

# Tactical Combatives Individual Student Assessment Plan (ISAP)

## Appendix D Individual Student Assessment Plan (ISAP)

### [Tactical Combatives] Individual Student Assessment Plan

Course Number 9E-F11/950-F7, Program of Instruction Version (02.0)

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**1. ISAP Purpose:** The ISAP details how the proponent school will determine whether the student has demonstrated a sufficient level of competency to pass the specified course of training. The ISAP also specifically identifies course completion requirements to include the minimum passing score (or GO/NOGO) for each written or performance examination, final grade requirement, minimum course attendance requirements (if applicable), and specific assessments that must be satisfactory completed to graduate.

The purpose of this memorandum is to establish administrative policies and procedures to provide Soldiers and cadre of the Basic Combatives course standards, overview and expectation.

The individual Student Assessment Plan details the following:

- a. Course Expectations
- b. Standards of Conduct (Honor Code)
- c. Attendance

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- d. Physical Training
- e. Grievance and Redress
- f. Training Methodology
- g. Course Overview
- h. Evaluation Plan
- i. Outcomes/Performance Measures
- j. Assessments
- k. At Risk and Dismissal produces
- l. Students Counseling
- m. Student and cadre recognition

**2. Course Expectations:** You are to conduct yourselves as professional commissioned and noncommissioned officers at all times. Students are expected to be disciplined, professional, physically fit, and mentally prepared for training. Students will find the course challenging and rewarding. You will find yourselves bruised, bloodied and punched in the face and ribs during training which is to be expected. Students must be able to comprehend and successfully succeed in hands-on, written examination and evaluation. Students must complete all assigned training and reading assignments as directed and work collaboratively with instructors and other students. Students must participate in at least two live grappling exercises, compete in the Standard Rules Competition at the end of Day 5, complete the Standard Rules Referee Exam with a minimum score of 70%, pass the end of course Technical Evaluation with at least 70%, and pass the Written Evaluation with at least 70%. Students can miss no more than two hours of instruction throughout the course.

**3. Standards of Conduct (Honor Code).** Students are expected to follow basic good order and discipline to include timeliness and appearance. Failure to meet basic standards could result in being dropped from the course. A Soldier will not lie, cheat, steal, nor tolerate those who do. Any student who knows of an Honor Code violation but fails to report it is in direct violation them self. Any student found guilty of an Honor Code violation will be immediately referred to the NCOIC / Senior Instructor for administrative action or possible UCMJ. The honor code is not designed to stifle individual academic freedom or deny sharing of knowledge or interaction with fellow students. The Honor Code does not preclude students from working together in or out of the classroom in a collaborative effort when directed to do so by the instructor. Instructors will inform students when they are permitted to work together to complete an examination, evaluation, or assignment.

**4. Attendance.** Students attend all instruction unless released for medical or emergency issues. Any absence from class requires approval from the commander or his representative cadre. Students are not allowed to miss more than two hours. Excessive absences may result in a recycle or drop from the course.

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**5. Physical Fitness Standards.** All students must meet weight standards IAW AR 600-9 and APFT standards IAW FM 7-22 (Oct 12). Students with a profile or physical limitation that prevents participation in any training may be dropped from the course.

**6. Student Grievances and Redress.** Students may challenge any examination or evaluation in this course. A student wishing to challenge an evaluated event will prepare a memorandum detailing the nature of his grievance. The battalion commander will review the request and make a determination on the appropriate redress.

**7. Course Training Methodology:** This training is comprehensive in nature and scope; muscle memory is developed through practice and drill after each technique, skill or movement is explained and demonstrated. Soldiers will use previous life and military operational experience as a guide through the course. It is expected that each student execute the techniques at least three times under the supervision of a Tactical Combatives or Master Trainer instructor. A check on learning answers common questions and reinforces components of the technique and improve student's execution. Restorative Physical Training will be conducted in preparation to all training emphasizing different aspects of Soldier skills as they pertain to hand-to-hand combat in the operational environment. The sequence in the conduct of presenting the technique to be learned are as follows:

a. Demonstration will be executed at combat speed by the Primary or Assistant Instructor.

b. Techniques will then be instructed using the talk through, or step-by-step method of instruction. Demonstrating each component of the technique in sequence with discussion on safety at all times.

c. Demonstration will be executed again at combat speed then the students will be paired and observed by the instructors.

Instructors will facilitate training and education using a variety of methods, including Adaptive Soldier Leader Training and Education (ASLTE), Soldiers will also be instructed on how to implement Combatives into unit training up to a platoon level as well as how to supervise fire team, squad, and platoon scenario and tactical based training to meet individual unit METL.

