



DEPARTMENT OF THE ARMY
UNITED STATES ARMY ARMOR SCHOOL
1 KARKER STREET, BUILDING 4
FORT MOORE, GEORGIA 31905-5000

ATZB-NC (600e)

1 April 2024

MEMORANDUM FOR RECORD

SUBJECT: Individual Student Assessment Plan for the Armor Crewmember Advanced Leader Course (ALC), 020-19C3O/19K3O-C45 and 171-19C3O/19K3O-C45.

1. References.

- a. TRADOC Regulation 350-70, (Army Learning Policy and Systems), 10 July 2017
- b. TRADOC Pamphlet 350-70-14, Training and Education Development in Support of the Institutional Training Domain, 15 April 2021
- c. USAARMS Commandant Training Guidance

2. The purpose of Armor Crewmember Advanced Leaders Course (ALC) is to educate, train, and develop self-confident and adaptable Armor Crewmember NCOs through progressive leader development who can solve complex problems during Large Scale Combat Operations in coordination with Joint, Interorganizational, Multinational (JIM) partners. Strengthen critical and creative thinking NCOs to effectively perform operations and provide tactical alternatives for strategic operations to counter emerging threats at the squad and platoon level. Training/education builds on experience gained in previous training/education and operational assignments.

3. Armor Crewmember Advanced Leader Course (ALC) is a branch specific learner centric course for primary MOS 19C3O/19K3O. The conduct of the course involves Education Continuity Plan (ECP) Classroom learning and hands-on learning using maneuver/training areas, ranges, and/or simulators IAW the Experiential Learning Model (ELM) process. It consists of progressive and sequential common core curriculum (NCO common core competencies), select CMF19 critical/common tasks/topics, select tactics tasks/topics, and mandatory training.

4. The 020-19C3O/19K3O-C45 Armor Crewmember Advanced Leader Course is a two-phased course. Phase 1 is 7 days VL and phase 2 resident is 33 days. 171-19C3O/19K3O-C45 Armor Crewmember Advance Leader Course is a three-phase course. Phase 1 is 6 days VL, phase 2 is 14 days ADT, and phase 3 is 10 days ADT. This course will challenge learners to think critically, generate creative ideas, and learn to solve complex problems. Armor Crewmember Advanced Leader Course (ALC) is a branch specific learner centric course for primary MOS 19C3O/19K3O. The conduct of the course involves synchronous VL (Non-Resident), collaborative classroom learning (Resident/ADT), and hands-on learning using maneuver/training areas, ranges, and/or

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simulators IAW the Small Group Instruction (SGI) process. It consists of progressive and sequential common core curriculum (NCO C3), select CMF 19 critical/common tasks/topics, select tactics tasks/topics reconnaissance/security/stability, and mandatory/directed training. The capstone event Field Training Exercise (FTX) covers section tactical operations with leadership evaluations.

Course Outcomes:

- Trained/educated Armor NCOs who are adaptive leaders, critical & creative thinkers
- Armor NCOs who are technically and tactically skilled to employ the M1A2 SEP/ M2A3 BFV at the section level and destroy enemy positions during large scale combat operations
- Aware of their role as a member of the Army Profession and able to apply those ideas through the application of leadership using Army values and ethics
- Armor NCOs capable of applying the four professional NCO attributes: lead; train and educate; care for Soldiers and equipment; maintain and enforce standards

5. Special Information

a. Refer to <http://www.Moore.army.mil/mcoe/ncoa/> and click on the link for AR ALC from the "Courses" drop down menu on the left for the Welcome Letter, Student Documents, and Class Course Dates.

b. AC 19C/19K ALC Phase 1 VL:

(1). Phase 1 Virtual Learning (VL) is a synchronous (Non-Resident) delivered through Army 365 (MS Teams). It is recommended that home station students use Government Furnished Equipment (GFE), an active government Virtual Private Network (VPN) if off-site of a military installation, and an active Army 365 account to participate in training using A365 Microsoft Teams. If using a home personal computer with CAC reader and DoD certificates installed, virtual classroom capabilities may be reduced. A365 (MS Teams) capabilities are subject to change. Maximum allowable time between phases 1 & 2: No more than 3 days (travel to Resident/ADT Phase 2).

c. Soldiers are no longer required to hand carry a copy of the cardiovascular medical screening to service schools. A physical date will be placed on the Performance Evaluation Checklist (PEC) in part II.

d. Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under the 2-phase course design will be required to meet Height and Weight Requirements during phase 2.

e. **Course Critical Events** are defined as Graduation Requirement.

f. **Composite Score:** is a single score derived from multiple pieces of information.

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g. RC 19C/19K ALC Phase 1 VL:

(1). Special Information: Phase 1 Virtual Learning (VL) will be synchronous (Non-Resident) delivered through Army 365 (MS Teams). It is recommended that home station students use Government Furnished Equipment (GFE), an active government Virtual Private Network (VPN) if off-site of a military installation, and an active Army 365 account to participate in training using A365 Microsoft Teams. If using a home personal computer with CAC reader and DoD certificates installed, virtual classroom capabilities may be reduced. A365 (MS Teams) capabilities are subject to change.

(2). Maximum Allowable time between phases 1 & 2: No more than 3 days (travel to Resident/ADT Phase 2). Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under a phase 1-2-3 course design may be required to meet ACFT and/or Height and Weight Requirements again during follow on phases. If it has been longer than 365 days since completing phase 2, Soldier must retake ACFT for phase 3. After completion of phase 2, Soldiers must complete phase 3 within two years. If Soldiers fails to complete phase 3 within that time frame, they must retake phase 2 over again. The Soldiers will then have the two-year window again.

h. RC 19C/19K ALC Phase 2 ADT:

(1). Special Information: Maximum Allowable time between phases 1 & 2: No more than 3 days (travel to Resident/ADT Phase 2).

