



DEPARTMENT OF THE ARMY
HEADQUARTERS, 316TH CAVALRY BRIGADE
10184 13TH ARMORED REGIMENT ROAD, BLDG 5118
FORT MOORE, GA 31905-4500

ATZK-SBZ

17 June 2024

MEMORANDUM FOR 3rd Squadron, 16th Cavalry Regiment – Bradley Commanders
Cadre and Students

SUBJECT: Individual Student Assessment Plan for Bradley Commanders (2E-SIB9/250-ASIB9)

1. References.

- a. AR 350-1, (Army Training and Leader Development).
- b. TR 350-70, (Army Learning Policy and Systems).
- c. TP 350-70-14, (Training and Educational Development in Support of the Institutional Domain).
- d. Program of Instruction for Bradley Commanders (2E-SIB9/250-ASIB9) Version 02.0

2. Situation. Active and National Guard officers in grades O-1 thru O-5, in AOC 11A, 12A, 13A, or 19A, and noncommissioned officers in grades E-5 thru E-7, with primary MOS 11B, 12B, 13F, 19C or 19D, who are or will be assigned to a Bradley Fighting Vehicle (BFV) equipped unit, arrive from Active and National Guard BCTs, and (A/I)BOLC to receive training/instruction/certification on A3 Bradley weapons, sights, and fire control systems; supervision of vehicle maintenance, Bradley simulations training, vehicle safety, and Bradley live-fire gunnery.

3. Mission. Students take responsibility for their training and education throughout the course and, using this ISAP and the provided Student and Instructor Guide, ensure they are fully prepared for each lesson's instruction, in order to allow 3rd Squadron 16th Cavalry Regiment to provide Maneuver Commanders with course graduates, capable of leading, maintaining and employing the Bradley Fighting Vehicle to its fullest capabilities in support of large-scale combat operations.

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4. Execution.

a. *Purpose*. The purpose of the Individual Student Assessment Plan (ISAP) is to outline the student's responsibilities, graduation criteria, and the course's assessment strategy. This ISAP is effective **(21 September 2023)**, beginning with class number **24-001**). If there is a conflict between this ISAP and the course Program of Instruction (POI), the POI takes precedence.

b. *End State*. Graduates who can:

1) Competence in the use, purpose and operation of the Bradley Fire Control and Target Acquisition Systems.

2) Competency in Bradley Maintenance procedures IAW TM 9-2350-438-10-1 and TM 9-2350-438-10-2.

3) Competency in Problem Solving with combat critical Bradley Commander and Gunner skills.

4) Competency in Bradley Platform Gunnery Skills Tasks IAW TC 3-20.31-1.

c. *Key Tasks*. Students will be assessed using multiple methods, determined by the learning activity. To graduate students must successfully pass all course critical events IAW the events standards listed below.

Event	Points Available	Event Standard	Course Critical?	Re-test?	Assessment
Platform					
Platform Assessment #1	100	70	Yes	Yes	Performance based
Maintenance and Diagnostic Procedures					
Maintenance and Diagnostics Assessment #2	100	70	Yes	Yes	Performance based
Weapons Proficiency					
Weapons Proficiency #3	100	100	Yes	Yes	Performance based
COFT-SA					
COFT Assessment #4	100	IAW TC 3-20.31	Yes	Yes	Performance based

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1) Graded Event 1 (Platform Exam): The Platform Exam is a hands-on (performance based) test consisting of 10 hands on tasks, administered in a maintenance bay. Students must correctly complete seven of ten tasks or higher. The following Lesson Plans will be tested during this exam: M2A3 Characteristics and Capabilities, Ammunition Capabilities, Operate the Vehicle Intercommunication System, Components and Functions of IBAS/CIV, Fire Control System, Employment and Characteristics of the TOW, Preliminary Live Fire Procedures. Each task will be worth 10 points for a total of 100 points.

2) Graded Event 2 (Maintenance and Diagnostic Procedures Exam): Maintenance and Diagnostic Procedure Exam is a hand on (performance based) test consisting of 10 tasks, administered in a maintenance bay. Students must correctly complete seven of ten tasks or higher. The following Lesson Plans will be tested during this exam: Operator Maintenance/PMCS, Diagnostic Procedures, and Commanders Tactical Display. Each task will be worth 10 points for a total of 100 points.

