

STUDENT EVALUATION PLAN

1 Oct 2008

US Army Warrant Officer Career College (WOCC)
Fort Rucker, Alabama 36362

Course Number 020-09W, Phases 2 and 3

1. Notes relative to this publication:

a. The references for this SEP are TRADOC Regulation 350-70, Systems Approach to Training, 9 March 1999, and TRADOC Pamphlet 350-70-5, 20 August 2004.

b. Some key terms used in this publication are equivalent to other terms in some WOCS publications, and it is important that you understand which terms mean the same thing: “recycle” is equivalent to “set back” or “setback,” “dismiss” is equivalent to “eliminate,” and “dismissal” is equivalent to “elimination.”

c. The SEP spells out the criteria for determining if you have demonstrated a sufficient level of competency to pass the course and establishes training completion and graduation criteria and requirements. It also describes WOCS counseling and retesting policies and procedures for Candidates who do not meet standards. Additionally, it addresses grounds for which you might be recycled to a subsequent class or dismissed from the program if you do not meet required academic or performance standards.

d. You have been issued a Warrant Officer Candidate Standing Operating Procedures (WOC SOP), and you must understand the relationship between it and this SEP. While the WOC SOP addresses recycling and dismissing students for failure to meet academic and performance standards (as well as for a number of other reasons), it does not always provide as much detail as the SEP. ***Thus, should there appear to be an inconsistency between this SEP and the WOC SOP, this SEP will take precedence.***

2. You will be administered four exams during Phases 2 (Inactive Duty Training) and 3 (Active Duty Training) of WOCS.

a. Each exam is given equal weight (weighted the same—100 points).

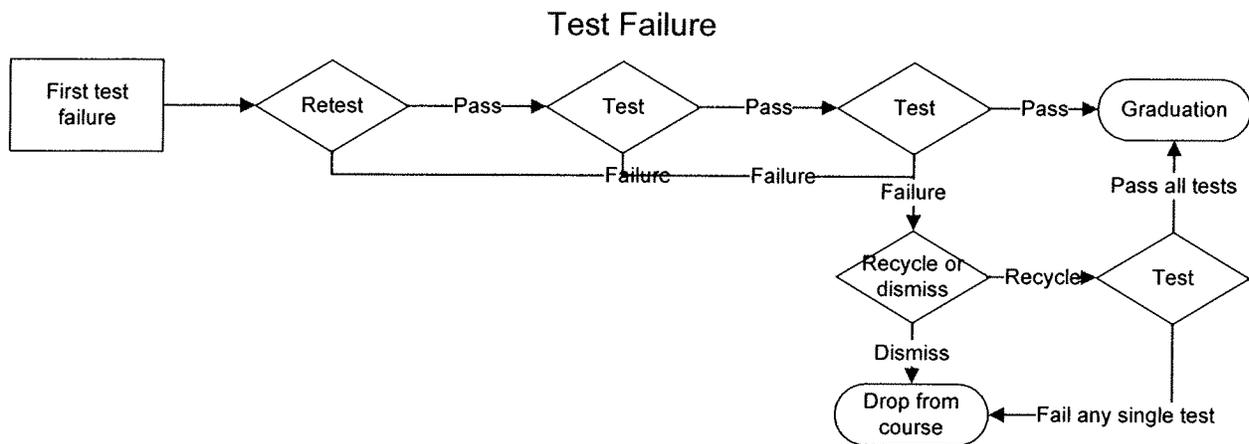
b. Exams are closed book; you will not be permitted to use notes or references when taking them.

c. Exams consist of questions and scenarios for which you are expected to select the best possible response of the alternatives you are provided. In order to receive a passing score, you must answer at least 70 percent of the questions correctly. Your score will be computed to the second decimal place (0.00 percent) to provide for differentiation among all Candidates' scores.

d. You will be formally counseled if your academic average is 75 percent or below or if you fail an exam.

e. If you fail an exam, you will be retested no later than the next training day on a different version of the examination. You will be allowed time to review and restudy lesson materials for the exam with the assistance of a designated peer tutor. If you pass the retest, your grade will be entered in your records; however, the minimum passing score will be used in computing your academic average, and you will automatically be removed from class honors consideration. If you fail the retest, you will normally be dismissed; in rare cases, you may be recycled. Should you be recycled and fail an exam, you will definitely be dismissed from the program.

