

NROTCUAINST 1601.9
5 June 2017

NROTC UNIT UNIVERSITY OF ARIZONA INSTRUCTION 1601.9

Subj: NROTC FITNESS REPORT AND COUNSELING GUIDANCE

Ref: (a) NSTC M-1533.2, Ch.6
(b) BUPERSINST 1610.10c
(c) MCO P1610.7F Ch 2

Encl: (1) Fitrep Matrix
(2) Blank Midshipman Fitrep Record
(3) Sample Completed Midshipman Fitrep Record

1. Purpose. To establish a Fitness Reporting system that will provide consistency and uniformity while producing fair and accurate reflections of personnel performance at Naval Reserve Officer Training Corps, the University of Arizona (NROTC).
2. Discussion. The NROTC Unit Fitrep process is established for four purposes: (1) to give future Naval Officers practice at writing proper fitreps on their subordinates, (2) to develop good habits and techniques when filling out a fitrep that can translate over to the fleet directly, (3) to give personnel updates on their performance in the Unit, (4) to allow personnel to improve on their using the fitrep as guide.
3. Action. The student fitrep system will be used by the student chain of command to evaluate the performance of Midshipman and Active Duty enrolled in Naval Reserve Officer Training Corps, the University of Arizona. Proper documentation is imperative to establish trends of good and bad performance in order to develop personnel professionally. All documentation will be maintained by the Battalion S-1.
5. Fitness Report Writing Process. Enclosures (1) through (3) provide guidance in writing and verifying each personnel FITREP. Enclosure (2) is the standard midshipman Fitness Report and Counseling Record and shall be completed at the end of every academic semester. The initial grader begins the fitness report by entering all personal data and evaluating the student before passing the secondary grader for marks and comments in accordance with Enclosure (1). The process is complete once debriefing and signature from the person counseled occurs.

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6. Procedures.

a. The following objectives of Fitreps are to be referenced heavily by both primary and secondary evaluators when filling out Box 41 as well as Boxes 33-39.

(1) To contribute to a student's national ranking.

(2) Identify Areas for improvement and provide counsel and guidance to improve officer-like qualities.

(3) Give students experience performing professional observation of and evaluation of individual performance.

(4) Rank students in their officer-like qualities for assignments to positions of authority and responsibility within the NROTC Unit.

b. Class Advisors will conduct individual counseling with students at the beginning and end of the semester in the form of a Beginning of Semester Interview (BOSI) and an End of Semester Interview (EOSI). These interviews will be factored into the comments given by secondary evaluators.

c. Informal Initial Counselings will be conducted at the discretion of billet holders in the NROTC Unit (SQD LDR through BNCO). It is incumbent upon billet holders that they counsel their subordinates in order to ensure the chain of command understands the expectations of both senior and subordinate members.

d. Middle of Semester Fitreps will be done at the discretion of the BN S-1, however, they will be completed NLT the end of the middle week of the current semester. End of Semester Fitreps will be completed NLT the second to last week of the current semester (the week prior to finals week).

P. L. WALL

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Billet	Primary Evaluator	Secondary Evaluator
SQUAD MEMBER	SQUAD LEADER	PLATOON SERGEANT
SQUAD LEADER	PLATOON SERGEANT	PLATOON CO
PLATOON GUIDE	PLATOON SERGEANT	PLATOON CO
PLATOON SERGEANT	PLATOON COMMANDER	COMPANY CO
PLATOON COMMANDER	COMPANY CO	BATALLION CO
COMPANY GUIDE	COMPANY XO	COMPANY CO
COMPANY XO	COMPANY CO	BNXO
COMPANY CO	BNCO	COMPANY ADVISOR
S-1	BNXO	BNCO
S-3	BNCO	BN ADVISOR
S-4	BNXO	BNCO
S-6	BNXO	BNCO
BN SGTMAJ	BNCO	AMOI
BNXO	BNCO	BN ADVISOR
BNCO	BN ADVISOR	PNS

Enclosure (1)

NROTCUAIST 1601.9

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The following detailed guidelines shall be used to complete enclosure(2). FITREP guidance and formatting is detailed in ref (2). Upon printing the Fitrep the Primary and Secondary Evaluators will initial by their selections for Boxes 33-39.

