

Revitalizing the OPR

Think Tank Team Eagles
SOS Class 17E

WHY

Why would your proposed changes benefit the OPR and the AF?



HOW

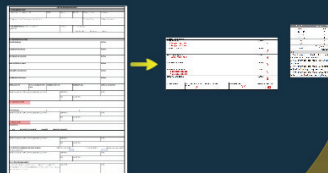
would you implement these changes?

- Migrating to Web system
- Promoting sub-system that pulls top bullets and vectoring information
- Rater ID that tracks averages



Position

What changes would you make to the OPR to best capture current performance and future potential?



What We Value

- Rater's evaluation on current performance
- Feedback on specific strengths & weaknesses
- Future potential assessment & vector based on strengths
- Differentiation of high tier officers



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1. Name (Last, First, Middle Initial)		2.SSN	3.Rank	4.DAFSC	5.Reason for Report	6.Pas Code
7. Organizations, Command, Location and Component				8. Period of Report		9. Days of Supervision
II. JOB DESCRIPTION (Limit text to two lines) DUTY TITLE:			10. SRID	11. Fitness Standard ___ Does Not Meet ___ Satisfactory ___ Excellent		
III. PERFORMANCE FACTORS						
JOB KNOWLEDGE					RATING	
LEADERSHIP BEHAVIORS					RATING	
PROFESSIONAL QUALITIES					RATING	
ORGANIZATIONAL SKILLS					RATING	
JUDGMENT AND DECISION					RATING	
COMMUNICATION SKILLS					RATING	
FEEDBACK DATE	TOTAL # GRADED IN THIS RANK	CUMMULATIVE AVG		SUMMARY AVG	OVERALL AVG RATING	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION			DUTY TITLE		DATE	
			SSN	SIGNATURE		
IV. ADDITIONAL RATER						
FUTURE ROLES: 1. _____ 2. _____ 3. _____						
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION			DUTY TITLE		DATE	

III. PERFORMANCE FACTORS				
JOB KNOWLEDGE - - Supporting Bullet - - Supporting Bullet			RATING	5
LEADERSHIP BEHAVIORS			RATING	3
PROFESSIONAL QUALITIES - - Supporting Bullet			RATING	4
ORGANIZATIONAL SKILLS			RATING	3
JUDGMENT AND DECISION - - Supporting Bullet - - Supporting Bullet			RATING	5
COMMUNICATION SKILLS			RATING	3
FEEDBACK DATE	TOTAL # GRADED IN THIS RANK 13	CUMMULATIVE AVG 3.8	SUMMARY AVG 3.9	OVERALL AVG RATING 3.83

RATING	5
RATING	3
RATING	4
RATING	3
RATING	5
RATING	3
OVERALL AVG RATING	3.83

Total Points	Number of Bullets
0 to 11	2 or less
12 to 18	2
19 to 20	3
21 to 22	4
23	5
24	6
25+	7+ (based on rules below)
Rules:	
1) Bullets should be listed in categories where a certain skill was most prevalent.	
2) A "1" in any category requires a narrative up to two lines.	
3) A "4" in any category requires one strong bullet of justification supporting the score.	
4) A "5" in any category requires two strong bullets of justification supporting the high score.	

III. PERFORMANCE FACTORS				
JOB KNOWLEDGE - - Supporting Bullet - - Supporting Bullet				RATING 5
LEADERSHIP BEHAVIORS				RATING 3
PROFESSIONAL QUALITIES - - Supporting Bullet				RATING 4
ORGANIZATIONAL SKILLS				RATING 3
JUDGMENT AND DECISION - - Supporting Bullet - - Supporting Bullet				RATING 5
COMMUNICATION SKILLS				RATING 3
FEEDBACK DATE	TOTAL # GRADED IN THIS RANK 13	CUMMULATIVE AVG 3.8	SUMMARY AVG 3.9	OVERALL AVG RATING 3.83

JUDGMENT AND DECISION				RATING
COMMUNICATION SKILLS				RATING
FEEDBACK DATE	TOTAL # GRADED IN THIS RANK	CUMMULATIVE AVG	SUMMARY AVG	OVERALL AVG RATING
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		SSN	SIGNATURE	
IV. ADDITIONAL RATER				
FUTURE ROLES: 1. _____ 2. _____ 3. _____				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE	DATE	
		SSN	SIGNATURE	
V. SENIOR RATER				
PROMOTION				
N/A NOT READY TO PROMOTE PROMOTE DEFINITELY PROMOTE				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE	DATE	
		SSN	SIGNATURE	
VI. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box)				
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION		DUTY TITLE	DATE	
		SSN	SIGNATURE	

RANK					
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION			DUTY TITLE		DATE
			SSN	SIGNATURE	
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FUTURE ROLES: 1. _____ 2. _____ 3. _____					
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			DUTY TITLE		DATE
			SSN	SIGNATURE	
VI. FUNCTIONAL EXAMINER/AIR FORCE ADVISOR		FUNCTIONAL EXAMINER		AIR FORCE ADVISOR (Indicate review by marking the appropriate box)	
		<input type="checkbox"/>		<input type="checkbox"/>	
NAME, GRADE, BR OF SVC, ORGN, COMMAND & LOCATION			DUTY TITLE		DATE
			SSN	SIGNATURE	
VII. RATEE ACKNOWLEDGMENT					
I understand my signature does not constitute agreement or disagreement. I acknowledge all required feedback was accomplished during the reporting period and upon receipt of this report.			SIGNATURE		DATE

HOW

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myPers

CAC Available? Select CAC Login

Log in with an existing account

CAC Login


Log in

Rater's ID	10374638
Name	Maj Doe, John
2017 Summary Score, 1Lt	3.94
Cumulative Score, 1Lt (Historical)	4.02
Total Scored, 1Lt (Historical)	6

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2

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CAC Login

Please select your CAC E-Mail certificate to ensure proper login to the myPers website.

Log in with an existing account

User ID

Password

LOG-IN

[Forgot your username or password?](#)

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Why would your proposed changes benefit the OES and the AF?

- Provide specific feedback & documents progress
 - Differentiates officers across the spectrum
 - Streamlines job and promotion recommendations
- Significantly reduces workload to rate on the "middle half"
 - Augments ADP for assignment teams - Vectoring



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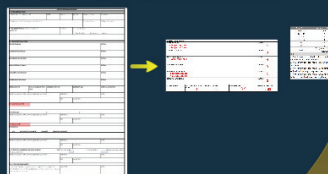
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