f. You may request that an exam be re-graded if you believe it was graded incorrectly. Submit the request in memorandum format during normal duty hours on the same day that the examination was administered.



g. You will not be held accountable for a failure that results from something beyond your control. For example, if you fail an exam because a question was not covered during instruction or in your handout, or if you fail a web-based exam because of a power or network outage, you will not be considered at fault. In such cases, your grade would be adjusted accordingly, or you might be administered a different version of the exam without penalty.

h. You will take the following exams during Phases 2 and 3:

(1) Exam 2-1 (Phase 2): Lessons covered include Warrant Officer History, Composite Risk Management, Joint Ethics Regulation, Army Operations, and Army Staffs.

(2) Exam 2-2 (Phase 2): Lessons covered include Military History.

(3) Exam 2-3 (Phase 2): Lessons covered include Joint Force Structure and Operations, Contemporary Operational Environment, Cultural Awareness, Evaluation Reporting System (part A), Troop Leading Procedures and Combat Orders, and Prevent Suicide.

(4) Exam 3-1 (Phase 3): Lessons covered include Military Justice; Law of War; Develop and Maintain an Ethical Unit Climate; Professional Development; Evaluation Reporting System (part B); Officer Customs, Courtesies, and Traditions; Soldier and Family Financial Wellbeing; and Motivate Subordinates.

3. During Phase 2, you will present a military briefing, Following are specifics pertaining to the briefing:

a. FM 5-0, Army Planning and Orders Production, provides guidance for military briefings and is used as the basis of instruction you will receive on briefings.

b. Your instructor will provide guidance on the type of briefing you are to present and tips for selecting a topic; the topic you select will be subject to your instructor's approval.

c. You will receive a worksheet that lists the components that will be evaluated on your military briefing; these components will be divided into the broad areas listed in (1) through (3) below. All areas are of equal weight. If you receive a "NO GO" in any one of the three areas, you will receive a "NO GO" for the briefing.

(1) Introduction, body, and conclusion, plus your verbal and non-verbal communications techniques.

(2) Proper use of time (time control).

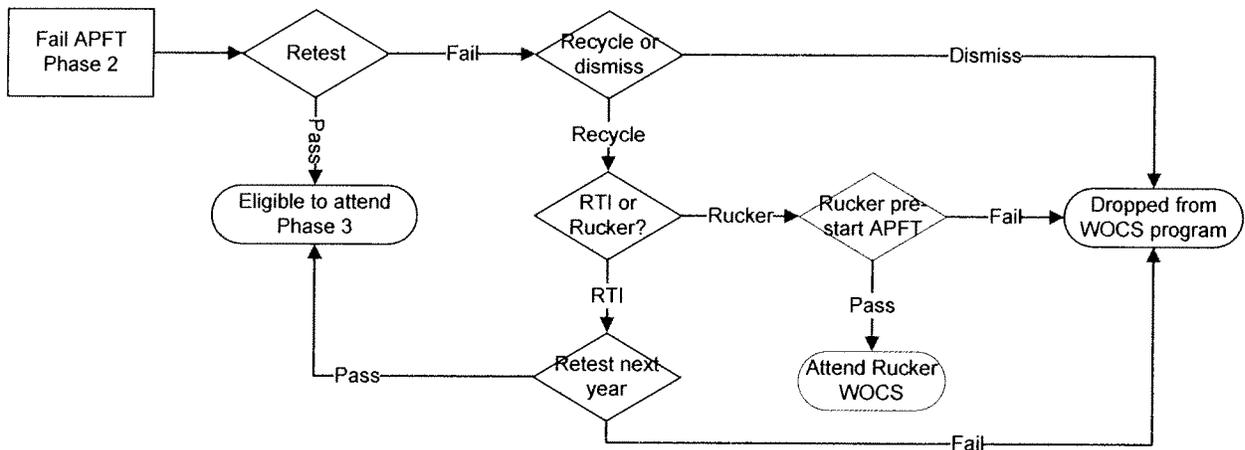
(3) Use of visual aids.

d. If you receive a "NO GO" on your briefing, you will be required to present it again after being given time to improve the ineffective aspects of the briefing noted by your instructor. Your instructor will set the time and place for presenting the second brief. If you fail the second brief, you will be considered for recycle.

