms checklists and web exercises it provides the tools and understanding required to conduct investigations that are professional ethical and effective

**FDA Compliance Program Guidance Manual** United States. Food and Drug Administration,1998-12 Army RD & A Bulletin ,1987 **Army Officer's Guide** Lawrence P. Crocker,1988-04

**Resources in Vocational Education** ,1977 The Army Officer's Guide Lawrence P. Crocker,1983-02 *Law Enforcement Records Management Guide* ,1996 Technology has changed considerably since the second edition of the guide was printed While records continue to be a critical component of the operation of a law enforcement agency the changes in technology are proving to be a welcome addition to the tools a records manager may have to keep pace with the increasing demands for records storage and retrieval The manual will provide a glimpse of new technologies and systems that are available to law enforcement today Since the last edition was published there have been significant changes in the legislation several of which require reporting of specific crimes to the California Department of Justice Those legislative changes and case law decisions affecting records managers have been included in this edition We have expanded the scope of our records manual and include information on new justice data systems which are available to all California law enforcement agencies

*The Air Force Officer's Guide* Jeffrey C. Benton,1995-11-07 A must have book for active duty reserve guard officers and cadets who aspire to excellence This edition contains the latest Air Force policies for meeting the career challenges of the 21st century yet it also provides guidance on the timeless professional customs traditions and professional approach that have bred Air Force leaders since the early days of the twentieth century *The 2002 Guide to the Evaluation of Educational Experiences in the Armed Services* American Council on Education,American Council on Education Staff,2005 Long considered to be the standard reference work in this area this three volume set describes more than 8 000 courses offered between January 1990 and the present by various service branches and the Department of Defense Long considered to be the standard reference work in this area this three volume set describes more than 8 000 courses offered between January 1990 and the present by various service branches and the Department of Defense **Resources in Education** ,1985 **The Guidebook of Laws and Programs for People with Disabilities, 2000** David Wolowitz,2000 **Source**

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## **Table of Contents Writing Guide For Officer Evaluation Report**

1. Understanding the eBook Writing Guide For Officer Evaluation Report
  - The Rise of Digital Reading Writing Guide For Officer Evaluation Report
  - Advantages of eBooks Over Traditional Books
2. Identifying Writing Guide For Officer Evaluation Report
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Writing Guide For Officer Evaluation Report
  - User-Friendly Interface
4. Exploring eBook Recommendations from Writing Guide For Officer Evaluation Report
  - Personalized Recommendations
  - Writing Guide For Officer Evaluation Report User Reviews and Ratings
  - Writing Guide For Officer Evaluation Report and Bestseller Lists

5. Accessing Writing Guide For Officer Evaluation Report Free and Paid eBooks
  - Writing Guide For Officer Evaluation Report Public Domain eBooks
  - Writing Guide For Officer Evaluation Report eBook Subscription Services
  - Writing Guide For Officer Evaluation Report Budget-Friendly Options
6. Navigating Writing Guide For Officer Evaluation Report eBook Formats
  - ePub, PDF, MOBI, and More
  - Writing Guide For Officer Evaluation Report Compatibility with Devices
  - Writing Guide For Officer Evaluation Report Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Writing Guide For Officer Evaluation Report
  - Highlighting and Note-Taking Writing Guide For Officer Evaluation Report
  - Interactive Elements Writing Guide For Officer Evaluation Report
8. Staying Engaged with Writing Guide For Officer Evaluation Report
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Writing Guide For Officer Evaluation Report
9. Balancing eBooks and Physical Books Writing Guide For Officer Evaluation Report
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Writing Guide For Officer Evaluation Report
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Writing Guide For Officer Evaluation Report
  - Setting Reading Goals Writing Guide For Officer Evaluation Report
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Writing Guide For Officer Evaluation Report
  - Fact-Checking eBook Content of Writing Guide For Officer Evaluation Report
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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