

**Individual Student Assessment Plan (ISAP)
for the 171-19K2/3 (T), Armor Crewmember (Transition) Course**



(Revised 17 April 2023)

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Summary of Changes

- Change front page graphic in preparation for Fort Benning to Fort Moore (projected official 11 May 2023).
- Course title changed from Armor Crewman (Transition) to Armor Crewmember (Transition).
- Revised purpose, scope, and course outcomes based on USAARMS guidance.
- TASS Pre-Execution Checklist revised to "Unit Pre-Execution Checklist (TRADOC Form 350-18-2-R-E)" supporting the April 2018 version.
- Test / Retest Flowchart redesign (total 3 attempts).
- Physical Fitness Standards revised per USAARMS guidance.

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Purpose, Scope, and Outcomes

Purpose: Train Active Army (AA) and Reserve Component (RC) Sergeants and Staff Sergeants identified for transition to Military Occupational Specialty (MOS) 19K, Armor Crewmember.

Scope: Armor Crewmember (Transition) is a MOS producing course that transitions (within CMF 19) and reclassifies (outside CMF 19) Active Army (AA) and Reserve Component (RC) Sergeants and Staff Sergeants into MOS 19K Armor Crewmember while in an Active Duty for Training (ADT) status using Small Group Instruction (SGI).

Course Outcomes: Trained/educated Armor Crewmember Sergeants and Staff Sergeants who are adaptive leaders, critical & creative thinkers, armed with the technical and tactical skills necessary to employ the M1A2 SEP tank at the platoon level and destroy enemy positions during large scale combat operations. Operates tracked vehicles over various terrain. Use communications equipment to receive and relay battle orders. Read maps, compasses, and battle plans. Engages enemy targets with the 120-mm main gun and supporting small arms (Gunner/Tank Commander) at the platoon level.

General Standards

(1) 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 Regional Training Institute (RTI) 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.

(2) Weight Standards:

a. Policy for height and weight screening standards and body fat standards are contained in AR 600-9 (The Army Weight Control Program).

b. Students *may* be screened during the course. One re-screening is allowed which will be administered no earlier than seven days after the initial failure to meet body fat standards and the student's Brigade CSM or equivalent will be notified. IAW AR 600-9, students may be re-screened at any time during the course.

c. Soldiers who fail to meet the body fat standards of AR 600-9 will be considered an academic course graduate, but item 11C of their DA Form 1058 will be marked

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“Marginally Achieved Course Standards,” and item 14 will be marked “Failed to Meet Body Fat Composition Standard.”

(3) Physical Fitness Standards:

a. 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.

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

c. Individuals 40 years of age and older must be medically cleared before they can be enrolled in the course. Individuals must have in their possession a completed Unit Pre-Execution Checklist (TRADOC Form 350-18-2-R-E) with the physical date from the SF 88 or DD Form 2808 annotated to include the Cardiovascular Screening. Soldiers arriving to school that do not meet this standard will be denied enrollment.

d. Soldiers receiving temporary or permanent physical profiles limitations after enrolling in resident training courses will be evaluated by school Commandants and Commanders for continued enrollment. 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, and may, if eligible, be enrolled in a later course.

Academic Grading

(1) Academic Re-Training/Re-Testing:

The SGL will formally counsel the student and coordinate re-training/retesting during non-POI time. Following re-training students **will receive up to two re-tests**. A minimum score of 70% on Job Knowledge Written Examinations and 100% on Criterion-Referenced Performance and Terrain Board Examinations must be achieved on the retests. However, a 70% will be annotated in the student’s records (regardless of overall score). Retests for all exams will occur within two academic days of each re-test.

(2) Remedial Training Policy:

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Students failing any exam are provided no less than two hours of remedial training from their SGL/instructor unless the student and the SGL are reasonably sure the student can pass the retest. Remedial training focuses on the deficiencies the student demonstrated but subject matter will not be re-taught. Students are prepared through self-study and peer assistance to successfully pass the retest. SGL/instructor will assign the failing student a peer instructor.

