

New Ensign OER

Highlights:

- One page form
- Two member rating chain (no Reviewer) (RO must be a CG Officer)
- Only need to comment on three performance dimensions which “best characterize the officer”. No longer required to support marks higher than a “4” with comments
- Comments are still required for below standard performance - an additional comments form may be used
- Comments should be more narrative - less of a bulleted list of accomplishments
- List qualifications earned during the period of report (requested by Boards/Panels to emphasize achievement of quals)
- Approved by CG-1 and briefed to CCG

When will the new form be in place?

- Planned for the Oct 2013 to Mar 2014 rating cycle (all evaluations completed with an end of period on or after 4 Nov 2013 shall utilize the OER, Form CG-5310)

What was the reason for the change?

- Result of a two-year OER Work Group (other new forms include DUINS, Continuity, Concurrent)

How did the Work Group come up with the OER?

- Interviewed two years worth of selection boards and panels
- Met with senior leadership for their insight
- Conducted scholarly research into evaluation systems including each DoD service (conclusions: CG OES clearly had more writing required)
- End goal: ensure that the ENS OER meets needs of LTJG Selection Boards, Command Screening Panels, and assignment decisions, yet at the same time ease the administrative burdens on the field

How will PSC ensure the field is trained?

- Our AOs, and career counselors are being trained
- We currently provide a first look during our OER training shows
- Manufacturing a training aid/video for OPM-3's website on the form's use
- CGA, OCS indoc.
- PSC OES Procedures Manual, PSCINST M1611.1, will be the primary manual for completing the evaluation

New Ensign OER

Grouped by the "4 pillars"

Less administrative data: OPFACs, Days Not Observed, Date Submitted

Bubbles to indicate the three performance dimensions which best characterize this officer

Section to list quals

For use when additional comments are needed to document poor performance

U.S. COAST GUARD CG-5317X (Rev. XX-XX)				OFFICER EVALUATION REPORT (OER) DRAFT**(ENSIGN O-1)**DRAFT		Validation:	
1. ADMINISTRATIVE DATA I understand my signature below does not constitute agreement or disagreement. I acknowledge I have reviewed this report.							
a. NAME (Last) Jones		(Initials) A F		b. Reported-on Officer Signature		c. DATE OF RANK 2011 / 05 / 22	d. DATE REPORTED 2011 / 07 / 05
e. UNIT CGC UNDERWAY (WMEC-600)				f. EMPLID 1234567	g. OFFICER STATUS/ORDERS (Mark only one) <input checked="" type="radio"/> Regular AD/Reserve on EAD <input type="radio"/> Reserve not on EAD		
h. PERIOD OF REPORT (YYYY/MM/DD) 2012 / 10 / 01 TO 2013 / 03 / 31				i. OCCASION FOR REPORT (Mark only one) <input checked="" type="radio"/> Semiannual/Annual <input type="radio"/> Detachment/Change of Reporting Officer <input type="radio"/> Detachment of Officer <input type="radio"/> Promotion <input type="radio"/> Special <input type="radio"/> Concurrent			
2. DESCRIPTION OF DUTIES: List primary duty and summarize all duties and responsibilities. PRIMARY DUTY: DECK WATCH OFFICER							
Secondary duty: responsible for safe navigation, crew safety, mission performance, and order & discipline of 104 mbr crew; directs underway (U/W) & in port (I/P) routine. Cmd, Ctrl, Comms and Intel Officer (C3IO): Supervised 2 E-7s and 1 petty officer, also oversaw to CIC U/W watch standers and manager a \$12K budget. Morale Officer.							
3. PERFORMANCE OF DUTIES:		4. PROFESSIONAL QUALITIES:		5. LEADERSHIP SKILLS:		6. COMMUNICATION SKILLS:	
Planning and Preparedness 6 <input type="radio"/>		Initiative 5 <input type="radio"/>		Looking Out for Others 5 <input type="radio"/>		Speaking and Listening 7 <input checked="" type="radio"/>	
Using Resources 5 <input type="radio"/>		Judgment 6 <input type="radio"/>		Developing Others 5 <input type="radio"/>		Writing 5 <input type="radio"/>	
Results/Effectiveness 6 <input type="radio"/>		Responsibility 5 <input type="radio"/>		Directing Others 6 <input type="radio"/>		7. QUALIFICATIONS & COMPETENCIES:	
Adaptability 6 <input type="radio"/>		Professional Presence 5 <input type="radio"/>		Teamwork 7 <input checked="" type="radio"/>		OODLD - 270 WMEC u/w OOD; OPSBO - Boarding Officer; DCREP - Repair Party Leader;	
Professional Competence 7 <input checked="" type="radio"/>		Health and Well-Being 6 <input type="radio"/>		Workplace Climate 5 <input type="radio"/>			
				Evaluations 5 <input type="radio"/>			
8. COMMENTS: Supervisor will select 3 performance dimensions to describe this officer: Well ahead of peers w/regards to earning qualifications in a timely manner & professional competence as an operator. Quickly and almost effortlessly qualified as an I/P and U/W OOD, breezing through his oral boards. Is my pick when I need someone to make a notable presentation, and not just port briefs or pre-briefs for drills, speaks very well in front of any audiences and conveys great confidence. Really impressed with ROO's 'team' orientation as he quickly coalesced his new 4-man boarding team into our most efficient, successful team - recorded 1 drug bust after team found 400lbs of marijuana in a S/V's concealed compartment at sea.							
9. SUPERVISOR AUTHENTICATION							
a. NAME AND SIGNATURE Smith, JA			b. GRADE O-3	c. EMPLID 9876543	d. TITLE OF POSITION Operations Officer		e. DATE 2013 / 03 / 31
10. COMPARISON SCALE: Compare this Ensign with others whom you have known in your career.							
Unsatisfactory	Marginal performer; limited potential	Fair performer; recommended for increased responsibility	Good performer; give tough, challenging assignments	Excellent performer; give toughest, most challenging leadership assignments.	An Exceptional Officer	A Distinguished Officer	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	
11. POTENTIAL: Describe the Ensign's ability to assume greater leadership roles and responsibilities. ENS Jones is an intelligent, well rounded, highly reliable officer who has become a cornerstone for the success of UNDERWAY's crew. Desires & highly recommended for future WMEC O-5 officer about 12 months followed by command of a RC. An excellent candidate and is also highly recommended for Intelligence postgraduate studies or CGA instructor program. Well deserved recent selection to O-2 and has already demonstrated ability to work at the O-3 level. My best JO onboard! Challenge him - I strongly encourage the Junior Command Screening Panel to select him!							
12. REPORTING OFFICER AUTHENTICATION							
a. NAME AND SIGNATURE Salty, DG			b. GRADE O-5	c. EMPLID 7654321	d. TITLE OF POSITION Commanding Officer		e. DATE 2013 / 04 / 15
Comments page required: YES <input type="radio"/> (see attached CG-xxxx)				Attachments:			