3) Graded Event 3 (Weapons Proficiency): The Weapons Proficiency assessment is a hands-on test, administered in a Maintenance Bay. Students will have the predetermined amount of time IAW TC 3-20.31-1 to accomplish the following hands on: Remove, Clear, Disassemble, Assemble, and install the M242 Main Gun; Load and Unload the M242 Main gun; Attempt to Fire and Apply Immediate Action(Misfire Procedures) on the M242 Main Gun; Clear, Disassemble, Assemble, and Perform Functions Check on M240C Machine Gun; Load, Attempt to Fire, Apply Immediate Action (Misfire Procedures), and Unload the M240C Machine Gun; Load and Unload a TOW Missile; Attempt to Fire, Apply Immediate Action (Misfire Procedures), and Remove Misfired TOW Missile; Boresight a Bradley Fighting Vehicle (BFV). All items tested are graded on a GO/NO_GO IAW TC 3-20.31-1. Each task will be worth 12.5 points for a total of 100 points.

4) Graded Event 4 (COFT-SA Assessment): The COFT-SA assessment is a hands-on test, administered in a simulated environment. Student will be assessed IAW TC 3-20.31 on their ability to engage and destroy stationary and moving targets from a stationary or moving vehicle in a simulated environment. Students will be given a fully operational simulator, a certified Vehicle Crew Evaluator, and table 301 exercise which includes an accurate representation of range conditions for the course which meets all required performance measures listed in TC 3-20.31. The student must successfully pass the table 301 from the commander's hand station scoring a minimum of 700 of 1000 points overall, score 70 points or more on all targets presented on seven (7) out of

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ten (10) engagements, and successfully pass using the evaluation standards in TC 3-20.31

5) Retraining / Retesting. Remediation on all Learning Objectives not mastered on the first test administration is mandatory. Students that fail an assessment or graduation requirement will be retrained and retested **2 times** as outlined in the POI and Master Training Schedule. Additional retraining and retesting are not required but is highly recommended if time and resources allow. The determination on additional retraining and retesting above the mandated requirement will be made by the Squadron / Battalion Commander. To be considered for additional retraining and retesting (above the mandated requirement) the student should have shown improvement from the initial test to the first retest or demonstrated overall competence in mastering the course's learning objectives to date. If there is any question about whether to grant additional retraining and retesting, the student will receive the benefit of the doubt.

a) Students who fail a course critical assessment will be counseled, in writing, on DA Form 4856. For the first failure, students will be counseled by the course senior instructor. For the second and subsequent failures, students will be counseled by the troop / company commander. Counseling will include the time and place for retraining and retesting, consequences for continued failure, the appeals process, and the course recycle policy.

b) Students who fail the first attempt for an assessment and subsequently pass a retest will be awarded the minimum passing score for calculating their grade point average.

c) Retraining and retesting will be documented on the approved master training schedule (MTS) and conducted during the standard training day (0600-1700). If executed after the standard training day it will not continue past 2000 hours, unless otherwise depicted on the MTS in support of an event requiring limited visibility (e.g. night live-fire).

d) The initial test and retest will not be administered on the same duty day unless there is significant impact to a follow-on block of instruction or it will alter the course graduation date.

e. Coordinating Instructions.

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1) Counseling and Feedback. Students will sign Enclosure 3; Student Acknowledgement of ISAP acknowledging they have read the ISAP and understand the standards they will be held to.

a) Formal Counseling. Cadre will conduct formal counseling sessions with students. This includes initial, module, and end-of-course (EOC) counseling. The initial counseling establishes the ISAP goals and course expectations. The module counseling serves as a progress review of the student's performance and identifies strengths and areas of improvement (module counseling is only mandatory when students fail a course critical event). The EOC counseling reviews the student's performance in the course.

b) Misconduct Counseling: Academic misconduct (See Enclosure 1: Academic Misconduct Definitions), tardiness, failure to report, apathy, negligent discharge or general misconduct will result in counseling, and is grounds for dismissal from the course with a letter outlining the reason for dismissal sent to the Soldier's Chain of Command by the Commander, 316th Cavalry Brigade.

c) Procedures for Identifying Soldiers at Risk and Dismissal: The performance measures and expectations for the course are explained clearly to Soldiers during in-processing, as are individual student responsibilities and cadre responsibilities. Soldier expectations and responsibilities are reiterated throughout the course by cadre and further emphasized before each major event (graduation requirements), and provide a unifying focus for event AARs.