(3) Relief Actions:

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 Relief: 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.

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

2. Compassionate reasons.

b. Administrative Relief:

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. Negative attitude or lack of motivation is prejudicial to the interests of other students in the class.

(4) Processing Relief Actions:

Students being considered for dismissal must be counseled by the chain of command (usually the assigned Small Group Leader (SGL), the Branch Chief, and the RTI Commander 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 Commander or designated representative will notify the Commander of the student's parent unit or parent organization, when possible.

a. The following procedures apply in cases where dismissal is considered for motivational, disciplinary, or academic reasons:

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1. The SGI will notify the student in writing of the proposed action, the basis for the action, the consequences of disenrollment, and the right to appeal. The RTI Commander will advise the student that any appeal must be submitted within 7 duty days after receipt of the written notification of the dismissal action. Appeals will be submitted to the Commandant.

2. The student will acknowledge by endorsement within 2 duty days receipt of the written notification of dismissal action. The endorsement must indicate whether or not the student intends to appeal the dismissal action.

3. Appeals will be forwarded to the RTI Commander who will refer the proposed action and the appeal to the State Office of the Staff Judge Advocate to determine legal sufficiency of the dismissal decision. The appeal is forwarded to the first CSM in the RTI Chain of Command to determine sufficiency of the dismissal decision. All appellate actions will become part of the student's case file. The RTI Commander will make their final decision on dismissals after considering the supporting OSJA and CSM recommendation.

4. Students who elect to appeal will remain actively enrolled in the course pending disposition of their appeals. 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.

b. Dismissals for misconduct, lack of motivation, 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.

(5) Academic Probation:

If a student fails a test, the student will be placed on academic probation and re-trained before taking a retest. The chain of command will refer students **who fail the second re-test** to the Branch Chief for academic relief. Students awaiting a decision on an academic relief action will remain in the class and participate fully in all training events except tests. If a student's conduct or demeanor is disruptive to the other students, immediate removal is permissible if approved by the commandant. A student will not be removed from academic probation until they pass the test in question.

(6) Academic Testing Types

Student evaluations will be performance-based (written), performance-based, physical, and observations of leadership. Initial failures will receive re-training and one retest. Students must pass all examinations to graduate. The four major categories of evaluations are:

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a. Performance-based (written): Typically, a pool of multiple-choice test items, but other test item types may be used.

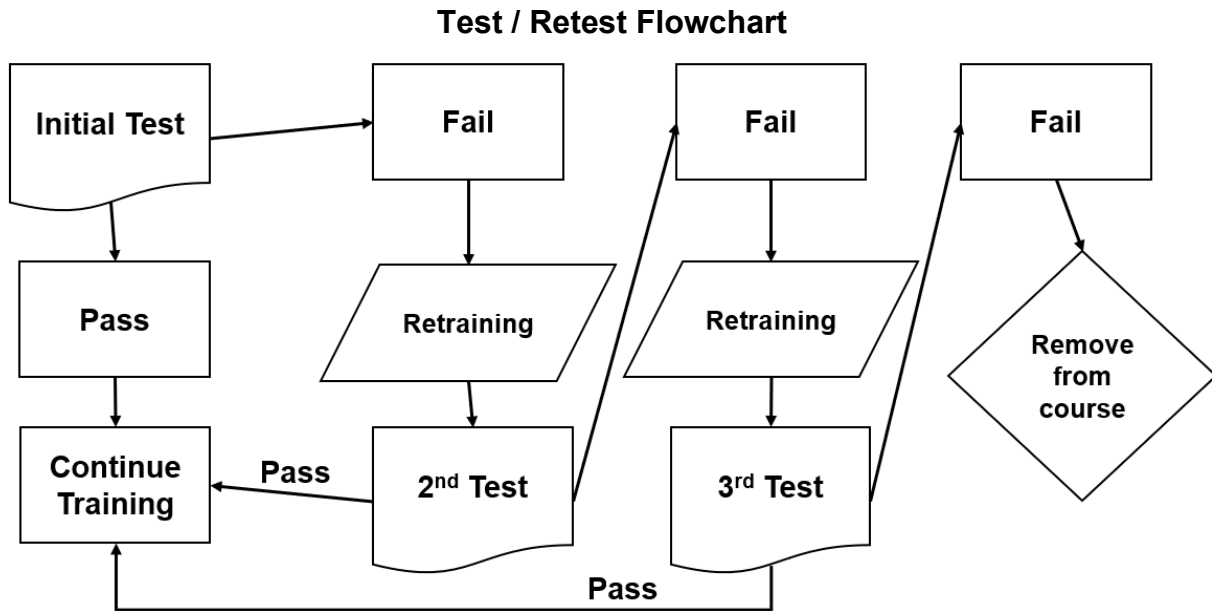
b. Performance-based: Criterion Scoring Checklist (CSC), by GO / NO-GO.

