

UNITED STATES MARINE CORPS PERFORMANCE APPRAISAL REVIEW SYSTEM

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NAME OF EMPLOYEE	EMPLOYEE ID#	SSN
POSITION TITLE	SERIES AND GRADE	
LOCATION OF EMPLOYEE (DIVISION/SECTION)	RATING PERIOD	

RECORD OF REVIEWS AND FINAL APPRAISAL

SUPERVISOR AND EMPLOYEE MUST SIGN AND DATE

TITLE	STANDARDS	PROGRESS REVIEW	FINAL RATING
SUPERVISOR	Date	Date	Date
EMPLOYEE	Date	Date	Date
REVIEWING OFFICIAL (UNACCEPTABLE ONLY)	Date	Date	Date

☐ RATING OF RECORD ☐ ACCEPTABLE ☐ UNACCEPTABLE	☐ INTERIM APPRAISAL ☐ ACCEPTABLE ☐ UNACCEPTABLE
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EMPLOYEE'S POSITION DESCRIPTION IS CURRENT AND ACCURATE?

☐ YES ☐ NO

If NO, then the supervisor will rewrite Position Description within 60 days.

CRITICAL ELEMENTS

ELEMENTS	RATING	A	U

Performance Evaluation Manual Marine Corps

G. Kurt Piehler



Performance Evaluation Manual Marine Corps:

Manuals Combined: USN/USMC Commander's Quick Reference Legal Handbook 2015, 2012 and 2009 Editions And The USMC Senior Enlisted Leader Smart Packet (2016) , Sample text NCIS REPORTING AND MILITARY JUSTICE INVESTIGATIONS REFERENCES a MCM RCM 303 b JAGMAN Chapter II c SECNAVINST 5430 107 series d SECNAVINST 1752 4A series e DODI 6495 02 COMMAND INQUIRY Suspected offenses may come to command attention in a variety of ways e g shore patrol civil law enforcement or phone call etc The commanding officer CO must conduct some form of inquiry into reported offenses that may be tried by court martial per reference a The degree of inquiry will depend on the nature validity and seriousness of the complaint See reference b MANDATORY REFERRAL TO NCIS Reference c mandates that certain incidents be referred to NCIS whether occurring on or off base and regardless of civilian investigation involvement These incidents include Actual suspected or alleged major criminal offenses punishable under the Uniform Code of Military Justice UCMJ by more than 1 year of confinement Non combat deaths when the cause of death is not medically attributable to disease or natural causes Fires or explosions of unknown origin affecting Department of the Navy DON property or property under DON control Theft or loss of ordnance or controlled substances Disappearance of a command member All instances of suspected fraud against the government within DON e g theft of government property bribery false claims for pay etc actual or suspected acts of espionage terrorism sabotage assassination and actual suspected or attempted defection of DON personnel Internal security incidents such as loss compromise or suspected compromise of classified information and national security cases and Suspected sex related offenses as defined under Articles 120 and 125 of the UCMJ WHEN NCIS DECLINES TO INVESTIGATE NCIS may at its discretion decline to conduct or continue any investigation but shall expeditiously inform the effected command A command may then request assistance from the local base security department or appropriate authority or pursue a command investigation pursuant to reference a

Manuals Combined: U.S. Marine Corps Basic Reconnaissance Course (BRC) References , Over 5 300 total pages MARINE RECON Reconnaissance units are the commander s eyes and ears on the battlefield They are task organized as a highly trained six man team capable of conducting specific missions behind enemy lines Employed as part of the Marine Air Ground Task Force reconnaissance teams provide timely information to the supported commander to shape and influence the battlefield The varying types of missions a Reconnaissance team conduct depends on how deep in the battle space they are operating Division Reconnaissance units support the close and distant battlespace while Force Reconnaissance units conduct deep reconnaissance in support of a landing force Common missions include but are not limited to Plan coordinate and conduct amphibious ground reconnaissance and surveillance to observe identify and report enemy activity and collect other information of military significance Conduct specialized surveying to include underwater reconnaissance and or demolitions beach permeability and topography routes bridges structures urban rural areas helicopter landing zones LZ parachute drop