(2). Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under a phase 1-2-3 course design may be required to meet ACFT and/or Height and Weight Requirements again during follow on phases. If it has been longer than 365 days since completing phase 2, Soldier must retake ACFT for phase 3. After completion of phase 2, Soldiers must complete phase 3 within two years. If Soldiers fails to complete phase 3 within that time frame, they must retake phase 2 over again. The Soldiers will then have the two-year window again.

i. RC 19C/19K ALC Phase 3 ADT:

(1). Special Information: Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under a phase 1-2-3 course design may be required to meet ACFT and/or Height and Weight Requirements again during follow on phases. If it has been longer than 365 days since completing phase 2, Soldier must retake ACFT for phase 3. After completion of phase 2, Soldiers must complete phase 3 within two years. If Soldiers fails to complete phase 3 within that time frame, they must retake phase 2 over again. The Soldiers will then have the two-year window again.

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6. Training includes:

a. **Module A (Administration)** Student Reporting Activities; Conduct Student Weigh-in; MCoE, USAARMS, NCOA Commandant and 1SG Briefs; Administer the ACFT; CIF issue and turn – in; Physical fitness Training; Developmental Counseling; Conduct End of Course Critique; Graduation; Soldier Out-processing.

b. **Module B (NCO_C3) (VL Phase 1)** Course Overview; Army Discipline and Standards; The Army Leader; Research and Case Studies; Build Trust in Teams; Mission Orders and the Military Decision-Making Process; Persuasive Essay; Coaching, Counseling, and Mentorship; Military Briefings; Physical Fitness Program; Training Management; The Army's Maintenance Program; Contemporary Issues; Talent Management; Financial Readiness.

(Phase 2 Resident)

c. **Module C (Mandatory Training)** – Armor Branch History; SHARP, Equal Opportunity (Socialization Process).

d. **Module D (General Knowledge)** – Conduct Troop Leading Procedures, Introduction to Operations Order, Call and Adjust Indirect Fire, Orders Assessment, and Dismounted Land Navigation Assessment.

e. **Module E (Shoot)** – Ammunition Identification and Capabilities, Combat Identification, Detect, Identify, Decide, Engage, and Assess (DIDEA), Ammunition Assessment, DIDEA Assessment, and Combat Identification Assessment.

f. **Module F (Communicate)** – Combat Reports, Operational Terms and Symbols, Operational Terms and Symbols Assessment, and Combat Reports Assessment.

g. **Module G (Offense)** – Vehicle Tactical Movement / Maneuver Techniques, Conduct Linkup / Relief in Place, Perform a Passage of Lines Forward / Rearward, Breaching Operations, and Offense Assessment & AAR

h. **Module H (Defense)** - Conduct Quartering Party Activities, Develop an Engagement Area, Prepare a Tank Range Card, Direct Occupation of a Vehicle Fighting Position, Conduct Resupply and Consolidation / Reorganization Operations, Range Card Assessment & AAR, and Defense Assessment & AAR

i. **Module I (Gunnery)** - Tank Safety & Risk Management_V3 Overview, Operate the Commanders Station, Operate the Gunners Station, Boresight / Alignment Procedures, AAC's Classroom / Hands On, M240 Machine Gun, M2A1 Machine Gun, and Conduct Advanced Gunnery Training System (AGTS) Training

j. **Module J (FTX)** - Terrain Board Assessment and AAR, 19C/19K CCTT Culminating PE, and 19C/19K Culminating FTX

7. General Standards

a. **Standards of Conduct.** Students will conduct themselves in a manner that is expected of a Noncommissioned Officer. This includes demonstrating law abiding personal conduct and behavior on and off duty. The MCoE NCO Academy Commandant or RTI equivalent may immediately remove students from the course for any misconduct or behavior that violates any local, state, or federal law and / or the Uniform Code of Military Justice (UCMJ), or for any conduct that violates any DOD, Army, or local regulation / policy.

b. **Honor Code:** The purpose of this Honor Code is to communicate the meaning and importance of academic integrity to all members of the NCO Academy and to articulate and support the interest of the academy in maintaining the highest standards of conduct in student learning. The NCO Academy embodies a spirit of mutual trust and intellectual honesty that is central to the very nature of learning and represents the highest possible expression of shared values among the members of the academy.

(1). Instructors will support this culture of academic honesty by providing clear guidance, both in their course ISAP and in response to student questions, on what constitutes permitted and unpermitted aid. Instructors will also not take unusual or unreasonable precautions to prevent academic dishonesty.

(2). Students and instructors will cultivate an environment conducive to academic integrity. While instructors alone set academic requirements, the Honor Code is a community undertaking that requires students and instructors to work together to ensure conditions that support academic integrity.

c. The core values underlying and reflected in the Honor Code are:

(1). **Academic honesty** is demonstrated by students when the ideas and the writing of others are properly cited; students submit their own work for tests and assignments without unauthorized assistance; students do not provide unauthorized assistance to others; and students report their research or accomplishments accurately.

(2). **Respect** for others and the learning process to demonstrate academic honesty.

(3). **Trust** in others to act with academic honesty as a positive community-building force in the school.

(4). **Responsibility** is recognized by all to demonstrate their best effort to prepare and complete academic tasks.

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(5). **Fairness** and **Equity** are demonstrated so that every student can experience an academic environment that is free from the injustices caused by any form of intellectual dishonesty.

(6). **Integrity** of all members of the school community as demonstrated by a commitment to academic honesty and support of our quest for authentic learning.

d. The honor code will govern the personal conduct of all students and instructors. Any incident that violates the code of conduct or Army Values may result in dismissal from the course in which the Soldier is enrolled.

