

BULLET BACKGROUND PAPER

ON

REVITALIZING THE OFFICER PERFORMANCE REPORT

PURPOSE

Contribute a viable plan to develop an officer performance report (OPR) that provides meaningful feedback to the ratee, a transparent and cumulative record of performance, and identifies officer potential.

DISCUSSION

- Background

- The current OPR works but can be improved
- Current OPR is too vague and doesn't clearly reflect performance or potential

- What we value

- Ratings based on job performance and technical skills
- Vectoring for future rolls
- Clear, concise ratings that reflect growth/development across career

- What are the proposed changes

- Breakdown leadership qualities into 6 categories (job knowledge, leadership, communication, judgement/decisions, etc)
- Written and numerical rating for each leadership category
- Raters write bullets on ratees and provide a score from one to five

--- Raters are allotted bullets based off the ratee's overall score by the following:

0-11 points = 2 bullets or less

12 to 18 points = 2 bullets

19 to 20 points = 3 bullets

21 to 22 points = 4 bullets

23 points = 5 bullets

24 points = 6 bullets

25+ points = 7+ bullets

- A score of “1” requires a narrative up to two lines
- A “4” in any category requires one strong bullet justifying the score
- A “5” in any category requires two strong bullets of justification
- Clearly identify rater, additional rater, and senior rater responsibilities
 - Rater documents performance
 - Additional rater identifies potential and vectors ratee
 - Senior rater identifies potential, stratifies ratee (if applicable) and provides promotion push
- How to implement the new OPR
 - New web based platform and mobile app will replace vPC
 - When ratee is promotion eligible, data will be automatically pulled from previous OPRs for promotion board
 - Rater’s profile is tracked throughout career
- Why will this benefit the Officer Evaluation System (OES) and the USAF
 - Provides quantifiable and straight forward feedback to the ratee by accrediting performance to leadership attributes
 - Identifies top performers with high potential (top third and top 10%)
 - Reduces rater’s workload on average performers by lowering the number of required bullets
 - Provides ratees with a clear vector for his/her career based off of their strengths
 - Eliminates ambiguous stratifications
 - Can be implemented immediately and adapted to the new online system (once complete)
 - Eliminate need of promotion recommendation form (PRF) and management level reviews

SUMMARY

This recommendation provides the appropriate and concise feedback on how the member is performing from various perspectives, allows leadership to stratify members, as well as documents current performance and an officer’s potential.