**8. Course Overview:** The Tactical Course accomplishes its mission through: Preparing Soldiers and DA civilians to increase their individual readiness skills by developing confidence and resiliency through effectively applying Combatives techniques during the physical and emotional stress of the Operational Environment. Additionally, the course will prepare one's ability to demonstrate Combatives techniques in accordance with (IAW) AR 350-1, and TC 3-25.150 which all Soldiers must know. The course provides survival skills, builds personal courage, esprit de corps and strengthens the Warrior Ethos. The mission is conducted in three modules. Module A consist of Administrative Actions while Module B focuses on the major lessons to be comprehended and practices and Module C encompasses the Evaluation and Assessments tools.

Week 1: Students will build on the fundamentals of the Basic Combatives Course and learn advanced range controlling techniques, positioning movement techniques, finishing techniques, and clinch work. Students will organize, develop, and participate in a Standard

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Rules Competition as both competitor and referees. Students will complete the week of training with a Standard Rules Referee Exam.

Week 2: Students refine the skills they learn from week 1 with a series of practical exercises. Students also learn how to apply Combatives concepts and techniques in various tactical situations. Students participate in several Live Application Practical Exercises to develop and build confidence in Detainee Handling, Vehicle Extraction, and Room Clearing. Students end the week with a Technical and Written Examination.

**9. Evaluation Plan.** Soldiers are required to complete all assigned homework and reading assignments given by their mentor, Primary Instructor (Event Specific), or Senior Instructor. Higher learning includes research, self-taught, and peer to peer learning. Team work is highly encouraged throughout the course. cadre will evaluate Soldiers using the following guidelines of performance measures:

- a. The student's ability to execute the techniques correctly and at combat speed.
- b. The student's ability to apply the techniques against a resisting training partner.
- c. The student's ability to apply the techniques during a tactical scenario.
- d. The student's ability to understand, articulate, and discuss the purpose, methodology and end state of the Army Combatives Program.

## 10. Desired Outcomes and Performance Measures

Desired Outcome: Illustrate the fundamentals of advanced striking, clinch fighting, and ground fighting. Participate as assistant instructor for Basic and Tactical Combatives Course Certifications, demonstrate the ability to exercise restraint while performing as punchers during Option 3 Drill, plan, conduct and supervise company-level Basic and Standard Rules Competitions, and advise command on increasing Combatives effectiveness within their units.

Performance Measures: Written Examination, Technical Evaluation, Referee Examination, Standard Rules Tournament and the Tactical Combatives Practical Exercises.

**11. Assessments:** Students must not miss more than two live grappling practical exercises. Students must also participate in the Standard Rules Competition, participate in the Detainee Handling, Vehicle Extraction, and Room Clearing Practical Exercises, pass the end of course Technical Evaluation with at least 70%, and pass the written and referee examinations with at least 70%. Counseling sessions will be annotated on (DA Form 4856) and use as a tool to help shape and build student's mentorship strategies and recommendations. Students will know exactly where they stand throughout the duration of the course, to include what mistakes they have made and corrections they will need to make during retraining in order to pass the next available graded event. Assessment are evaluate for proficiency through:

- a. Lecture – Briefings, discussions, etc.
- b. Written – Written test, Referee test, OPORDs, RMWS, and Scenarios briefs, etc.
- c. Demonstration – Precision in Execution

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d. Application – Standard Rules Competition, Technical Evaluation, Detainee Handling, Vehicle Extraction, Room Clearing

## 12. Academic Grading.

If a student fails a written test, he will be counseled in writing, provided remedial training and retested. If the student fails the retest, the Primary Instructor will initiate a student status review to determine if further testing is justified or if the student should be eliminated from the course. The NCOIC will counsel the student on whether he will be administered a second retest or whether he will be recommended to be dropped from the course. The authority to administer a second retest or to be dropped from the course rests with the program NCOIC. Finally, if a student fails to pass a second retest, the program commander will determine whether to allow the student to continue training with his class. All counselings will remain part of the student's record.

Remedial Training Policy. The purpose of remedial training is to retrain a student so he can achieve the learning objective. A student must be counseled and retrained after each failure prior to retesting.

**13. Counseling.** Students will sign a statement of course standards and understanding at the beginning of the course. Students will be counseled during the course/ at the end of every phase/module as needed to review academic progress, performance and discuss personal development. When a student is formally counseled, a counseling form will be completed and filed in the student's file.