- (-) Box 1: Name (LAST, FIRST)*NAME IS ALL CAPS*
- (-) Box 2: Rank
- (-) Box 3: **Blank**
- (-) Box 4: **Blank**
- (-) Box 5: ACT- Active Duty INACT- All MIDN
- (-) Box 6: UIC- 68725 (Should already be on form)
- (-) Box 7: NROTC UNIV OF ARIZ (Should Already be on form)
- (-) Box 8: REGULAR *ALL CAPS*
- (-) Box 9: **Blank**
- (-) Box 10: Periodic (Should already be on the form)
- (-) Box 11: **Blank**
- (-) Box 12: **Blank**
- (-) Box 13: **Blank**
- (-) Box 14: Beginning of Semester Date
- (-) Box 15: End of Semester Date
- (-) Box 16: **Blank**
- (-) Box 17: Regular
- (-) Box 18: **Blank**
- (-) Box 19: **Blank**
- (-) Box 20: PRT/PFT Score
 - Navy PRT:
 - (-) F- Failure
 - (-) S- Satisfactory
 - (-) G- Good
 - (-) E- Excellent
 - (-) O- Outstanding
 - Marine PFT:
 - (-) Include final score
- (-) Box 21: NA
- (-) Box 22: Wall, P.L.
- (-) Box 23: COL
- (-) Box 24: USMC
- (-) Box 25: CO
- (-) Box 26: 68725
- (-) Box 27: **Blank**
- (-) Box 28: Training and Indoctrination of Midshipman, STA-21 Officer Candidates, and Marine Enlisted Commissioning Education Program (MECEP) students

Enclosure (2)

NROTCUAIST 1601.9

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(-) Box 29:

(-) Small Box: BN Staff, A Co Staff, A/1/1, etc

(-) Big Box: (Written Out) Commanding Officer,
S-1, Platoon Sergeant, BALLO, ACADO, Marching Member, etc.

(-) Box 30: **Hand-Written** date

(-) Box 31: **Hand-Written** name of Counselor

(-) Box 32: **Hand-Written** name of person counseled

(-) Box 33-39: Evaluation of Individual using boxes as prompts. Refer to NSTC M-1533.2, Ch. 6 for guidance on how to properly score these boxes.

(-) Box 40: Billet Recommendation for individual

(-) Box 41: Enter respective comments under heading.

Paragraph format with proper English.

(-) Box 42: **Blank**

(-) Box 43: **Blank**

(-) Box 44:

(-) COMMANDING OFFICER

NROTC The UNIV of ARIZONA

1042 E SOUTH CAMPUS DR.

TUCSON, AZ 85721-0032

(-) Box 45-47: **Blank**

FITNESS REPORT & COUNSELING RECORD (W2 - O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) LAST, FIRST				2. Grade/Rate RANK		3. Desig		4. SSN	
5. ACT <input type="checkbox"/>		FTS <input type="checkbox"/>		INACT <input checked="" type="checkbox"/>		AT/ADSW/265 <input type="checkbox"/>		6. UIC 68725	
7. Ship/Station NROTC UNIV OF ARIZ						8. Promotion Status REGULAR		9. Date Reported	
10. Occasion for Report Periodic <input checked="" type="checkbox"/>		11. Detachment of Individual <input type="checkbox"/>		12. Detachment of Reporting Senior <input type="checkbox"/>		13. Special <input type="checkbox"/>		14. Period of Report From: 22Aug16 To: 15Dec16	
16. Not Observed Report <input type="checkbox"/>		17. Type of Report Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness	
21. Billet Subcategory (if any) NA		22. Reporting Senior (Last, FI MI) WALL, P. L.		23. Grade COL		24. Desig USMC		25. Title CO	
26. UIC 68725		27. SSN		28. Command employment and command achievements Training and Indoctrination of Midshipmen, STA-21 Officer Candidates, and Marine Enlisted Commissioning Education Program (MECEP) students.					
29. Primary/Collateral/Watchstanding duties. (Enter Primary duty abbreviation in box.) A CO									
For Mid-term Counseling Use. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32)				30. Date Counseled		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS 1.0 - Below standards / not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards, 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Lacks basic professional knowledge to perform effectively. - Cannot apply basic skills. - Fails to develop professionally or achieve timely qualifications.	<input type="checkbox"/>	- Has thorough professional knowledge. - Competently performs both routine and new tasks. - Steadily improves skills, achieves timely qualifications.	<input type="checkbox"/>	- Recognized expert, sought after to solve difficult problems. - Exceptionally skilled, develops and executes innovative ideas. - Achieves early/highly advanced qualifications	<input type="checkbox"/>			
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	- Actions counter to Navy's retention/recruitment goals. - Uninvolved with mentoring or professional development of subordinates. - Actions counter to good order and discipline and negatively affect Command/Organizational climate. - Demonstrates exclusionary behavior - Fails to value differences from cultural diversity.	<input type="checkbox"/>	- Positive leadership supports Navy's increased retention goals. Active in decreasing attrition - Actions adequately encourage/support subordinates' personal/professional growth. - Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. - Values differences as strengths - Fosters atmosphere of acceptance/inclusion per EO/EEO policy	<input type="checkbox"/>	- Measurably contributes to Navy's increased retention and reduced attrition objectives. - Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. - Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. - The model of achievement. Develops unit cohesion by valuing differences as strengths.	<input type="checkbox"/>			
35. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	- Consistently unsatisfactory appearance. - Unsatisfactory demeanor or conduct. - Unable to meet one or more physical readiness standards. - Fails to live up to one or more Navy Core Values HONOR, COURAGE, COMMITMENT.	<input type="checkbox"/>	- Excellent personal appearance - Excellent demeanor or conduct. - Complies with physical readiness program. - Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input type="checkbox"/>	- Exemplary personal appearance - Exemplary representative of Navy. - A leader in physical readiness. - Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input type="checkbox"/>			
36. TEAMWORK: Contributions towards team building and team results. NOB <input type="checkbox"/>	- Creates conflict, unwilling to work with others, puts self above team. - Fails to understand team goals or teamwork techniques. - Does not take direction well.	<input type="checkbox"/>	- Reinforces others' efforts, meets personal commitments to team - Understands team goals, employs good teamwork techniques. - Accepts and offers team direction.	<input type="checkbox"/>	- Team builder, inspires cooperation and progress. - Talented mentor, focuses goals and techniques for team. - The best at accepting and offering team direction.	<input type="checkbox"/>			
37. MISSION COMPLETION AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	- Lacks initiative. - Unable to plan or prioritize. - Does not maintain readiness. - Fails to get the job done.	<input type="checkbox"/>	- Takes initiative to meet goals. - Plans/prioritizes effectively - Maintains high state of readiness. - Always gets the job done.	<input type="checkbox"/>	- Develops innovative ways to accomplish mission. - Plans/prioritizes with exceptional skill and foresight. - Maintains superior readiness, even with limited resources. - Gets jobs done earlier and far better than expected.	<input type="checkbox"/>	Enclosure (2)		

FITNESS REPORT & COUNSELING RECORD (W2 - O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) LAST, FIRST		2. Grade/Rate RANK	3. Desig	4. SSN	
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.	<ul style="list-style-type: none"> - Neglects growth/development or welfare of subordinates. - Fails to organize, creates problems for subordinates. - Does not set or achieve goals relevant to command mission and vision - Lacks ability to cope with or tolerate stress. - Inadequate communicator. - Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> - Effectively stimulates growth/development in subordinates. - Organizes successfully, implementing process improvements and efficiencies. - Sets/achieves useful, realistic goals that support command mission. - Performs well in stressful situations. - Clear, timely communicator. - Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> - Inspiring motivator and trainer, subordinates reach highest level of growth and development - Superb organizer, great foresight, develops process improvements and efficiencies. - Leadership achievements dramatically further command mission and vision - Perseveres through the toughest challenges and inspires others. - Exceptional communicator. - Makes subordinates safety-conscious, maintains top safety record. - Constantly improves the personal and professional lives of others.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.	<ul style="list-style-type: none"> - Has difficulty attaining qualifications expected for rank and experience. - Has difficulty in ship(s), aircraft or weapons systems employment. - Below others in knowledge and employment. - Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> - Attains qualifications as required and expected. - Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment - Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> - Fully qualified at appropriate level for rank and experience - Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. - Warfare skills in specialty exceed others of same rank and experience.
NOB <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. I recommend screening this individual for next career milestone(s) as follows: (Maximum of two)
Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA,
CMC, CWO, LDO, Dept Head, XO, OIC, CO, Major Command, War College, PG School.

41. COMMENTS ON PERFORMANCE. *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable
Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case.