8. Physical Fitness Standards (reference AR 350-1, Paragraph 3-13, Army Directive 2022-05): (Course Critical Event)

a. Successful completion of the record ACFT is mandatory for course graduation. Soldiers attending the identified PME schools and courses will be administered an ACFT. For PME courses with multiple phases, the initial ACFT will be administered during the first phase of the resident course. One ACFT retest is allowed and will be administered no earlier than 7 and no later than 24 days after the initial failure of the ACFT. Students must score a minimum of 60 points in each ACFT event to pass. All subsequent failures of the ACFT will result in the removal from the course. The record ACFT will be uploaded into Defense Training Management System (DTMS). Additionally, any Student who receives a temporary profile after failing the initial ACFT, which hinders the administration of any retest (ACFT), will be medically removed from the course. Students requiring retest earn a maximum of 70% for the ACFT.

b. Soldiers who are on temporary profile prior to the start of Phase I or Phase II cannot be enrolled into the course and will receive a denied enrollment packet from the school.

c. Soldiers with a permanent designator of "2" in the physical profile must include a copy of DA Form 3349 (Physical Profile) as part of the course application. They will be eligible to attend appropriate courses and train within the limits of their profile provided they can meet course graduation requirements. Soldiers with a permanent designator of "3" or "4" in their physical profile must include a copy of DA Form 3349 and the results of their Military Medical Review Board (MMRB) as part of the course application.

d. Students receiving temporary or permanent physical profiles after enrolling in resident training courses will be evaluated by the 1SG/Branch Chief for continued attendance. Students who have met, or will be able to meet graduation requirements, may continue to be trained within the limits of their profile.

e. All Soldiers must have a current Periodic Health Assessment (PHA) on file.

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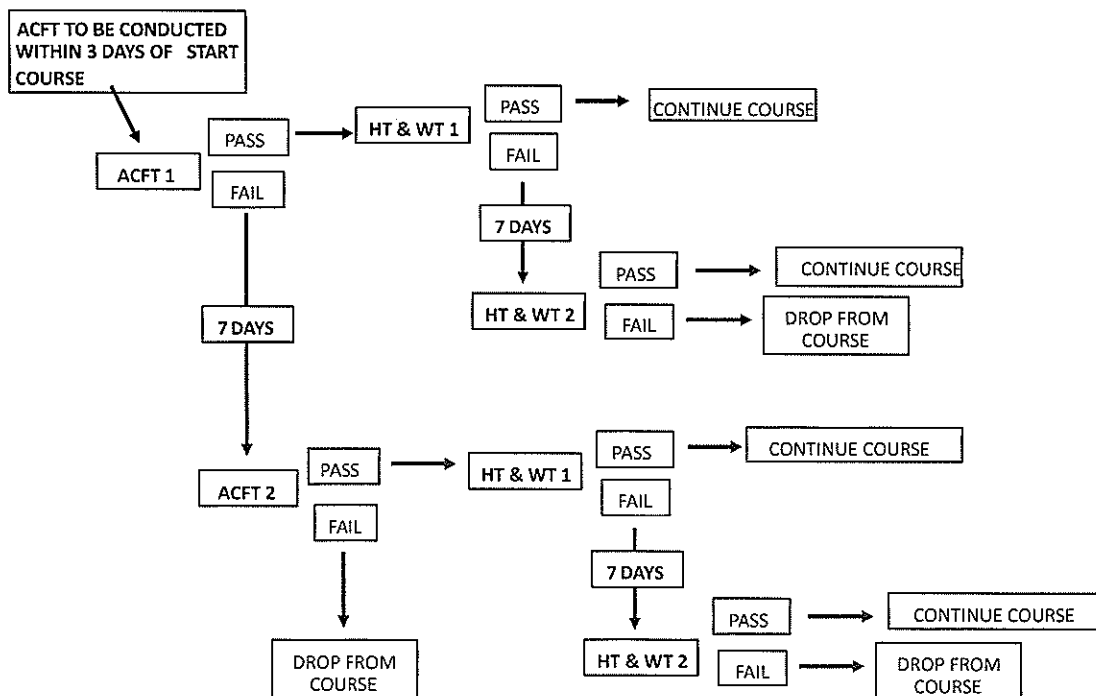
f. Individuals 40 years of age and older must be medically cleared before they can be enrolled in the ALC. Individuals must have in their possession a completed Pre-execution Checklist (dated April 2018) with the physical date from the SF 88 or DD Form 2808 annotated to include the Cardiovascular Screening. Soldiers arriving at Armor ALC that do not meet this standard will be denied enrollment.

g. Students must meet and maintain physical fitness standards. Students will maintain physical fitness standards by participating in physical fitness training sessions. The Commandant or RTI equivalent will consider administrative dismissal (medical) for students who receive a temporary profile that precludes them from meeting the minimum graduation requirements of the course or for students that show a lack of motivation. Soldiers who:

(1). Have met, or will be able to meet graduation requirements, will continue to be trained within the limits of their profile.

(2). Are unable to meet graduation requirements will return to their unit or proceed to their PCS unit, and may, if eligible, be enrolled in a later course. (See Figure 1.)

NCOA ACFT and HT/WT Flow Chart (Figure 1)



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9. Weight Standards (Course Critical Event) In accordance with (IAW) AR 600-9, The Army Body Composition Program for Professional Military Education, successful completion of the height and weight and body fat composition (if required) screening is mandatory for course completion.

a. Soldiers who volunteer to attend PME within their 365-day postpartum window must meet all physical requirements mandatory for attendance and graduation, including any record physical fitness testing.

b. Body Composition. All Soldiers who attend PME are exempt from body composition requirements up to 365 days after a pregnancy ends. The last record height/weight screening will be used to satisfy PME eligibility and graduation requirements, provided it is not more than 730 days (24 months) old at the time of PME course enrollment.

c. **Effective 12 June 2023, all students will be tested for HT/WT compliance using the one-site circumference-based tape method immediately following the ACFT.**

d. The one-site circumference-based tape method is the Army's authorized method of establishing body fat.

