



Career Progression

- ***Overview:***

- ***Eligibility/Responsibilities***
- ***Contributing Factors***
- ***Panel Composition***
- ***Factors Considered***
- ***Process***
- ***Score Computing***
- ***Post Board Processing***
- ***Supplemental Actions***



Career Progression

- *CMSgt End Strength 1%/SMSgt 2.5%*
- *Individual Responsibility*
 - *Eligible*
 - *Evaluation Brief*
 - *SNCO Selection Folder accurate*
 - *Know when you test*
 - *Request “as is” and “as met” copies*

Eval Brief: Controlled AFSC, Duty Title, Academic Education, Decorations, Academies, Assignment History

SNCO Selection Folder: All EPRS' 10 years back, Citations for all Decs, SNCO Brief, Art 15's after promo to MSgt for 2 yrs or after 1 selection board...can be removed by CC, Record Court Martial, IMT 77 for breaks in service, EPR Appeals...

Folder is accurate: as is and as met, call for record review and scanned copy



Career Progression

•Calculation Factors toward promotion:

•Exam	100
•Board Score	450
•EPR	135
•Dec's	25
•TIG	60 (up to 10 yrs used)
•TIS	<u>25</u> (up to 25 yrs used)
	795

EPR's covering last 5 years up to 10 total

TIG – ½ pt for each month...6 pts year

TIS 1/12 pt for each month...1 pt for each year

Over 50% made up of board score



Career Progression

- *Selection of Board Members*
 - *President General Officer*
 - *3 member panel (Col/CMSgt/CMSgt)*
 - *Dependent upon # eligible by MajCom and CEM/AFSC*
- *Evaluation Process*
 - *Whole Person Process*
 - *Factors approved by CSAF*
 - *No weighted factor to any one item*

Factors on next slide...



Career Progression

•Factors Used:

- Performance
- Professional Competence
- Leadership
- Job Responsibility
- Breadth of Experience
- Specific Achievements
- Education

1. **Performance:** All aspects of the EPR are considered: Job description, individual rating factors, period of supervision, overall evaluation, indorsement level, and the narrative word picture. A strong performer's report should convey to the board that he or she has demonstrated qualities of leadership and managerial potential.
 - Endorsement level explanation and go into ID'd requirements (course 14/CCAF)
2. **Professional Competence:** The Air Force Chief of Staff has emphasized the need for careful selection of individuals for promotion to the top two NCO grades. It is imperative those selected for senior NCO grades be the best qualified people available. It is crucial they have sufficient leadership and managerial experience to prepare them for the challenges they, and the Air Force, will face.
3. **Leadership:** Each board member's judgment, expertise, and maturity is relied upon to glean from each record an assessment of an NCO's potential to be a leader. Do people react to the individual in such a way that the job gets done better? What have the rating officials said about leadership potential? What haven't they said?
4. **Job Responsibility:** There are many jobs at base level that demand just as much of an individual as jobs at higher command levels. Consideration is given primarily to what the individual has been asked to accomplish and how well it has been done. Is the individual in a job that requires significant decisions, or is it a type of job that is routinely carried out on the basis of someone else's decisions? Has the individual proven to be an effective manager in superintendent positions where there is responsibility for directing the work of others, or is he/she responsible only for his/her own performance?
 - job diff' between base level with 100 sub's and majcom with 0 yet each have different impact
5. **Breadth of Experience:** This factor refers to the overall professional background, experience, and knowledge gained. Some items considered are: Does the individual have knowledge and/or practical experience in areas other than the current specialty? If the individual has remained in one career field, is there wide exposure across the career field? Is there potential for filling different types of jobs? Is there supervisory and managerial experience?
 - Stepping outside career field (recruiter, MTI, MTL, shirt, CAA) expanding w/in career field (instructor duty, IG, MajCom)
 - Do not stagnate in one location/compare bases w/peers, experience OCONUS and different majcoms if possible
6. **Specific Achievements:** These are often recognized in the form of awards and decorations; however, there are many other significant accomplishments that are often addressed within the narrative comments of the EPRs. Such recognition, either in the form of decorations or narrative comments, can help distinguish the truly outstanding performer.
 - Deployments not included in DVB, get it in Dec's if not received one and in EPR's
 - Difference in career field awards and Ann/NCO awards/Sijan etc...competition matters
7. **Education:** The NCOs who are considered will have a broad range of academic achievements. When the board evaluates academic education as part of the whole-person assessment, the most important consideration should be the degree to which the education enhances the NCO's potential to serve in the next higher grade. Only top 3 will show.
 - Course 14 SNCO Correspondence course—when to take the class...not waiting
 - Degrees that compliment yet expand knowledge as you go up, talk about my degrees of broadening
 - When to obtain degrees...early on prior to PECD w/AAS; do not become career student; BS is seperation



Career Progression

• Trial Run

- Set of 10 Records not competing*
 - Keep notes for open discussion*
 - Used to establish scoring consistency*
- Second set of 30-40 records scored*
 - Panel again has open discussion for scoring consistency*
- All eligible's compete in same CEM or AFSC code are evaluated by same 3 member panel*

Do not compete against others outside career field, compare yourself to same grade/job, get class interaction, talk about what and where they have been.



Career Progression

- **Computed Score**
 - **6-10 with ½ pt increments**
 - **Minimum of 18 (6-6-6) by all 3 Board Members**
 - **Maximum 30 (10-10-10) by all 3 Board Members**
 - **Panel Score Multiplied by 15 to determine Board Score**
 - **270 low range to 450 highest score**
 - **Record Score Differential Greater than 1**
 - **Split Vote returned to panel for resolution**
 - **All may openly discuss, only those with split may change**
 - **Not Fully Qualified**
 - **Ensures person will not be promoted**

This ensures consistency of scoring and eliminates the possibility the action of any one panel member will have a major impact, either positive or negative, on any individual's board score.

-Prevents bias from a member to an Airman

- NFQ prevents person from getting promoted, could still happen with low board score and high test/TIG/TIS

-- Chart for scores on next slide....



Career Progression

<i>Absolutely Superior</i>	<i>10</i>	<i>Outstanding</i>
<i>Outstanding Record</i>	<i>9.5</i>	<i>Outstanding</i>
<i>Few Could be Better</i>	<i>9.0</i>	<i>Above Avg</i>
<i>Strong Record</i>	<i>8.5</i>	<i>Above Avg</i>
<i>Slightly Above Avg</i>	<i>8.0</i>	<i>Above Avg</i>
<i>Average</i>	<i>7.5</i>	<i>Average</i>
<i>Slightly Below Avg</i>	<i>7</i>	<i>Below Avg</i>
<i>Well Below Avg</i>	<i>6.5</i>	<i>Below Avg</i>
<i>Lowest in Potential</i>	<i>6.0</i>	<i>Below Avg</i>



Career Progression

•Post Board Processing

- *Weighted factors combined with Board Score*
 - *Completely Computer Run builds order of Merit*
 - *Overall promotion quota applied to each list*
- *Score notice of how you compared to peers*
 - *Interpreting Your Board Score*
 - *Differ yr to yr due to new panel*
 - *New eligible's, retirements vs promotes last year not in pool*
 - *Standing among peers yr to yr important...not so much score*

- Percent is applied, all above the line get promoted, those below don't, career field manning only helps with critical manning plus ups

- Panel can be tough one year in scoring and softer the next, board score fluctuating is o.k., how you stand with peers is important/matters



Career Progression

Questions...

- Supplemental Promotion Actions
 - If you review DVR/ SNCO Selection Folder...no need for supplemental actions
 - Must take action prior to board convening
 - Must take follow up action and keep pressing