c. Physical: High Physical Demands Tasks (HPDT) testing IAW the current USAARMS HPDT SOP.

d. Leadership Performance Evaluations: Throughout the course by observation.

Performance-based (written) and performance-based: The minimum performance standard that must be achieved on performance-based (written) is 70 percent. The minimum performance standard that must be achieved on performance-based may vary from 70 percent to 100 percent. See Grading and Test Plan below. If a student fails the initial test, the student will be placed on academic probation and re-trained before taking a retest. The chain of command will refer students who fail the second re-test to the RTI Commander for academic relief. Students awaiting a decision on an academic relief action will remain in the class and participate fully in all training events except tests. If a student's conduct or demeanor is disruptive to the other students, immediate removal is permissible; this decision rests with the RTI Commander or his representative. A student will not be removed from academic probation until they pass the test in question. When a student **takes a second re-test (3rd attempt)** and fails then the student is removed from the course.

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High Physical Demands Tasks (HPDT) testing: IAW the current USAARMS HPDT Testing SOP, dated 14 February 2017, there are nine High Physical Demand Tasks for CMF 19. Each AOC/MOS must receive a GO on all seven tasks assigned to their specific AOC/MOS as shown below.

Tasks	19A	19D	19K
Task 1: Conduct a 12 Mile Foot March	X	X	X
Task 2: Drag a Casualty to Safety	X	X	X
Task 3: Engage a Target with a Hand Grenade at 35m	X	X	X
Task 4: Lift and Move a 69lb Duffle Bag	X	X	X
Task 5: Lift and Carry 35lb Sandbags		X	X
Task 6: Remove M242 Feeder Assembly	X	X	
Task 7: Load the TOW Missile Launcher on a BFV		X	
Task 8: Lift and Carry 120mm Training MPAT Rounds	X		X
Task 9: Load 120mm Training MPAT Round	X		X

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- Each Soldier will receive three attempts to pass each HPDT.
- The first attempt is their record test.
- Each subsequent attempt is qualified as a re-test (as needed).
- A total of two re-tests are authorized per Soldier on each of the HPDTs.
- The first re-test is authorized by the Troop/Company Commander.
- The second, and final re-test is authorized by the Squadron/Battalion Commander. Before a re-test is authorized, the Soldier will be notified in writing on a memorandum for record that they have failed their record attempt and will be given a final re-test.
- The Soldiers that are evaluating the HPDT will be certified to conduct the tests by the Squadron/Battalion Commander or their designated representative.

Leadership Performance Evaluation: The leadership performance evaluation is conducted by the RTI Cadre and Chain of Command. Students are observed throughout the course while participating in required training. Information gathered from this observation is the basis of the leadership performance evaluation. The leadership position of observation is in Garrison and during the field exercise. Evaluations are based on the student's ability to think, reason, organize, and communicate under the stress of a simulated tactical environment. These evaluations will determine your leadership rating on your Academic Report (1059).