zones DZ aircraft forward operating sites and mechanized reconnaissance missions When properly task organized with other forces equipment or personnel assist in specialized engineer radio and other special reconnaissance missions Infiltrate mission areas by necessary means to include surface subsurface and airborne operations Conduct Initial Terminal Guidance ITG for helicopters landing craft parachutists air delivery and re supply Designate and engage selected targets with organic weapons and force fires to support battlespace shaping This includes designation and terminal guidance of precision guided munitions Conduct post strike reconnaissance to determine and report battle damage assessment on a specified target or area Conduct limited scale raids and ambushes Just a SAMPLE of the included publications BASIC RECONNAISSANCE COURSE PREPARATION GUIDE RECONNAISSANCE RECON TRAINING AND READINESS T R MANUAL RECONNAISSANCE REPORTS GUIDE GROUND RECONNAISSANCE OPERATIONS GROUND COMBAT OPERATIONS Supporting Arms Observer Spotter and Controller DEEP AIR SUPPORT SCOUTING AND PATROLLING Civil Affairs Tactics Techniques and Procedures MAGTF Intelligence Production and Analysis Counterintelligence Close Air Support Military Operations on Urbanized Terrain MOUT Convoy Operations Handbook TRAINING SUPPORT PACKAGE FOR CONVOY SURVIVABILITY Convoy Operations Battle Book Tactics Techniques and Procedures for Training Planning and Executing Convoy Operations Urban Attacks *PUBLICATIONS COMBINED: FIELD MEDICAL SERVICE OFFICER STUDENT HANDBOOK, SERVICE TECHNICIAN HANDBOOK (THREE VERSIONS), OUTLINES, FLEET MEDICAL POCKET REFERENCE, FIELD HYGIENE & SANITATION AND MUCH MORE* ,2019-03-05 Over 3 000 total pages Contents FIELD MEDICAL SERVICE OFFICER STUDENT HANDBOOK FIELD MEDICAL SERVICE TECHNICIAN STUDENT HANDBOOK Version 4 1 Block 1 Student Outlines For Version 4 1 Block 2 Student Outlines For Version 4 1 FIELD MEDICAL SERVICE TECHNICIAN STUDENT HANDBOOK Version 4 0 FIELD MEDICAL SERVICE TECHNICIAN STUDENT HANDBOOK June 2013 FMST STUDY GUIDE 2015 Fleet Medicine Pocket Reference 2016 MCRP 4 11 1D FIELD HYGIENE AND SANITATION PREVENTION AND TREATMENT OF FIELD RELATED INJURIES STUDENT HANDOUT CASUALTY EVALUATION AND EVACUATION STUDENT HANDOUT COMBAT LIFESAVER TACTICAL COMBAT CASUALTY CARE STUDENT HANDOUT Combat Lifesaver Tactical Combat Casualty Care Instructor Course Student Handbook Command Philosophy My philosophy is basic provide the highest quality service possible to every person you encounter We are an institution of higher learning we need to be the best with everything we do We are preparing the next generation of heroes for the greatest fighting force on the planet the 8404 Hospital Corpsman assigned to the United States Marine Corps They operate at the tip of the spear providing combat medicine to our operational forces they are critical to the success of the Navy ask for help before it s too late in all aspects of your life and career If you see a problem fix it or bring it to the attention of someone who can Don t ignore it Supporting each other is just as important as supporting the mission Continue the relentless pursuit of customer satisfaction feedback is a valuable tool in life and career Basic military courtesy should be a part of everyday life Always

strive to do the right thing even when no one is looking or when tempted to take the easy wrong As a leader I believe all members of the team are important Our civilian shipmates are essential to the success of our mission As a military leader I believe as the Sailor creed says I proudly serve my country s Navy combat team with Honor Courage and Commitment I am committed to excellence and the fair treatment of all I cannot over emphasize the importance of leadership from E 1 to O 6 everyone has a part I expect officers to lead from the front by setting the example Be sure that regularly scheduled performance counseling sessions are conducted for military and civilian employees Cover the good which should be sustained as well as the areas which need improvement Although I like to be informed I believe in allowing leaders to lead managers to manage A big part of my job is to provide you the support systems necessary for you to accomplish your mission Tell me what you need and don t worry how it will be resourced Let me worry about that

The Marine Corps Gazette ,1972 Monthly Catalog of United States Government Publications ,1996 *United States Marine Corps - The Basic School - Warrant Officer Basic Course Materials* , Over 2 200 total pages

