

OFFICER EVALUATION REPORT

For use of this form, see AR 673-105; the proponent agency is DDCSPER

SEE PRIVACY ACT STATEMENT
ON DA FORM 67-9-1

PART I - ADMINISTRATIVE DATA

1. NAME (Last, First, Middle Initial) WATTS, TAMMY J.		2. GRADE 1LT	3. DATE OF BIRTH Year: 2003 Month: 12 Day: 20	4. BRANCH SC	5. DESIGATED SPECIALTY 25A
6. UNIT, ORG. STATION, ZIP CODE OR APO MAJOR COMMAND Delta Company, 551st Signal Battalion, Fort Gordon, GA 30905			7. REASON FOR SUBMISSION TRADOC 22 SR Option		
8. PERIOD COVERED FROM: Year: 2003 Month: 11 Day: 27 THRU: Year: 2004 Month: 07 Day: 09		9. RATED MONTHS 6	10. NONRATED CODES I	11. NO. OF ENCL 1	12. RATED OFFICER COP* (Check one and date) 1. Given to Other: _____ Date: _____ 2. Forwarded to Officer: _____ Date: _____
		13. PSB INITIALS TC	14. CMU CODE TD03		

PART II - AUTHENTICATION (Rated officer's signature verifies officer has been completed DER Parts I-VII and the admin data is correct)

1. NAME OF RATER (Last, First, MI) SMITH, TAUSHA E.	2. SSN [REDACTED]	3. RANK CPT	4. POSITION Company Commander	5. SIGNATURE <i>Tausha Smith</i>	6. DATE
7. NAME OF INTERMEDIATE RATER (Last, First, MI)					
8. NAME OF SENIOR RATER (Last, First, MI) DONOVAN, KARLA M.	9. SSN [REDACTED]	10. RANK LTC	11. POSITION Battalion Commander	12. SIGNATURE <i>Karla M. Donovan</i>	13. DATE
14. SENIOR RATER'S ORGANIZATION HQ, 551st Signal Battalion Fort Gordon, GA 30905		15. BRANCH SC	16. SENIOR RATER TELEPHONE NUMBER DSN: 780-4124	17. E-MAIL ADDRESS karla.donovan@us.army.mil	
18. This is a referral report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input checked="" type="checkbox"/> No		19. SIGNATURE OF RATED OFFICER <i>Tammy J. Watts</i>		20. DATE	

PART III - DUTY DESCRIPTION

1. PRINCIPAL DUTY TITLE: **Executive Officer** 2. POSITION ADJCN: **25A**

3. SIGNIFICANT DUTIES AND RESPONSIBILITIES (REFER TO PART IVa, DA FORM 67-9-1)
Executive Officer of a Signal Corps Advanced Individual Training company reaching in excess of 300 Initial Entry Training soldiers and 19 permanent party personnel. Responsible for assisting the company commander with training, health, welfare, and administrative control of all assigned and attached personnel. Responsible for assisting in the accession of Military Occupational Skills 74B and 74C soldiers in the Signal Regiment and training them as highly qualified information technology soldiers who support tactical and strategic missions around the world. Responsible for assisting in the accountability of property valued at over \$300,000. Assumes the duties of command in the Commander's absence. Additional Duties: Battalion Assistant Information Assurance Security Officer.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader, combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		Yes	No	Yes	No
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards, honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), 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.

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	1. MENTAL <input checked="" type="checkbox"/> NO <input type="checkbox"/> Possesses desire, will, initiative, and discipline	2. PHYSICAL <input checked="" type="checkbox"/> NO <input type="checkbox"/> Maintains appropriate level of physical fitness and military bearing	3. EMOTIONAL <input checked="" type="checkbox"/> NO <input type="checkbox"/> Displays self-control; calm under pressure
	<input checked="" type="checkbox"/> CONCEPTUAL <input checked="" type="checkbox"/> NO <input type="checkbox"/> Demonstrates sound judgment, critical/creative thinking, moral reasoning	2. INTERPERSONAL <input checked="" type="checkbox"/> NO <input type="checkbox"/> Shows skill with people: coaching, teaching, counseling, motivating and empowering	3. TECHNICAL <input checked="" type="checkbox"/> NO <input type="checkbox"/> Possesses the necessary expertise to accomplish all tasks and functions
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	<input checked="" type="checkbox"/> COMMUNICATING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Displays good oral, written, and listening skills for individuals / groups	2. DECISION-MAKING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Employs sound judgment, logical reasoning and uses resources wisely	3. MOTIVATING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Inspires, motivates, and guides others toward mission accomplishment
	4. PLANNING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> EXECUTING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Shows tactical proficiency, meets mission standards, and takes care of people/resources	6. ASSESSING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Uses after-action and evaluation tools to facilitate consistent improvement
	<input checked="" type="checkbox"/> DEVELOPING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Invests adequate time and effort to develop individual subordinates as leaders	8. BUILDING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Spends time and resources improving teams, groups and units; fosters ethical climate	9. LEARNING <input checked="" type="checkbox"/> NO <input type="checkbox"/> Seeks self-improvement and organizational growth; envisioning, adapting and leading change

c. APFT: **PASS** DATE: **MAY 2004** HEIGHT: **68** WEIGHT: **149** YES

d. JUNIOR OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF LTs AND WO1s: YES NO

WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?