

+ OFFICER EVALUATION REPORT						FOR OFFICIAL USE ONLY (FOUO)	
For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						SEE PRIVACY ACT STATEMENT IN AR 623-3 +	
PART I - ADMINISTRATIVE DATA							
a. NAME (Last, First, Middle Initial)			b. SSN	c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH	f. DESIGNATED SPECIALTIES / PMOS (WO)
KELLY, PAUL, T			[REDACTED]	1LT	20080224	AR	19A
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				g. 2. STATUS CODE		h. REASON FOR SUBMISSION	
C Trp, 5th Squadron, 1st US Cavalry, Ft. Wainwright, AK 99703 USARPAC				02		Annual	
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO OF ENCL	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or .mil)	n. UIC	o. CMD CODE
FROM (YYYYMMDD) THRU (YYYYMMDD)		12			paul.t.kelly@us.army.mil	WJHSCO	p. PSB CODE
20070710		20080709					UA94
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)							
a. NAME OF RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)	
GARNER, BENJAMIN, C		[REDACTED]	CPT	Troop Commander	GARNER, BENJAMIN, CHAD, 1143727	20080917	
b. NAME OF INTERMEDIATE RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)	
c. NAME OF SENIOR RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)	
KASALES, MICHAEL C		[REDACTED]	LTC	Squadron Commander	KASALES, MICHAEL, CARL, 1165480	20080917	
SENIOR RATER'S ORGANIZATION			BRANCH	SENIOR RATER TELEPHONE NUMBER	E-MAIL ADDRESS (.gov or .mil)		
HQ, 5th Squadron, 1st U.S. Cavalry Regiment			AR	[REDACTED]	michael.kasales@us.army.mil		
1-25th SBCT, Ft Wainwright, AK 99703			d. This is a referred report, do you wish to make comments?		e. SIGNATURE OF RATED OFFICER		DATE (YYYYMMDD)
			<input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		KELLY, PAUL, THOMAS, 1281574		20080917
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE Reconnaissance Platoon Leader				b. POSITION AOC/BR 19C/AR			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1.							
Platoon Leader of an OCONUS-based, Stryker-equipped Reconnaissance Platoon prepared for rapid, world-wide deployment; plans, organizes, directs, and conducts reconnaissance and security operations in support of full-spectrum combat operations; responsible for Soldiers' training, safety, discipline, health, welfare, and morale; supervises maintenance and accounts for assigned equipment valued in excess of \$7 million; coaches and mentors the NCOs and enlisted soldiers of the platoon and encourages participation of the Family Readiness Group. Additional duties include Arm's room officer, Drivers training program officer, Hearing conservation officer and Voting assistance 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)		<input checked="" type="checkbox"/>	1. MENTAL	<input type="checkbox"/>	2. PHYSICAL	<input type="checkbox"/>	3. EMOTIONAL
Fundamental qualities and characteristics			Possesses desire, will, initiative, and discipline		Maintains appropriate level of physical fitness and military bearing		Displays self-control; calm under pressure
b.2. SKILLS (Competence) (Select 2)		<input type="checkbox"/>	1. CONCEPTUAL	<input checked="" type="checkbox"/>	2. INTERPERSONAL	<input type="checkbox"/>	3. TECHNICAL
Skill development is part of self-development; prerequisite to action			Demonstrates sound judgment, critical/creative thinking, moral reasoning		Shows skill with people: coaching, teaching, counseling, motivating and empowering		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"/>	4. TACTICAL	Demonstrates proficiency in required professional knowledge, judgment, and warfighting			<input type="checkbox"/>
INFLUENCING		<input type="checkbox"/>	1. COMMUNICATING	<input checked="" type="checkbox"/>	2. DECISION-MAKING	<input type="checkbox"/>	3. MOTIVATING
Method of reaching goals while operating / improving			Displays good oral, written, and listening skills for individuals / groups		Employs sound judgment, logical reasoning and uses resources wisely		Inspires, motivates, and guides others toward mission accomplishment
OPERATING		<input checked="" type="checkbox"/>	4. PLANNING	<input type="checkbox"/>	5. EXECUTING	<input type="checkbox"/>	6. ASSESSING
Short-term mission accomplishment			Develops detailed, executable plans that are feasible, acceptable, and suitable		Shows tactical proficiency, meets mission standards, and takes care of people/resources		Uses after-action and evaluation tools to facilitate consistent improvement
IMPROVING		<input checked="" type="checkbox"/>	7. DEVELOPING	<input type="checkbox"/>	8. BUILDING	<input type="checkbox"/>	9. LEARNING
Long-term improvement in the Army its people and organizations			Invests adequate time and effort to develop individual subordinates as leaders		Spends time and resources improving teams, groups and units; fosters ethical climate		Seeks self-improvement and organizational growth; envisioning, adapting and leading change
c. APFT: PASS		DATE: 20080611		HEIGHT: 69		WEIGHT: 192 YES	
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.							
WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED?							
		<input type="checkbox"/>	YES	<input type="checkbox"/>	NO	<input checked="" type="checkbox"/>	

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE, MUST PROMOTE **SATISFACTORY PERFORMANCE, PROMOTE** **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE** **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.

Superb performance by an outstanding young officer. 1LT Kelly set the Troop standard during field operations in mission execution through rehearsals, leading platoon level maneuver, ensuring AARs were conducted, and briefing on mission status. During Stryker Gunnery, Paul's leadership lead to three gunners qualifying superior with the top two scores in the Troop. Paul planned and executed multiple small arms ranges that resulted in over 85% of the Troop being qualified on personnel weapons and CQM. LT Kelly also planned and executed the Troop Demolition Breach Range. Paul stayed personally involved with his troopers, mentoring three to enroll in college classes resulting in the completion of 115 credit hours. Paul is the best Platoon Leader in the Troop

c. COMMENT ON POTENTIAL FOR PROMOTION.

1LT Kelly will enthusiastically excel at any task given to him and should be given the most challenging assignments. Assign as Troop Executive Officer.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

BEST QUALIFIED **FULLY QUALIFIED** **DO NOT PROMOTE** **OTHER (Explain below)**

I currently senior rate 18 officer(s) in this grade
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO (Explain in c)

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)

HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

NO BOX CHECK

RO: 1LT KELLY PAUL T
 [REDACTED]

SR: LTC KASALES MICHAEL C
 [REDACTED]

DATE: 2008 09 18

TOTAL RATINGS:

RATINGS THIS OFFICER:

c. COMMENT ON PERFORMANCE/POTENTIAL

First Lieutenant Paul Kelly is an outstanding officer and superb recce platoon leader, and clearly one of the top five platoon leaders in the Squadron. Paul is a sharp, eager, and intelligent warfighter who has demonstrated his outstanding leadership ability as we prepare for combat. He is physically and mentally tough and can always be counted on to accomplish the mission. He is unwavering in his commitment to excellence and always displays a calm and deliberate demeanor in the toughest situations. Paul exhibits all the qualities I deem essential for leaders in combat and I have no doubt that he will excel under fire. 1LT Paul Kelly possesses unlimited potential and will make significant contributions to our Army in the future. Promote to Captain and send to Maneuver Captains Career Course. He will be an outstanding Recce Troop Commander in the near future.

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.

Troop Executive Officer, Squadron Staff Officer, Troop Commander.