e. During the 12-month period extending from the date of Army Directive 2023-11 (09 June 2023 – 08 June 2024), Soldiers who require a reassessment may elect to use the multi-site circumference-based tape method, as prescribed in AR 600-9, for their confirmation tape test.

f. Pursuant to Army directive 2023-11, all Soldiers who fail their first tape test and follow-on confirmation tape test are authorized to request, **subject to availability**, a supplemental body fat assessment via the Bod Pod (Air Displacement Plethysmography) and must be recorded on DA form 5500 or DA form 5501.

g. Students who score a minimum of 80 points in all six events, with a cumulative score of 540 points or more on the record Army Combat Fitness Test (ACFT), are exempt from the Army body fat circumference-based tape assessment.

h. The one-site circumference-based tape test will be administered after the 1st passed ACFT.

i. All students that failed the initial tape test will be re-tested a minimum of 7 days from the initial tape test.

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j. If a tape test is failed, the student will be removed from competition for all academic honors.

k. Soldiers who fail to achieve course standards in HT/WT and ACFT are not eligible to enroll in any PME courses for 6 months after their dismissal. The waiting period begins on the day after the DA Form 1059 is signed.

l. Soldiers who subsequently fail to meet the body fat standards of AR 600-9 will be removed from the course and the DA Form 1059, part I, block I (Service School Academic Evaluation Report) will be annotated "Did Not Graduate" also, in part III, block a, it will be annotated "Failed to Achieve Course Standards".

m. The Student's DA Forms 1059 (Evaluation Report) will show "YES" to mean "within standard" and include the following statement in the comment section: "Soldier scored 540 points or more on the ACFT with minimum of 80 points in each event and, IAW AR 600-9, is exempt from Army body fat assessment.

10. Academic Remedial / Re-Testing Policy. Students failing any assessments are formally counseled by their Small Group Leader (SGL). SGL will coordinate the remedial / retesting during non-POI time. Remedial training focuses on the deficiencies the student demonstrated. Following the remedial training students will receive one re-test. A minimum score of 70% on written evaluations must be achieved on the retest. However, a 70% will be annotated in the student's records (regardless of overall score). Retests for all evaluations will occur within two academic days of the initial failure. In cases with extenuating circumstances, the Commandant or RTI equivalent may grant a second re-test on a case-by-case basis.

11. Missed Academic Training, Events, and Assessments

a. Students who miss one hour or more without prior approval or authorization from academic training events, assessments, evaluations, and exams to include all ACFT assessments will receive an initial score of zero or the equivalence of a FAIL grade for that event / assessment and the results will be recorded as a first-time failure / NO GO.

b. Students who miss a cumulative of 4 hours or more without prior approval or authorization will result in a dismissal from the course.

c. Students who fail to report for duty are in violation of Article 86 of the UCMJ and may be referred for possible disciplinary dismissal for failure to be at their appointed place of duty. Duty, for this purpose, is described as all Program of Instruction (POI) academic training, assessments, evaluations to include all physical assessments, briefs, surveys, staff duty, and flag detail.

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12. Student dismissal: Under certain conditions, students may be dismissed from courses before course completion. Students may be considered for dismissal from courses for the following reasons:

a. Academic deficiency demonstrated by failure to meet course standards or lack of academic progress that makes it unlikely that the student can successfully meet the standards established for graduation.

b. Students may be considered for dismissal from courses for the following reasons:

(1). Personal conduct is such that continuance in the course is not appropriate (for example, if a student violates regulations, policies, or established discipline standards). No formal adjudication of guilt by a military or civilian court or by a commander under Article 15 of the UCMJ is necessary to support dismissal under this paragraph.

(2). A Student receiving excessive adverse counseling (three or more) is considered a habitual offender including but not limited to; negative attitude, or lack of motivation, either of which is prejudicial to the interests of other students in the class.

(3). Academic deficiency demonstrated by failure to meet course standards or lack of academic progress that makes it unlikely that the student can successfully meet the standards established for graduation.

(a). Fail the initial assessment and retest.

(b). Fail three or more initial Assessments.

(4). Illness or injury (as determined by a physician) or added physical profile limitation.

(5). Compassionate reasons.

13. Processing Relief Actions. Students considered for dismissal must be counseled by the chain of command (usually the assigned Small Group Leader (SGL), 1SG/Branch Chief, or the Deputy Commandant) prior to dismissal. Counseling sessions will be documented and signed by all counselors and acknowledged by the student. All counseling forms will be maintained with the student's records. Additionally, the Commandant or designated representative will notify the Commander of the student's parent unit or parent organization. The following procedures apply in cases where dismissal is considered for motivational, disciplinary, or academic reasons.

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a. The SGL will notify the student in writing of the proposed action, the basis for the action, and the consequences of disenrollment. The Deputy Commandant will advise the student that any appeal must be submitted within 7 duty days after receipt of the written notification of the dismissal action.

b. The student will acknowledge by endorsement within 2 duty days receipt of the written notification of dismissal action. The endorsement must indicate whether the student intends to appeal the dismissal action.

c. Appeals will be forwarded to the Commandant who will refer the proposed action and the appeal to the Office of the Staff Judge Advocate (OSJA) to determine legal sufficiency of the dismissal decision. All appellate actions will become part of the student's case file. The Commandant or RTI equivalent will make their final decision on dismissals after considering the supporting OSJA.

d. Students who elect to appeal will remain actively enrolled in the course pending disposition of their appeals to include testing. In cases where the decision of the appeal is delayed, students will participate in graduation ceremonies; however, the DA 1059 will be withheld until final adjudication.

e. Dismissals for misconduct, lack of motivation, or academic deficiency will be recorded on the individual's DA Form 1059, if applicable, in accordance with AR 623-3. Foreign student dismissals will be handled in accordance with AR 12-15.