4. To complete the WOCS Program, you will be required to pass the standard 3-event APFT (or alternate APFT with a G-3 waiver) twice, by scoring at least 60 points for each event on two separate occasions. The following guidelines apply:

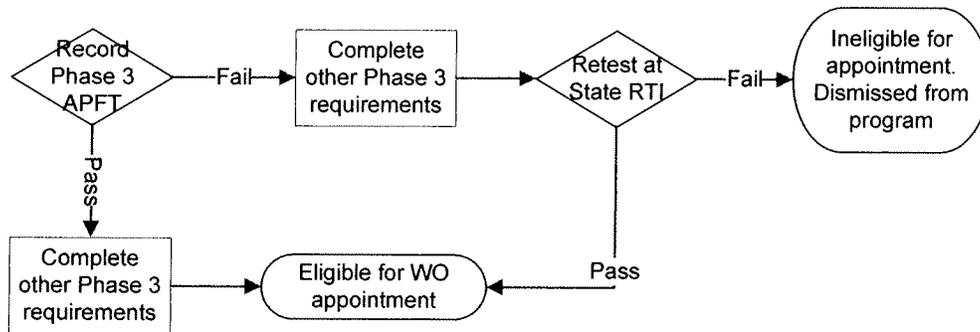
a. You will take your first APFT on a drill weekend in Phase 2 that is early enough in the program to allow retesting during Phase 2, should that be necessary. If you fail the first APFT, you will retest NLT the 5th drill weekend. Should you fail the retest, you will have two options: you may attend WOCS the following year at your RTI, or you may attend WOCS at Fort Rucker. If you choose to attend the RTI WOCS the following year and fail the first APFT of that class, you will not be allowed to retest; rather, you will be dismissed from WOCS. If you choose to attend WOCS at Fort Rucker, you will take the APFT prior to starting classes; should you fail, you will be dismissed from WOCS. In either case, the only way you can then become a Warrant Officer is to reapply and again be selected for the program.

APFT Failure, Phase 2



b. During Phase 3, you will take the APFT a second time (“record APFT”). This time, the extended APFT scale will be used in scoring your performance. Your score will be converted to an academic percentage and used in computing your overall academic average. Thus, the results of this APFT will be used in determining your final WOCS standing. Should you fail this APFT, you will be allowed to continue in Phase 3 and complete all other requirements for appointment, but you will not be eligible for Warrant Officer appointment until you have passed the record APFT; you must do so NLT 60 days following your failure. Since you will not have time to retest during Phase 3, your state RTI will be responsible for administering the retest after you have returned home. Your state Command Chief Warrant Officer (CCWO) or a CW4/CW5 appointed by your RTI commander will evaluate your retest. If you fail the retest, you will be dismissed from the WOCS Program.

APFT Failure, Phase 3 (Record APFT)



5. Also during Phase 3, you will be evaluated on your ability to complete the 10K road march, which is the culminating event of the Field Leadership Exercise (FLX). Following are guidelines:

a. Your required uniform and equipment for the march are ACU, boots, Kevlar helmet, LCE/LBV (with two full canteens at the start), weapon (M16 or the variant you were issued), and rucksack.(weight of approximately 20 pounds). Your total load to include all personal clothing and equipment will not exceed 40 pounds.

b. You must complete the march in 2 ½ hours or less to receive a “GO.”

6. You will be evaluated in a number of other areas during WOCS:

a. Since you are expected to always conduct yourself in a manner that is expected of Army officers, you will be evaluated on how well you maintain expected standards of conduct. Included in this category are your personal conduct and behavior, both on and off duty. Conduct that does not meet standards is behavior that violates the law, regulation, or local policy and includes, but is not limited to, lying (oral or written), cheating, plagiarism, and improper relationships. Violations of standards of conduct may result in your dismissal from WOCS.

b. How well you meet physical fitness standards will be evaluated throughout WOCS. You must maintain height and weight standards and participate in physical fitness training sessions. TAC Officers will assess not only your participation in physical fitness training sessions, but also your ability to lead physical fitness training sessions. If you have a permanent medical profile, you must participate within your profile limitations. During Phases 2 and 3, if, after initially having met height/weight requirements, you are found to not meet standards, you may be recycled or dismissed.

c. You must participate in all events during the Field Leadership Exercise (FLX), and TAC Officers will evaluate your ability to lead small unit operations during the FLX.