WARRANT OFFICER BASIC COURSE WOBC 1 18 INFORMATION

Congratulations on your selection as a Warrant Officer of Marines You are about to embark upon a truly remarkable journey as an officer of Marines That journey begins with your successful completion of the Warrant Officer Basic Course WOBC at The Basic School TBS in Quantico Virginia Warrant Officers and Title 10 Warrant Officer WO is an appointed rank vice a commissioned one Chief Warrant Officers Marine Gunners and Recruiting Officers are commissioned All Chief Warrant Officers and Warrant Officers must successfully complete the WOBC in order to retain their appointment or commission Title 10 U S C Section 1165 states THE SECRETARY OF THE NAVY HAS THE AUTHORITY TO TERMINATE THE REGULAR APPOINTMENT OF ANY PERMANENT REGULAR WO AT ANY TIME WITHIN THREE YEARS AFTER THE DATE WHEN THE OFFICER ACCEPTED HIS ORIGINAL PERMANENT APPOINTMENT A MARINE WHOSE APPOINTMENT IS TERMINATED MAY UPON HIS REQUEST AND AT THE DISCRETION OF THE SECRETARY OF THE NAVY BE ENLISTED IN A GRADE NOT LOWER THAN THAT HELD IMMEDIATELY PRIOR TO APPOINTMENT THEREFORE THE FIRST THREE YEARS AS A WO IS A PROBATIONARY PERIOD AND THE APPOINTMENT TO WO WILL BE TERMINATED IF A MARINE DOES NOT COMPLETE THE REQUIREMENTS OF THE WOBC

WOBC MISSION STATEMENT Train and educate newly appointed warrant officers in the high standards of professional knowledge esprit de corps and leadership required to transition from enlisted Marine to officer with particular emphasis on the duties responsibilities and warfighting skills required of a provisional rifle platoon commander

The Warrant Officer Basic Course The WOBC is an eighteen week course that focuses on the transition from enlisted Marine to Marine officer TBS and the WOBC focus on five horizontal themes that define expectations of all Marine Officers

- 1 a man woman of exemplary character
- 2 devoted to leading Marines
- 24 7 3 able to decide communicate and act in the fog of war
- 4 a Warfighter who embraces the Corps warrior ethos and
- 5 mentally strong and physically tough

The universal concept that Marine Officers must be able to assess situations weigh the pros and cons of various decisions make a

decision develop a plan communicate that plan effectively and supervise its execution is stressed and exercised throughout the course The course will teach the science and art required for service of Marine Officers with an emphasis on decision making throughout Provisional infantry and planning subjects are together used as the means or vehicle to teach and evaluate this process Since all students are evaluated on leadership as Marine Officers physical mental and emotional stress are incorporated throughout the course in order to evaluate the ability to lead in chaotic and stressful environments Some individuals will be pushed close to their failing point but the WOBC is designed to give students an opportunity to display positive leadership qualities in the face of adversity The WOBC is not a check in the block It is a course designed to provide students with the learning experiences necessary to effectively transition to service as a Marine Officer Students who do not successfully complete the course face a variety of administrative actions including repetition of the course recycle to a six month lieutenant Basic Officer Course revocation of appointment or separation from the service The WOBC curriculum is an academically rigorous provisional infantry and staff planning based program of instruction POI which consists of approximately 935 hours of formal instruction The POI includes classroom instruction field exercises sand table exercises and discussion groups Classroom instruction is designed around the flipped classroom model *Performance Evaluation System Handbook* United States. Marine Corps,1986 Encyclopedia of Military Science G. Kurt Piehler,2013-07-24 The Encyclopedia of Military Science provides a comprehensive ready reference on the organization traditions training purpose and functions of today s military Entries in this four volume work include coverage of the duties responsibilities and authority of military personnel and an understanding of strategies and tactics of the modern military and how they interface with political social legal economic and technological factors A large component is devoted to issues of leadership group dynamics motivation problem solving and decision making in the military context Finally this work also covers recent American military history since the end of the Cold War with a special emphasis on peacekeeping and peacemaking operations the First Persian Gulf War the events surrounding 9 11 and the wars in Afghanistan and Iraq and how the military has been changing in relation to these events Click here to read an article on The Daily Beast by Encyclopedia editor G Kurt Piehler Why Don t We Build Statues For Our War Heroes Anymore Yeoman 1 & C Gail M. Ravy,1993 Performance Appraisal Manual United States. Marine Corps,1971 **Department of Defense Authorization for Appropriations for Fiscal Year 2105 and the Future Years Defense Program, S.Hrg.113-465, Part 6, March 26 and April 9, 2014, 113-2 ,2015** **Resources in Education** ,1997 **Code of Federal Regulations** ,1978 Special edition of the Federal Register containing a codification of documents of general applicability and future effect with ancillaries **Bibliography for Advancement Study** ,1995 **Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program: Personnel** United States. Congress. Senate. Committee on Armed Services,2015 **Scientific and Technical Aerospace Reports** ,1976 **Technical Information Indexes** United States. Naval Air Systems Command,1974

Technical Manual United States. War Department,1965 *Department of Defense Authorization for Appropriations for Fiscal Year 2015 and the Future Years Defense Program* United States. Congress. Senate. Committee on Armed Services,2015 *Yeoman 1 & C* ,1973

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something dishonorable immoral or improper people who experience shame usually try to hide the thing they feel ashamed of when shame is chronic it can involve the feeling that you are fundamentally flawed

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