

+		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	DESIGNATED SPECIALTIES / PMOS (WO)	
KELLY, PAUL T.		[REDACTED]	CPT	20090901	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				03		Change of Rater	
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
FROM (YYYYMMDD) THRU (YYYYMMDD)		6		0	paul.t.kelly@us.army.mil		WJHSC0
							o CMD CODE P1
							p PSB CODE 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)
PATEK, ARTHUR L.		[REDACTED]	CPT	Troop Commander	PATEK, ARTHUR L. 1087510456		20091210
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]	LTCP	Squadron Commander	KASALES, MICHAEL C. 1165490360		20091210
SENIOR RATER'S ORGANIZATION		BRANCH		SENIOR RATER TELEPHONE NUMBER		E-MAIL ADDRESS (gov or mil)	
5th Squadron, 1st U.S. Cavalry Regiment Fort Wainwright, AK 99703		AR		[REDACTED]		michael.kasales@us.army.mil	
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 1281574401		20091210	
PART III - DUTY DESCRIPTION							
a PRINCIPAL DUTY TITLE 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. Train and develop subordinate leaders to be confident decision makers, tactical and technical experts, and prepare them for combat and positions of increased responsibility and authority. 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 Possesses desire, will, initiative, and discipline <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
b.2. SKILLS (Competence) (Select 2)		<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
		<input checked="" type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving							
INFLUENCING Method of reaching goals while operating / improving		<input type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input checked="" type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
OPERATING Short-term mission accomplishment		<input checked="" type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
IMPROVING Long-term improvement in the Army its people and organizations		<input type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input checked="" type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
c. APFT: PASS		DATE: 20090630		HEIGHT: 69		WEIGHT: 172 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 checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> NA							

NAME KELLY, PAUL T.

SSN [REDACTED]

PERIOD COVERED 20090416 - 20091102

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.

CPT Kelly is a quiet professional who leads from the front. Paul mastered the art of small unit tactics, this was evident during an engagement with the enemy when Paul imperviously executed Platoon standing operating procedures for actions on contact. During OIF 08-09, Paul conducted over 200 combined combat patrols and conducted over 100 key leader engagements with prominent Iraqi Security Force leaders, ensuring the partnership and success of the Troop and Squadron in the Eastern Diyala Province. Paul implemented stringent marksmanship training plan during the deployment, resulting in an unprecedented 16 Troopers qualifying as expert with their assigned weapon. Paul also maintained a high degree of morale in his Platoon which led to the most retentions in the Squadron. Paul brings the proper mix of motivation and desire and is tempered with maturity. Paul is capable of working several complex tasks simultaneously with little guidance and to a high standard. Paul completed his deployment by providing a seamless transition for his U.S. counterpart during the RIP/TOA. Paul will command a Troop with distinction and he will continue to excel in any position afforded him.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Paul has unlimited potential, assign to position of increased responsibility and groom him for Command.

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.

Have three years of attorney experience. Possess professional licenses to practice law in the states of New York and Connecticut

Would serve Army best in: MFE / 19

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: CPT KELLY PAUL T

SR: LTCP KASALES MICHAEL C

DATE: 2009 12 22

TOTAL RATINGS:

RATINGS THIS OFFICER:

c. COMMENT ON PERFORMANCE/POTENTIAL

Superb performance in combat while serving as a reconnaissance platoon leader! Captain Paul Kelly is a gifted officer and dynamic leader who clearly demonstrated his superior skills, knowledge, abilities, and warrior spirit throughout a twelve month deployment to Iraq. Personally leading over 200 combat patrols in the hostile Hamrin Basin region of northeast Diyala Province, Paul's detailed planning and flawless execution directly contributed to his Troop's and the Squadron's mission accomplishment. Paul was selected among his peers to be the Squadron's Logistics Officer - a primary staff position where he will excel. Possessing unlimited potential, CPT Kelly will be an outstanding Troop commander in the near future. Program this stellar officer for the tough assignments and earmark for early promotion to major.

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 Commander, Squadron Primary Staff Officer, Asst. Brigade Staff Officer  
MFE/19.