(1) During the FLX, you will participate in events such as the FOB, TOC operations, Entry Control Procedures, Situation Training Exercise (STX) Lanes, and Urban Operations.

(2) If you have a medical or physical condition that prevents or limits full participation with your class during any of the FLX events listed above, you may be recycled or dismissed depending on how soon you are projected to be able to fully participate.

d. Good attendance is basic to your successful completion of WOCS, and the WOCS Cadre will evaluate you on your attendance.

(1) Simply stated, you must be at your appointed place of duty on time. If you establish a pattern of lateness, you may be dismissed.

(2) If you fail to report for a scheduled Phase 2 IDT drill, you may be dismissed. (In extenuating circumstances, your Cadre may work with you to allow you to complete the drill through other options such as attending the training at another RTI.)

(3) If you miss three cumulative physical training periods or miss an APFT, you will be considered for dismissal.

(4) If you miss 36 hours of training for any reason, to include medical and physical problems, you will be considered for recycle or dismissal, depending on the circumstances.

7. Throughout your time in WOCS, Training, Advising, and Counseling (TAC) Officers and Academic Advisors will counsel and subjectively evaluate you on your effectiveness and progress in the program and record the counseling on a counseling form or Officer Developmental Support Form. You will be formally counseled on your leadership skills. This counseling will focus on your improvement in performance and mentorship skills, specifically addressing how effectively you performed when in leadership positions and how well you performed your additional duties. You will be rated satisfactory (SAT), needs improvement (NI), or unsatisfactory (UNSAT). Should you demonstrate apathy regarding your leadership responsibilities or fail to show progress in developing your leadership skills, you may be recycled or dismissed.

8. The results of TAC Officers' and Instructors' evaluations of your leadership, academic and physical fitness performance determine whether you graduate and the honors and recognition for which you qualify. Following are specifics pertaining to honors and recognition:

a. Honors consist of one Distinguished Honor Graduate, a maximum of four Honor Graduates, and the Commandant's List. The number of Candidates in all three categories will not exceed 20 percent of the class. Additionally, one Candidate will receive the Leadership Award.

b. Your extended scale final APFT score is factored into your overall academic average for class standings.

c. You are not eligible for honors if you were recycled from a previous class, placed on administrative hold for prejudicial reasons, reinstated to WOCS after having been dismissed, failed any exam or performance evaluation, or failed to maintain a Phase 2 course average of at least 85 percent.

d. To be an Honor Graduate, you must meet the following criteria in addition to being qualified IAW the previous paragraph:

(1) Have had no academic failures, received a "GO" the first time on all performance evaluations, and have never been on Commander's probation.

(2) Have participated in all FLX graded events, completed the 10K road march in 2 ½ hours or less without assistance, passed the record APFT (Phase 3), and participated in the class victory run unless you have a permanent profile that prohibited your participation.

e. To be the Distinguished Honor Graduate, you must have the highest overall grade point average, meet the criteria stated in c. and d. above, and never have been on Senior TAC probation.

f. To receive the Leadership Award, you must receive the most nominations from your fellow class members. Selection occurs near the end of Phase 3 when Candidates nominate students they think best exemplify the leadership qualities required of Warrant Officers.

9. You may be able to receive college credit for completing WOCS depending on individual college policies and your planned course of study. For completion of WOCS, the American Council on Education (ACE) recommends six semester hours in leadership and supervision in the lower-level baccalaureate/associate degree category.

10. If you have a grievance pertaining to perceived discrimination or violation of policy, you should first use the chain of command to resolve the grievance. While you may seek Inspector General (IG) assistance at any time, you must inform your chain of command before doing so.



MARK T. JONES
COL, AV
Commandant

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(Students must complete and sign this acknowledgment. Completed acknowledgments are separated from the SEP and filed in students' academic folders; students retain the SEP for reference.)

By signing below, I acknowledge that I have received a copy of the Warrant Officer Candidate School Student Evaluation Plan for Course 020-09W, Phases 2 and 3, dated 1 Oct 2008. I have read the criteria, and I understand the requirements for graduation from the course.

Signature _____

Printed Name _____

Class Number _____

Date _____