Grading and Test Plan

Module B - Basic Armor Skills: 100% (CSC, GO / NO-GO)
171-NAVLB020, M1A2 Gunnery Skills Test (per TC 3-20.31-1, Chapter 3)
171-NRSBE038, Vehicle ID Assessment and AAR [current GST Task 2]

Module C - Abrams Gunnery: 70% [performance-based (written)]
171-NAVLC004, Abrams Gunnery Assessment and AAR

Module D - Offense: 70% [performance-based (written)]
171-NRSBF048, Combat Reports Assessment and AAR
171-NRSBG058, Offense Assessment and AAR

Module E - Defense: 70% [performance-based (written)]
171-NRSBH070, Defense Assessment and AAR

Module F - Terrain Board: 70% (CSC, GO / NO-GO)
171-NRSBI075, 19K Terrain Board Assessment and AAR

Module I - High Physical Demands Tasks (HPDT) Testing: 100% (CSC, GO / NO-GO)
171-NAVLI001, High Physical Demands Tasks (HPDT) Testing

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Counseling

At a minimum the following counseling sessions will be conducted: Initial, 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. The SGL will formally counsel students for failing any of the examinations or whenever they fail to meet the standards for this course.
- b. The SGL will formally counsel students for misconduct, an example of this would be failure to be at their appointed place of duty on time. SGLs will refer students who demonstrate a pattern of misconduct to the RTI Commander through the chain of command for relief consideration from the course.

Academic Performance

The SGL evaluates 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. Students earn evaluation ratings according to the following:

Performance Summary, DA Form 1059, Block 11.

(1) Exceeded Course Standards: To exceed course standards a student must meet all of the following criteria:

- Be a member of the top 20% of the graduating class.
- Receive a passing score of 70% or above on all performance-based (written) examinations.
- Receive a superior on all conducted leadership performance evaluations and initial GOs on all Criterion Scoring Checklist (CSC) performance-based examinations and HPDT CSC.
- Receive no negative counseling statements.
- Demonstrate the "Whole Soldier Concept" and display superior performance throughout the course.
- Must receive a superior rating in leadership, research ability, and one other area in block (12) of DA Form 1059.
- Must meet the body fat standards listed in AR 600-9 upon in-processing.

(2) Achieved Course Standards: To achieve course standards, the student must:

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- Receive a final passing score on all performance-based (written) examinations, all Criterion Scoring Checklist (CSC) performance-based examinations, and the HPDT CSC.
- Receive no more than one final NO-GO on the conducted leadership performance evaluations.
- Receive at least all satisfactory ratings in each item listed in Block 12 of the student DA Form 1059.
- Receive no more than two negative counseling statements (other than academic).
- Must pass a minimum of 50% of all job knowledge written tests on the first attempt.

(3) Marginally Achieved Course Standards: A student will marginally achieve course standards if any of the following apply:

- Failed to meet current Army weight control standards (if screened).
- Received three or more negative counseling statements (other than academic).
- Received a first time fail on 50% or more of on all performance-based (written) examinations, all Criterion Scoring Checklist (CSC) performance-based examinations, and the HPDT CSC.
- Received an unsatisfactory rating in any area listed in block 12 of the DA Form 1059.

(4) Failed to Achieve Course Standards: A student will fail to achieve course standards if any of the following apply:

- Received a final fail on any or all performance-based (written) examinations, all Criterion Scoring Checklist (CSC) performance-based examinations, and the HPDT CSC.
- Is relieved from the course for disciplinary reasons or violations of the standards of conduct.
- Received three or more unsatisfactory ratings in any areas listed in block 12 of the DA Form 1059. If a student falls into this category, forward a recommendation for academic relief to the RTI Commander, or his/her designated representative for disenrollment considerations.