14. Academic Grading

a. Student evaluations will be both written and performance based. Initial failures will receive re- training and one retest. The **two major categories** of evaluations are: Written evaluation (Computer) and Performance Evaluations.

b. Compo 2 and 3 RTI's conducting two phases: the phase one DA FORM 1059 will be a "two block" 1059 "achieved or failed to achieve course standards". All academic grade scores will be captured in block "I". Comments and specify if score are not first time "Go". The phase one 1059 will not have an overall GPA. The phase two DA FORM 1059 will be a "four block" 1059 and grades from PH1 and PH2 will be used to calculate overall GPA for the PH2 ALC completion DA FORM 1059. This will be done to standardize the overall GPA for all Soldiers regardless of where they attend the course.

c. Graded events. Graded events ensure 19C3O/19K3O ALC graduates can achieve course standards in accordance with the desired end state. Students are required to pass all Course Critical Events to graduate 19C3O/19K3O ALC. Specific Course Critical Events are allocated one opportunity to retest (indicated in the table below), and if a student passes the retest, the student earns the minimum passing score.

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Events	Event Standard	Course Critical Event	Re-Tests	Assessment
ACFT	360 pts; 60 per event DA705	Yes	Yes	See scale
Height/Weight	AR 600-9	Yes	Yes	AR 600-9
Orders Assessment	70% to pass	No (Pilot)	Yes	Written Evaluation
Land Navigation	4/5 points in 4 hours, Day Test	Yes	Yes	Performance Evaluation
Ammunition ID Assessment	70% to pass	Yes	Yes	Written Evaluation
DIDEA Assessment	70% to pass	Yes	Yes	Written Evaluation
Combat ID Assessment	70% to pass	No	Yes	Written Evaluation
OTS Assessment	70% to pass	Yes	Yes	Performance Evaluation
Combat Reports Assessment	70% to pass	Yes	Yes	Performance Evaluation
Offense Assessment	70% to pass	Yes	Yes	Written Evaluation
Defense Assessment	70% to pass	Yes	Yes	Written Evaluation
Range Card Assessment	70% to pass	Yes	Yes	Performance Evaluation
1009A	70% to pass	Yes	Yes	See Rubric

d. COMPO 1: (Regular Army)

PHASE I

Communication – 50%

Participation – 50%

PHASE II

Garrison Phase – 25%

Tactical Phase – 25%

Leadership Phase – 25%

Assessment Phase – 25%

e. COMPO 2 / 3: (National Guard / Reserve) Training Phases

PHASE I

Communication – 50%

Participation – 50%

PHASE II

Garrison Phase – 30%

Leadership Phase – 30%

Assessment Phase – 40%

PHASE III

Tactical Phase – 30%

Leadership Phase – 30%

Assessment Phase – 40%

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(Phased Training is when a Soldier attends phase 1 of this course at one RTI then returns later to complete phase 2 and 3 either at the same RTI or a different RTI.)

NOTE: For annotating GPA on DA Form 1059 the following will apply. The formula used to convert a student's GPA to a 4.0 scale is, GPA divided by 100, times 4, equals the 4.0 scale ($98.56/100 \times 4 = 3.94$. No rounding up or down.

Example 1: $GPA\ 98.56 / 100 = 0.9856 \times 4 = \mathbf{3.94}$ converted GPA for annotation on DA Form 1059.

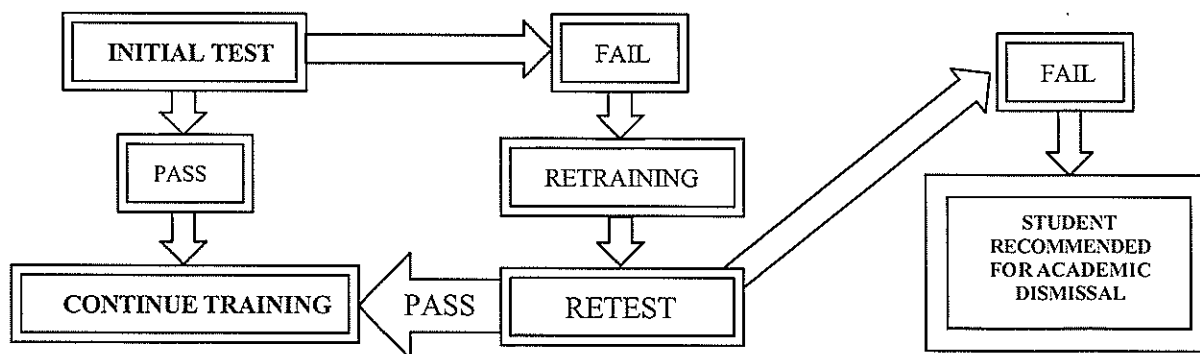
Example 2: $GPA\ 73.25 / 100 = 0.7325 \times 4 = \mathbf{2.93}$ converted GPA for annotation on DA Form 1059.

f. For class standing, the GPA averages and ACFT score will be used to determine the top 20% for Commandants List and for the 21% to 40% for Superior Academic Achievement. After the class standing has been determined, the 4.0 scale will be applied to all students for annotation on DA Form 1059.

g. Students who received any "Did Not Meet Standard" assessment within the DA Form 1059 PART II blocks f through k from the academic rater may only be assessed as a "Failed to Achieve Course Standards" or "Achieved Course Standards" Overall Academic Achievement box check selection. A box check selection of "Achieved Course Standards" requires explanation. (AR 623-3, paragraph 3- 13e(5)(a)6) Any student receiving two or more "Did Not Meet Standards" rating in PART II, blocks f thru k, will be rated as "Failed to Achieve Course Standards" in PART III, block a.

h. Written Evaluations: There are 6 Written Evaluations and 4 Performance Evaluations. The minimum performance standard that must be achieved is 70% on each evaluation. Students must pass all evaluations to graduate. The written assessments count toward 35% of the student's composite score. All written evaluations are closed book.