Font
10

Primary Evaluator- NAME - POSITION/BILLET:

Secondary Evaluator- NAME - POSITION/BILLET:

Officer/ Instructor- CLASS ADVISOR:

Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42 INDIVIDUAL							COMMANDING OFFICER NROTC THE UNIV OF ARIZONA 1042 E. SOUTH CAMPUS DR. TUCSON, AZ 85721-0032
43 SUMMARY	X						
45. Signature of Reporting Senior						46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement."	
Date						I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement <input type="checkbox"/>	
Member Trait Average 0.00			Summary Group Average:			Date:	
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

FITNESS REPORT & COUNSELING RECORD (W2 - O6)

Save Form Clear Form

RCS BUPERS 1610 1

1. Name (Last, First MI Suffix) SMITH, BRADLEY		2. Grade Rate 2/c		3. Desig		4. SSN	
5. ACT FIS ENACT AT/ADSW/245 <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>		6. UIC 68725		7. Ship Station NROTC UNIV OF ARIZ		8. Promotion Status REGULAR	
9. Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		14. From 17Aug21		15. To 17Dec15			
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. Ops Cdr <input type="checkbox"/>		20. Physical Readiness		21. Biller Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) WALL, P. L.		23. Grade COL		24. Desig USMC		25. Title CO	
		26. UIC 68725		27. SSN			
28. Continued employer and continued achievement Training and Indoctrination of Midshipmen, STA-21 Officer Candidates, and Marine Enlisted Commissioning Education Program (MECEP) students.							
29. Primary Collateral Warranting Dates (Enter Primary duty abbreviation in box) A CO							
30. For 30d term Counseling Ltr. (When completing FITREP Enter 30 and 31 from counseling worksheet sign 32)		31. Date Contained 17Dec08		32. Counselor MIDN 3/C GONZALES		33. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards / not progressing or UNSAT in any one standard, 2.0 - Does not yet meet all 3.0 standards, 3.0 - Meets all 3.0 standards, 4.0 - Exceeds most 3.0 standards, 5.0 - Meets overall criteria and most of the specific standards for 3.0. Standards are not all inclusive.							
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
33. PROFESSIONAL EXPERTISE Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	Lacks basic professional knowledge to perform effectively. Cannot apply basic skills. Fails to develop professionally or achieve timely qualifications.		Has thorough professional knowledge. Competently performs both routine and new tasks. Steadily improves skills, achieves timely qualifications.	<input checked="" type="checkbox"/>	Recognized expert, sought after to solve difficult problems. Exceptionally skilled, develops and executes innovative ideas. Achieves early highly advanced qualifications.		
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	Actions counter to Navy's retention/ recruitment goals. Uninvolved with mentoring or professional development of subordinates. Actions counter to good order and discipline and negatively affect Command/ Organizational climate. Demonstrates extraordinary behavior. Fails to value differences from cultural diversity.		Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. Actively adequately encourage/support subordinates' personal professional growth. Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. Values differences as strength. Fosters atmosphere of acceptance/inclusion per EO EEO policy.	<input checked="" type="checkbox"/>	Measurably contributes to Navy's increased retention and reduced attrition objectives. Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/ sustained commitment. Initiates support programs for military civilian, and families to achieve exceptional Command and Organizational climate. The model of achievement. Develops unit cohesion by valuing differences as strengths.		
35. MILITARY BEARING CHARACTER Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	Consistently unsatisfactory appearance. Unsatisfactory demeanor or conduct. Unable to meet one or more physical readiness standards. Fails to live up to one or more Navy Core Values. HONOR, COURAGE, COMMITMENT.		Excellent personal appearance. Excellent demeanor or conduct. Compliant with physical readiness program. Always lives up to Navy Core Values. HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	Exemplary personal appearance. Exemplary representative of Navy. A leader in physical readiness. Exemplifies Navy Core Values. HONOR, COURAGE, COMMITMENT.		
36. TEAMWORK Contributions towards team building and team results. NOB <input type="checkbox"/>	Creates conflict, unwilling to work with others, puts self above team. Fails to understand team goals or teamwork techniques. Does not take direction well.		Reinforces others' efforts, meets personal commitments to team. Understands team goals, employs good teamwork techniques. Accepts and offers team direction.		Team builder, inspires cooperation and progress. Talented mentor, focuses goals and techniques for team. The best at accepting and offering team direction.		
37. MISSION ACCOMPLISHMENT AND INITIATIVE Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	Lacks initiative. Unable to plan or prioritize. Does not maintain readiness. Fails to get the job done.	<input checked="" type="checkbox"/>	Takes initiative to meet goals. Plans/prioritizes effectively. Maintains high state of readiness. Always gets the job done.		Develops innovative ways to accomplish mission. Plans/prioritizes with exceptional skill and foresight. Maintains superior readiness, even with limited resources. Gets jobs done earlier and far better than expected.		