(i) Academic Failure Includes: Repeated inability to comprehend and apply course content to new situations and responsibilities. Clear evidence that the student cannot understand what to do, cannot adapt to circumstances, cannot communicate with others, or cannot perform the prerequisite Soldier Skills. Behavior is not an isolated incident and is unchanged by remedial instruction and counseling. Soldier requires excessive remedial education and cadre attention in comparison to reasonable skill and knowledge expectations of a responsible and mature individual (regardless of MOS).

(ii) Serious Misconduct. Confirmed commission of any of the following activities will result in the student being placed in a Student Hold status, administrative and/or UCMJ actions initiated, and potential dismissal from service.

a) Alcohol related incident, including Driving Under the Influence (DUI)

b) Illegal drug use

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c) Violation of Army Values

d) Violation of Standing or General Orders

2) Course Failure Categories.

a) Academic Failure: Students who fail to meet the standard for any course critical event, after all allowed attempts, or who fail to attain the overall minimum academic standards for the course, will be considered Academic drops.

b) Medical: Students who receive a profile that precludes their ability to complete the course or a course critical event.

c) Administrative Drops (No Fault of Student): Students who are removed from the course for a cause beyond their control. (e.g. Missing 2 or more cumulative hours of instruction due to excused absence(s), being the subject of an investigation which subsequently clears them, etc.).

d) Administrative Drops (Fault of Student):

(i) Students who violate standing orders, Army Values, SHARP/EO/EEO programs, or the UCMJ will be dropped from the course. This category includes all types of academic misconduct (See Enclosure 1: Academic Misconduct Definitions).

(ii) Students who commit a significant disciplinary or safety infraction, or who miss 2 or more cumulative hours of instruction due to unexcused absence(s).

5. Sustainment.

a. Processing Student Dismissals

1) Students who fail to meet any published course standards will be processed in accordance with 316th Cavalry Brigade Policy #308, Processing Student Dismissals and Appeals. Dismissal may be initiated at any point in the course.

2) Commanders considering student dismissal will use the "Whole Person Concept" to consider all factors and issues the student may be experiencing in and outside of the course (e.g. personal issues, financial issues, etc.) and may result in one of the following actions:

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- a) Continue training
- b) Recycle
- c) Dismiss from course

b. Course Achievement Recognition. Students who distinguish themselves above their peers and/or exceed published standards will be recognized at the conclusion of the course. The categories are:

1) Honor Graduate. The Honor Graduate is the student with the highest grade-point average in the class.

6. Mission Command.

a. Responsibilities

- 1) The instructors assess students IAW the ISAP.
- 2) The Troop / Company Commander ensures compliance with ISAP standards and consistency within the course.
- 3) The Squadron / Battalion Commander certifies leaders to evaluate students IAW ISAP standards, ensures compliance with ISAP standards and consistency across the Squadron / Battalion.
- 4) The 316th Cavalry Brigade Commander endorses the ISAP.
- 5) The Armor Commandant establishes the course outcomes and approves the ISAP.
- 6) Should the student be dismissed from training, a Memorandum for Record (MFR) will be provided by the Squadron / Battalion Commander to the Soldier's chain of command outlining the reasons for dismissal and, if applicable, potential recycle / reinsertion points for future classes.

b. Changes to this ISAP are restricted to the Brigade Commander. Delegation of authority is not authorized.

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c. Changes to assessment criteria are restricted to the Armor Commandant. Delegation of authority is not authorized.

7. Point of Contact for this ISAP is the Squadron Commander, LTC Hayden D. Scardina. at (706) 604-9702, or email hayden.d.scardina@army.mil.