ACADEMIC TEST / RETEST FLOW CHART WRITTEN ASSESSMENT ACADEMIC TIME Figure 15-1



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i. **Leadership Performance Assessment (Course Critical Event)** The proponent for the leadership performance assessment is the Noncommissioned Officers Academy (NCOA). Students are observed throughout the course while participating in required training. Information gathered from this observation will be annotated on the attributes and competencies rubric (1009A) and will be the basis of the leadership performance assessment.

j. Instructors will provide each student with an individual assessment. In addition to the areas listed, 19C3O/19K3O ALC students are evaluated on the characteristics of a leader to include, but not limited to communication, judgment, and initiative.

NOTE: Attributes and Competencies are assessed continuously throughout the course in garrison or in a tactical environment and will be annotated on the attributes and competencies rubric.

k. Student Leadership ability will be assessed continuously throughout the course and while serving in a Leadership position in garrison as well as in a simulated tactical environment. Students will be assessed on their ability to conduct PRT (FM 7-22 with change 1) and the execution of correct Drill and Ceremony techniques (TC 3-21.5). These are evaluated under the Garrison portion. These are assessed under the Tactical / Garrison Assessments. Assessments are based on the student's ability to think, reason, organize, and communicate under the stress of a simulated tactical environment. These assessments along with other demonstrated / observed performance will be used to determine your ratings on your attributes and competencies rubric.

l. Written / Oral Performance Assessments - there are written / oral performance assessments, instructors will provide a rubric as reference by which students will be assessed. This may include an OPORD / persuasive essay. The research for these assignments will be conducted on the student's time, after class, and throughout the course and all work must be your own. Students plagiarizing without citation will be an automatic drop from the course.

15. Grading and Test Plan. A specific grading plan is prepared for each course. The minimum performance standard that must be achieved is 70 percent on each written evaluation. Students must pass all assessments to graduate.

a. **Module C Mandatory Training.** There are NO assessments associated with this module. This module contains all directed training from DoD or DA Regulation, TRADOC, CAC, MCoE, or USAARMS.

b. **Module D General Knowledge.** This module consists of 1 written assessment and 1 performance assessment that encompass material presented in the General Knowledge Module D.

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(1) Land Navigation Assessment (P)

(2) Orders Assessment (W)

(a). Land Navigation Assessment (P): This is a performance evaluation where the students will be evaluated on their ability to navigate from point to point while dismounted. Student will have 4 hours to locate five points. Each point found is worth 20 points for a maximum score of 100 points. Students must find four out of five points to pass. If a student fails the initial test, he will be placed on academic probation and re-trained before taking a retest. The 1SG/Branch Chief will refer students who fail the retest to the Commandant for academic relief consideration. To receive a GO:

(b). Visit the minimum number of points required, 4 out of 5 points in four hours.

(c). You must return to the end point within the time limit.

(d). You must write the correct number and have the correct punch in the right space on the score sheet.

(e). Students will receive a **NO GO** for the following reasons:

- Failing to meet the time standards.
- Possessing unauthorized items, if in doubt, ask first
- Non-military compass
- personal map.
- any type of wireless device.
- any kind of personal GPS.
- Talking to another student in a non-emergency situation.
- Cheating, lying or disrespect to a cadre member.
- Keeping course notes, answers, routes etc. after the end of course sterilization.
- Loss of score sheet.

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(b) Operation Order Assessment (W). This written assessment is a multiple-choice assessment and is closed book delivered using MCoE Blackboard. You must achieve 70% on this assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will remain in the course. This assessment will become a graduation requirement after the pilot phase is completed.

c. Module E Shoot. This module consists of three (3) written assessments encompassing all material presented in the Shoot Module E.

(1). Armor ALC AMMO ID Assessment (W)

(2). Combat ID Assessment (W)

(3). DIDEA Written Assessment (W)

(a) AMMO ID Assessment (W). This assessment consists of 5 questions, and you must receive 100% to receive a go. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldiers fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards. .

(b) Combat ID Assessment (W). Within the time and without references. Of the 50 vehicles, aircraft, or equipment presented, the Soldier, must correctly identify 35 of 50 presentations by model and main armament with a minimum score of 70%. May NOT incorrectly discriminate more than three (3) FOE images as friend. MUST correctly discriminate 100% of FRIENDLY presentations. Any FRIENDLY presentation discriminated as a FOE indicates a fratricide incident, resulting in an AUTOMATIC ZERO. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. This assessment will become a graduation requirement after the pilot phase is completed.

(c) DIDEA Written Assessments (W). This is a multiple-choice assessment and is closed book delivered using the MCoE Blackboard. You must achieve 70% on this written assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldiers fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

d. Module F Communicate. This module consists of one (1) written assessment and one (1) performance assessment encompassing all material presented in the Communicate Module F.

(1). Armor ALC Operational Terms and Symbols Assessment (P)

(2). Combat Report Written Assessment (W)

(a).Armor ALC Operational Terms and Symbols Assessment (P): The performance assessment is delivered using a test booklet. To receive a GO on this assessment, you must achieve a minimum of 70% of the Operational Terms and Symbols Assessment (P). You may use FM-1-02.2 as reference during this assessment. You must complete this Assessment within 45 Minutes. There are 25 items on the answer key, each item is worth 4 points. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldiers fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

(b).Combat Report Written Assessment (W). This written assessment is a multiple-choice assessment and is closed book delivered using the MCoE Blackboard. Soldiers will receive a student handout; no other references will be used during this assessment. To receive a GO on this assessment, you must achieve 70% on Combat Reports written assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldiers fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

e. **Module G Offense.** This module consists of one (1) written assessment encompassing all material presented in the Move I (Offense) Module G.