**14. Misconduct Counseling:** Tardiness, failure to report/prepare, apathy, unsportsmanlike conduct, and/or general misconduct will result in a formal counseling per offense. Misconduct is grounds for dismissal from the course with corresponding letter being sent to the Soldier's chain of command outlining the reason for dismissal by the battalion commander.

**15. General Counseling:** Mentor/Primary Instructor and cadre that teach observe and assess students on a daily basis through the use of formal and informal counseling procedures in accordance with the course assessment tools and Army standards. All formal counseling will be documented with the student and kept on file.

a. If after a formal counseling session, the Soldier exhibits any of the criteria listed (apathy, indiscipline, unsportsmanlike behavior, un-teachable, etc), an Academic Board is held. The NCOIC, Primary Instructor, and Team Sergeant in conjunction with the Company Commander or his representative assigns a disinterested cadre member to meet with the cadre members of the Soldier's mentor group and collectively review the Soldier's performance against course Outcomes. The role of the disinterested person is to filter any potential disconnects in observation or potential personality conflicts.

**16. 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) to provide a unifying focus for event AAR's.

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Criteria for identifying a student at risk due to failure to achieve course expectations generally fall into three categories:

**A. Apathy:** Repeated failure to conduct themselves in a professional manner during the course, malingering, avoiding responsibility, lack of support to team, deliberate failure to follow instructions of designated student leaders, failure to respond to corrective measures counseled by cadre. Behavior continues unchanged after formal counseling.

**B. Indiscipline:** Repeated failure to do what the student knows must be done. Clear evidence that student has knowledge, but willfully or through culpable neglect fails to fulfill personal responsibilities – failure to follow instructions, failure to complete individual work, failure to maintain tactical discipline, failure to take corrective measures identified by cadre. Behaviors continue after formal counseling.

**C. Academic Failure:** (All academic failure counseling will include retraining actions, actions if retest pass or retest fail) Repeated inability to comprehend and apply course content to new situations and responsibilities. Clear evidence that the student cannot understand what he must do, cannot adapt to new circumstances, cannot communicate with others, or cannot perform the prerequisite universal Soldier or Warrior 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).

**17. Student Appeal / Dismissal Procedures.** In all cases, the Chain of Command must consider the student under the “whole person” concept and consider all relevant facts as well as the long-term impact to the student. If after a formal counseling session, the Soldier exhibits any of the criteria listed (i.e. Apathy, indiscipline, negligent discharge, un-teachable), an Academic Board is held in order to determine if the Soldier should be released from the course.

- a. A student wishing to appeal academic dismissal will notify the Senior Instructor of their intent within two duty days of written notification (counseling) of the third test failure.
- b. A student wishing to appeal an evaluated event will outline the basis and grounds for their appeal in memorandum format within seven duty days of notification.
- c. The grounds for appeal will be discussed with the company command team and Senior Instructor during the interview / disposition recommendation.
  1. The company commander may grant the appeal and allow the student to continue with the course.
  2. If the company commander agrees with the reasons for dismissal, the dismissal packet will be forwarded to the battalion commander for review.
- d. The battalion commander will review the appeal. He may or may not choose to interview the student.
  1. The battalion commander may grant the appeal and allow the student to continue with the course.

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2. If the battalion commander agrees with the reasons for dismissal, the dismissal packet will be forwarded to the brigade commander for final disposition.

e. The brigade commander will review the request and make a determination on the appropriate redress.

1. IAW AR 350-1, the brigade commander will refer the proposed action and the appeal to the Office of the Staff Judge Advocate to determine legal sufficiency of the dismissal decision.

2. The brigade commander will make the final determination on whether to grant the appeal or dismiss the student.

## **18. Student Recognition:**

The students who pass all graded events on the first attempt and demonstrate a high level of professionalism and proficiency as recognized by peers and instructors will be given the opportunity to participate in the Honor Graduate Bouts. There will be an Honor Graduate Bout for each designated weight class of students for each class. The winner of the Honor Graduate Bout will be designated the Honor Graduate for their respective weight class. Students are only eligible if it is their first time attending the course.

**19. Student Graduation:** All students who meet the course completion criteria will receive a Tactical Combatives Course completion certificate. Individuals who do not meet course completion criteria will be returned to their unit.

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**20. End-of-Course Critique:** Students will complete an end-of-course critique and conduct a course AAR.

The point of contact for this memorandum is the U.S. Army Combatives Course Branch Chief at 706-545-5777.



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LTC, IN  
Commanding

Soldier Name: \_\_\_\_\_ Date: \_\_\_\_\_

Soldier Signature: \_\_\_\_\_

Roster Number: \_\_\_\_\_