JUSTIN D. HARPE
COL, AR
Commanding

3 Encls.
1. Academic misconduct definitions
2. Test challenging procedures
3. Student acknowledgement

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Enclosure 1: Academic misconduct definitions:

1. Aiding and abetting academic misconduct: Knowingly helping, procuring or encouraging another person to engage in academic misconduct.
2. Cheating: Any dishonesty or deception in fulfilling an academic requirement such as:
 - a. Use or possession of unauthorized material or technological devices during an examination, an "examination" meaning any written, oral work or assessment submitted for evaluation or grade.
 - b. Obtaining assistance with, or answers to, examination questions from another person with or without that person's knowledge.
 - c. Furnishing assistance with, or answers to, examination questions to another person.
 - d. Possessing, using, or distributing unauthorized copies of an examination.
 - e. Representing as one's own, an examination taken by another person.
 - f. Obtaining unauthorized access to the computer files of another person or agency or altering or destroying those files.
3. Fabrication: The falsification of any information, research statistics, or citation in an academic exercise.
4. Plagiarism
 - a. Submitting another's published or unpublished work in whole, in part or in paraphrase, as one's own without fully and properly crediting the author with footnotes, quotation marks, citations, or bibliographic references.
 - b. Submitting as one's own original work, material obtained from an individual, agency, or the internet without reference to the person, agency or webpage as the source of the material.
 - c. Submitting as one's own original work material that has been produced through unacknowledged collaboration with others without release in writing from collaborators.
 - d. Submitting one's own previously written, oral, or creative work without modification and instructor permission.
5. Violating ethical or professional standards will be determined by the Course Commander or appointed investigating officer.

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Enclosure 2: Test Challenging Procedures

1. Purpose. To provide procedures for students to challenge specific test items (test questions).
2. TP 350-70-14 and the 316th Cavalry Brigade Course Manager's SOP require that test items:
 - a. Must match the content and objectives of what was taught.
 - b. Must distinguish between master's and non-masters. (TR 350-70 defines Mastery as "The ability to perform the task instinctively, regardless of the conditions.")
 - c. Must have only one correct response.
 - d. Must be technically and / or doctrinally correct.
3. Each administered test will conduct a test review. The review may be done during the test (e.g. immediate feedback given during a hands-on test), or after (e.g. reviewing each question of a written test). If, based on the test review, a student believes that one or more test items do not meet all the above criteria, they can challenge the question(s). The challenge does not need to be made during the test review, it can be made at any time during the course, including anonymously in the end-of-course critique.

NOTE: If the challenge is the basis for a student's appeal of a dismissal, the specific test items must be identified when the student elects to appeal (within two duty days of notification).

4. A challenge should include, at a minimum, the test item and answer (as accurately as the student can remember), and which of the above criteria the question failed to meet.
5. In accordance with the Course Management Plan, ch 4: Test Control and Test Procedures, para. 7 - Test Item Analysis, when notified of a test challenge, the course's senior instructor will convene a Test Item Certification Committee (TICC) of no less than two cadre personnel. The TICC will review the test item(s) in question for validity based on the above criteria.
 - a. If the challenge is the basis for a student's appeal of a dismissal, the Troop Commander (or his designated representative) will be one of the members of the TICC, and a copy of the TICC's findings will be included with the appeal packet.
 - b. If the TICC determines a question is not valid, all students will receive credit for that test item, and the invalid item will be replaced for that version of the test.
 - c. If the TICC determines a question is valid, no further action will be taken.

NOTE: Past determinations of validity for a test item does not mitigate the senior instructor's requirement to convene a TICC.

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Enclosure 3: Student Acknowledgement of ISAP

1. I, _____, have received a copy of the Individual Student Assessment Plan (ISAP) for the Bradley Commander's Course.

_____ 2. I understand the instructors are required to present the course's learning activities in accordance with the Program of Instruction, as outlined in the *Student and Instructor Guide*, which I received a copy of.

_____ 3. I understand that after I am notified, I am being considered for dismissal from the course for *Academic* reasons, I will remain in training until final disposition by the drop and/or appeal authority.

_____ 4. I understand the Squadron / Battalion Commander is the decision authority for student dismissals from the course.

_____ 5. I understand I have *up to* two duty days to notify the cadre whether I intend to appeal the dismissal.

_____ 6. I understand the 316th Cavalry Brigade Commander is the *final* decision authority for appeals.

_____ 7. I have been given time to read the ISAP, I understand my roles and responsibilities to successfully complete this course, and all my questions have been answered.

Signature: _____ Date: _____

(Print name on line 1, initial by numbers 2-7, and sign/date.)

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Endorsements:

Training Developer _____

Senior Instructor _____

Company Commander _____

Battalion Commander _____

Brigade Training Officer / Specialist _____