(1). Offense Assessment (W)

(a).Offense Assessment (W). This written assessment is a multiple-choice assessment and is closed book delivered using the MCoE Blackboard. You must achieve 70% on this written assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

f. **Module H Defense.** This module consists of one (1) written assessment and one (1) performance assessment encompassing all material presented in the Defense Module H.

(1). Defense Assessment (W)

(2). Range Card Assessment (P)

(a). Defense Assessment (W). This is a multiple-choice assessment and is closed book delivered using the MCoE Blackboard. You must achieve 70% on this written assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldiers fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

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(b). Range Card Assessment (P). Performance assessment to receive a GO on this task, you must achieve 70% on the Range Card Assessment. You may use only SHs provided (Prepare a Range Card) for the exam. You must complete the Range Card within 20 Minutes. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

Range Card Assessment is scored by a point variable system. Each variable is equal to 6 points. Students must get 18 variables out of 23 correct as a minimum. Use the following scale:

Variable	Score	Variable	Score	Variable	Score
23	100	19	76	15	52
22	94	18	70	14	46
21	88	17	64	13	40
20	82	16	58	12	34

g. **Module I.** There are NO assessments associated with this module.

h. **Module J FTX.** This module consists of one (1) terrain board performance assessment encompassing all material presented in the course.

(1). 19C/19K Culminating Terrain Board Assessment (P)

(a). Terrain Board Assessment (P). Performance assessment to receive a GO on this task, you must achieve 100% on the Terrain Board Assessment. You may use SHs provided and classroom notes for this exam only. You must complete within 30 Minutes. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

i. **Other Evaluations:**

(1). At any time during conduct of the course, Students who do not meet Assessment / Evaluation requirements for graduation or receive a temporary or permanent profile which may prevent them from meeting a graduation requirement may be evaluated by the Commandant / RTI Equivalent for dismissal from the course IAW AR 350-1.

16. Written and Oral Evaluations:

a. **Persuasive Essay Briefing: (Composite Score)** This is a written presentation covering all material presented in the persuasive essay blocks of instruction. This assignment will be assessed using a rubric, the points will be added to the overall

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composite score and DA form 1059 under Presence, Intellect, and Leads attributes and competencies.

17. Academic Probation. If a student fails a test, he will be placed on academic probation and re-trained by a SGL before taking a retest. The 1SG/Branch Chief will refer students who fail the re-test to the Commandant for academic dismissal consideration. Students awaiting a decision on an academic dismissal action will remain in the class and participate fully in all training events. If a student's conduct or demeanor is disruptive to the other students, immediate removal is permissible if approved by the Commandant / RTI Commander designated representative or RTI equivalent. A student will not be removed from academic probation until they pass the test in question. Any student suspected of cheating will be recommended to the 1SG/Branch Chief for an honor violation dismissal from the course.

18. Counseling. At a minimum the following counseling sessions will be conducted: Reception and integration, Mid- Course, Leadership, and End of Course counseling. The SGL will complete a counseling form, DA Form 4856, for every student formally counseled. All counseling sessions will be conducted IAW FM 6-22. The End of Course counseling will cover overall performance for the course, contain a developmental action plan, and be the basis for comments on the DA Form 1059.

a. An initial reception and integration counseling which will set forth the standards expected throughout the course.

b. The SGL will formally counsel students for failing any of the Academic or Performance Evaluations / Assessments prior to retraining or whenever they fail to meet the standards for this course.

c. **Adverse Counseling.** Three or more adverse counseling qualifies the student for dismissal from this course. The SGL will formally counsel students who fail to complete organizational runs, ability group runs (AGR), actively participate in physical readiness training (PRT) or any other aspect of the course due to a lack of motivation, discipline, effort (such as failing initial exams), or apathy failure to be at their appointed place of duty on time. Failing any of the Academic or Performance Evaluations / Assessments prior to retraining or whenever they fail to meet the standards for the course. 1SG/Branch Chief will refer students who demonstrate an adverse pattern to the NCO Academy Deputy Commandant or RTI equivalent through the chain of command for dismissal consideration from the course.

d. **Student Grievances and Redress.** Grievances that are non-academic in nature must first be discussed with the SGL, SSGL, and then the 1SG/Branch Chief, whose decision is final. In cases where, discrimination or violation of policy may be involved, the student should use the chain of command up to the NCO Academy Commandant or RTI equivalent to seek resolution of all issues. A student may seek the assistance of the Equal Opportunity Advisor (EOA) or the Inspector General (IG)

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at any time. The student will inform the NCO Academy chain of command if he/she desires to see the EOA or IG during duty time but does not have to discuss the reason.

19. Academic Performance. The SGL assesses the students on academic performance, leadership performance evaluations, developmental counseling, and end of course counseling on a DA Form 4856 and on the DA Form 1059. The top 40% of the enrolled class will be rank ordered against their peers (i.e., 1 of 160 or 65 of 160 of the enrolled class), Students earn evaluation ratings (Part III, Overall Academic Achievement, DA Form 1059) according to the following:

a. Commandants List. (Limited to the top 20% of the class) To be on the commandants list a student must:

(1). Receive a cumulative attributes and competencies score of 540 or higher of a possible 600 points from the Assessing Attributes and Competencies rubric.

(2). Receive a minimum score of 90% on all initial assessments / evaluations.

(3). Successfully find 5 out of 5 points on Land Navigation.

(4). Pass the ACFT with a minimum of 80% in each event on the initial attempt.

(5). Receive no negative counseling statements.

(6). Must meet the body fat standards listed in AR 600-9 on the initial test. (if required)

b. Superior Academic Achievement. (Limited to 21% - 40% of the class) To achieve superior academic achievement, the student must:

(1). Receive a cumulative attributes and competencies score of 480 – 539 of a possible 600 points from the 1009A.

(2). Receive a passing score of 80% on all initial assessments / evaluations.