NAVPERS 1610/2 (11-11)

FOR OFFICIAL USE ONLY-PRIVACY ACT SENSITIVE.

5 June 2017

FITNESS REPORT & COUNSELING RECORD (W2 - O6) (cont 'd)

RCS BUPERS 1610-1

1 Name (Last, First MI Suffix) SMITH, BRADLEY		2. Grade/Rank 2/c	3. Demg	4. SSN					
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
38 LEADERSHIP Organizing, motivating and developing others to accomplish goals. NOB <input type="checkbox"/>	Neglect growth/development or welfare of subordinates. Fails to organize, creates problems for subordinates. Does not set or achieve goals relevant to command mission and vision. Lacks ability to cope with or tolerate stress. Inadequate communication. Tolerates hazards or unsafe practices.		Effectively stimulates growth/development in subordinates. Organizes successfully implementing process improvements and efficiencies. Sets/achieves useful, realistic goals that support command mission. Performs well in stressful situations. Clear, timely communication. Ensures safety of personnel and equipment.	<input checked="" type="checkbox"/>	Inspiring motivator and trainer, subordinates reach highest level of growth and development. Superior organizer, great insight, develops process improvements and efficiencies. Leadership achievements dramatically further command mission and vision. Persists through the toughest challenges and inspires others. Exceptional communication. Makes subordinates safety-conscious, increases top safety record. Constantly improves the personal and professional lives of others.	<input type="checkbox"/>			
39 TACTICAL PERFORMANCE (Warfare qualified officers only) Basic and tactical employment of weapon systems. NOB <input type="checkbox"/>	Has difficulty attaining qualifications expected for rank and experience. Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. Warfare skills in specialty are below standards (compared to others of same rank and experience).		Attains qualifications as required and expected. Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. Warfare skills in specialty equal to others of same rank and experience.	<input checked="" type="checkbox"/>	Fully qualified at appropriate level for rank and experience. Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. Warfare skills in specialty exceed others of same rank and experience.	<input type="checkbox"/>			
40. Recommend screening this individual for next career milestone(s) as follows: (Maximum of two) Recommendations may be for competitive schools or duty assignments such as LCPO, DEPT CPO, SEA, CMC, CWD LDO Dept Head, XO OIC, CO, Major Command, War College, PG School.									
41. COMMENTS ON PERFORMANCE *All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 37 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 pitch (10 to 12 point) only. Use upper and lower case. Form 10 <input checked="" type="checkbox"/>									
<p>Primary Evaluator - GONZALES - SQUAD LEADER: Block 36: SNM puts the need of the squad before his personal needs. During Sea Trials, SNM repeatedly put himself in the most strenuous positions in order to relieve members of the squad.</p> <p>Block 37: When not a member of the squad in competition, SNM fails to accomplish normal tasks. SNM failed to turn in his SEP form on three separate occasions this semester. SNM refuses to take responsibility and when appointed squad leader, refused to take command of the squad.</p> <p>Secondary Evaluator - JONES - PLATOON SERGEANT: SNM is an exemplary team player, however he refuses to take responsibility.</p> <p>Officer/ Instructor - CAPT MCCARLEY: SNM needs to evaluate why he is in the NROTC program. He is a team player, but is an ineffective leader.</p>									
Promotion Recommendation		NOB	Significant Problems	Progressing	Promotable	Meet Promote	Early Promote	44 Reporting Senior Address	
42. INDIVIDUAL		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	COMMANDING OFFICER NROTC THE UNIV OF ARIZONA 1042 E. SOUTH CAMPUS DR. TUCSON, AZ 85721-0032	
43. SUMMARY		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
45. Signature of Reporting Senior					46. Signature of individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to make a statement." I intend to submit a statement <input type="checkbox"/> do not intend to submit a statement <input type="checkbox"/>				
Member Train Average		3.00	Summary Group Average		Date				
47. Typed name, grade, command, LTC, and signature of Regular Reporting Senior on Concurrent Report									
Date									