(3). Successfully find 4 out of 5 points on Land Navigation.

(4). Pass the ACFT with a minimum of 80% in each event on the initial attempt.

(5). Receive no negative counseling statements.

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(6). Must meet the body fat standards listed in AR 600-9 on the initial test. (if required)

c. **Achieved Course Standards.** To achieve course standards, the student must:

(1). Receive a cumulative attributes and competencies score of 420 -- 479 of a possible 600 points final rating from the 1009A.

(2). Receive a passing score of 70% or above on all written assessments / evaluations.

(3). Successfully find 4 out of 5 points on Land Navigation.

(4). Pass the ACFT with a minimum of 60% in each event.

(5). Receive no more than two negative counseling statements (other than academic).

(6). Receive no more than one NOGO on the leadership performance evaluations.

(7). Must meet the body fat standards listed in AR 600-9 on the initial test. (if required)

d. **Failed to Achieve Course Standards.** A student will fail to achieve course standards if any of the following apply:

(1). Receives a second NOGO on any Written or Performance Assessments.

(2). Fails to meet Army Body Fat Composition Standards IAW AR 600-9 on the retest. (if required)

(3). Is relieved from the course for disciplinary reasons or violations of the standards of conduct.

(4). If any did not meet standards rating is selected in any areas listed in blocks f through k in part II, academic achievement, of the DA Form 1059. If a student falls into this category, forward a recommendation for academic relief to the NCO Academy Commandant or RTI equivalent, or his / her designated representative for disenrollment considerations.

20. Assessing Attributes and Competencies

a. The 1009A is (**Course Critical Event**) assesses the areas on DA Form 1059 Part II (blocks f - k) and will be used for qualitative purposes only on DA Form 1059

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Academic Evaluation Report. Ratings within these areas will contribute to the DA Form 1059 Part III Overall Academic Achievement for class standing determination.

b. Students need to achieve a minimum of 70% during each phase. Students who fail either garrison or tactical phase will be retrained and retested on that phase. If the Student fails to achieve a minimum combined score of 420 points the student will be recommended for dismissal from the course.

c. Students are assessed on leadership attributes and competencies using the 1009A throughout the entire course. At the end of each phase, instructors will complete the 1009A block for that phase and will provide feedback to the student with emphasis on opportunities for growth, development, character, and presence. The attributes and competencies are assessed independently of each other on this form. The score of one attribute / competency will not be added to the score of another attribute / competency (i.e., Character will not be added to Presence). There will be six separate ratings, one for each attribute / competency as indicated in Form 1009A.

d. Each student will receive a scored 1009A, attributes and competencies rubric upon completion of each phase (Garrison and Tactical). They will be scored on the attributes and competencies listed: Character/Accountability; Presence/Comprehensive Fitness; Intellect/Critical Thinking; Leads/Communication & Engagement; Develops/Collaboration; and achieves/Lifelong Learner. Each Attribute and Competency is scored as follows:

(1). Far Exceeds: 50:

(2). Exceeds: 47:

(3). Met the Standard 35:

(4). Did Not Meet: 0

e. At the end of the course, each student will have a total of two (2) scores for each of the attributes and competencies. The sum of these two scores will determine what rating to mark on the 1059 for the Part II, blocks *f* thru *k*. The following scale will determine the overall rating:

(1). Far Exceeds: 96–100

(2). Exceeds: 90–95

(3). Met: 70–89

(4). Did Not Meet: 69 and below.

f. The overall sum of all attributes and competencies will be the number used in determining students' eligibility for ranking (e.g., Commandant's List, Superior Academic, or Achieved Course Standards). Students must achieve minimum of 480 total points on the 1009A to compete for Commandants list and Superior Achievement.

21. **Award Standards.** The following criteria will be used in determining the course Honor's Program. Distinguished Honor Graduate (DHG), and Commandant's List (CL) and the Composite Score required for all students attending 19C/19K-ALC.

a. Honors may be awarded to students who meet the criteria below. The Composite Score is established by averaging the scores of all assessments / evaluations. Scores will be rounded to two decimal places (e.g., 98.72%).

b. If a Soldier has been previously dropped from this course for academic or disciplinary actions, then they are not eligible for any academic honors.

c. **Distinguished Honor Graduate.** The graduate will be selected based on the total Soldier concept and the following criteria:

(1). Possessed the highest overall grade point average (GPA) within the class, but not less than 90 percent.

(2). Successfully completed all phases of assessments and evaluations the first time administered.

(3). Did not receive any derogatory or adverse counseling, (e.g., being late for formation).

(4). Remained in compliance with AR 600-9, The Army Body Composition Program. (if required)

(5). Received a "Far Exceeds" rating on all leadership evaluations.

(6). Received a "Far Exceeds" rating on the Small Group Leaders (SGL) End of Course Evaluation.

(7). Score at least 540 points on the Assessing Attributes and Competencies rubric.

d. **Armor / Cavalry Leadership Award.** Students competing for the award must be eligible for the Commandants list. It is based on demonstrated leadership excellence. Candidates for this award are selected by their instructors to compete at a standardized board, which will select the overall winner of each award.

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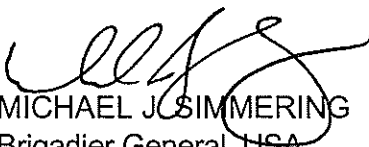
e. **Physical Fitness Award (Iron Warrior).** The Iron Warrior Award is presented to the student who achieves the highest overall score during the Iron Warrior Challenge. Students who receive a referred report will be ineligible for this award.

f. **Volunteer Service Award:** The Volunteer Service Award is presented to the student who participates the most in volunteer opportunities in the local community while attending 19C/19K ALC. Students who "Did Not Meet Course Standards" will be ineligible for this award.

The point of contact for this document is the Armor ALC 1SG, 706-545-0986.

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