



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

ATZK-SBZ

24 March 2021

MEMORANDUM FOR 2nd Squadron, 16th Cavalry Regiment – Armor Basic Officer Leader - Branch course (ABOLC) Cadre and Students

SUBJECT: Individual Student Assessment Plan (ISAP) for the Armor Basic Officer Leader - Branch course (ABOLC)

1. References:

- a. AR 350-1 (Army Training and Leader Development)
- b. AR 600-9 (The Army Body Composition Program)
- c. AR 623-3 (Evaluation Reporting System)
- d. ATP 3-20.15 (Tank Platoon)
- e. ATP 3-21.18 (Foot Marches)
- f. ATP 7-22.01 (Holistic Health and Fitness Testing)
- g. FM 6-22 (Leader Development)
- h. FM 7-0 (Train to Win in a Complex World)
- i. FM 7-22 (Holistic Health and Fitness)
- j. TC 3-20.31 (Training and Qualification, Crew)
- k. TC 3-20.40 (Training and Qualification-Individual Weapons)
- l. TR 350-18 (The Army School System (TASS))
- m. TR 350-36 (Basic Officer Leader Training Policies and Administration)
- n. TR 350-70 (Army Learning Policy and Systems)
- o. TP 350-70-5 (Systems Approach to Training: Testing)

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- p. Individual Critical Task List (19A Officer Lieutenant), 18 July 2019
 - q. FY21 Basic Officer Leader Course Common Core Critical Task List, 6 March 2020
 - r. TRADOC TASKORD IN160363 (FY16 Gender Neutral Physical Demands Review), 5 February 2016
2. Situation. Newly commissioned Lieutenants arrive from Reserve Officer Training Corps (ROTC) programs, the Officer Candidate School (OCS), the U.S. Military Academy, and Army National Guard units to receive Initial Military Training (IMT) and achieve branch certification to serve as Armor and Cavalry Platoon Leaders.
 3. Mission. 2-16 CAV provides Commanders in the field with Armor Leaders trained in the fundamentals of tank platoon weapon systems and capabilities, Large Scale Combat Operations (LSCO), and instill in them the warrior spirit, preparing them to assume leadership of a tank platoon.
 4. Execution.
 - a. *Purpose.* The purpose of the Individual Student Assessment Plan (ISAP) is to outline the student responsibilities, graduation criteria, and the course's assessment strategy, to provide a path for successfully completing ABOLC. This ISAP is effective 1 April 2021 beginning with ABOLC class 21-009.
 - b. *End State.* Armor Lieutenants who demonstrate the character, competence, and commitment necessary to lead Armor and Cavalry platoons in combat.
 - c. *Key Tasks.* To successfully graduate, Armor Lieutenants depart with an Individual Development Plan (IDP) to continue lifelong learning and must demonstrate the ability to:
 - (1) Lead Soldiers across a range of military operations. Display knowledge, skills and behaviors of an Armor Officer and is able to understand, visualize, and describe his/her operational environment; make and articulate decisions, and direct, lead, and assess operations at the platoon level.
 - (2) Demonstrate adaptability (resilience): a comprehensively fit, self-disciplined officer, who pushes past pre-conceived limits, thrives in chaos and perseveres, despite obstacles.
 - (3) Demonstrate technical proficiency: demonstrates proficiency in doctrinal, mechanical, and administrative tasks associated with a tank platoon.

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- (4) Demonstrate tactical proficiency: demonstrates the science and art of organizing an Armor formation, employing weapon systems and integrating assets to defeat the enemy.

d. *Assessment Strategy and graded events.* Cadre will assess officers using multiple methods, determined by the event. Doctrinal standards are used where they exist and rubrics are used in the absence of doctrinal standards. In order to ensure ABOLC graduates are able to achieve course standards in accordance with the desired end state, students are graded on:

Event	ABOLC Points Avail	Event Standard	Course Critical Event?	Re-test?	Assessment
Initial ACFT*	20	360 pts; 60 per event	No	No	See ACFT Grading scale: Points = 1/5 ACFT Scale
Common Core Task List (CCTL)					
M4 Qual	40	Minimum of 23 hits during Record Fire (Table VI) IAW TC 3-20.40 qualification standards for Rifle/Carbine.	Yes	Yes	1 Point per Hit
Land Navigation	40	Minimum 6 of 8 Points within 5 hours (2 ½ hours per condition)	Yes	Yes	ABOLC Points = 5 x # of LN Points Found: 8/8 Points = 40 7/8 Points = 35 6/8 Points = 30 < 6/8 = 0
Proponent					
High Physical Demand Tasks (HPDT)	0	U.S. Army Armor School Pamphlet 360-6	Yes	Yes	6 Tasks - Go/No Go
M17 Qual	30	Minimum of 21 target hits during Record Fire (Table VI, Stage 1 Day Fire) IAW TC 3-20.40 qualification standards for Pistol	Yes	Yes	1 Point per Hit

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Gunnery Skills Test (GST).	0	Pass selected Tasks IAW TC 3-20.31-1, Chapter 3	Yes	Yes	Go/No Go
Maintenance Written Exams	40		Yes	Yes	2 written tests of 10 questions each (Hull & Turret), 2 points per question
Doctrine Written Exam	200	Must obtain a minimum score of 70	Yes	Yes	2 point per question (100 questions)
Battle Analysis Paper	25		No	No	
OPORD 1	20	70% based on rubric	No	No	% score on rubric x 0.2
OPORD 2	30	70% based on rubric	No	No	% score on rubric x 0.3
OPORD 3	45	70% based on rubric	No	No	% score on rubric x 0.45
OPORD 4 (GATE)	100	70% based on rubric	Yes	Yes	% score on rubric
Tank LFX (TT VI)	50	TC 3-20.31	Yes	Yes	Average of two TC centric engagements ÷ 2 1 x TC pure engagement & 1 (Simo) engagement with TC caliber .50
FTX Mission Execution	200	70% based on rubric	Yes	Yes	% score on rubric x 2
Final ACFT*	100*	360 pts; 60 per event	Yes	Yes	See ACFT Grading Scale
Peer Assessments	20	Individual Effort	No	No	See Scale
Platoon Trainer Points	40	Individual Effort	No	No	See scale

Total Points: 1000

Total Required to Graduate: 700

*IAW FRAGORD 3 to TRADOC TASKORD IN191691, and until rescinded, 2-16 will continue to train and administer the ACFT to assess a student's physical dominance, but it will not be used as a graduation requirement or for course points.

(1) **Army Combat Fitness Test (ACFT)**. Course Critical Event ACFT score results in the following ABOLC points:

Final ACFT: Course critical event. 100 points based on overall performance. The Final ACFT will be scored using the same scale as the Initial ACFT. Students must score a minimum of 60 points in each event to meet graduation requirement. If a student fails to pass the ACFT they may retest prior to class end date and, if they pass, they will only earn the minimum passing points (60).

Score	594<	590	586	582	578	574	570	566	562
Points	100	99	98	97	96	95	94	93	92
Score	558	554	550	546	542	538	534	530	526
Points	91	90	89	88	87	86	85	84	83
Score	522	518	514	510	506	502	498	494	490
Points	82	81	80	79	78	77	76	75	74
Score	485	480	475	470	465	460	455	450	445
Points	73	72	71	70	69	68	67	66	65
Score	440	435	430	425	420	<420	<70 in any event		
Points	64	63	62	61	60	0	0		

Points divided by five for initial ACFT

- (2) **M4 Qualification. Course Critical Event.** One point per hit during day qualification with M4 rifle and M68 Close Combat Optic (CCO). Students must qualify with at least 23 out of 40 hits IAW TC 3-20.40 to graduate.
- (3) **Land Navigation. Course Critical Event.** Lieutenants must find a minimum 6 of 8 Points within 5 hours (2 ½ hours per condition) during day, transition, and night, to meet graduation requirements. Points assessed based on the number of points found. Initial failure and passing on retesting automatically results in scoring only 60% (24 of 40) of the available points.
- (4) **High Physical Demands Test (HPDT). Course Critical Event.** HPDTs are graded as Go/No Go. Students have two (2) attempts to meet the standard on all high physical demands tests. The high physical demands are:
 - (a) *12 Mile Foot March.* Complete the march in under 5 hours without running.
 - (b) *Drag a Casualty to Safety.* Drag a 188 lb. SKED 15 meters in under 1 minute.
 - (c) *Engage a Target with a Hand Grenade at 35 meters.* Grenade must pass the 30 meter line.

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- (d) *Lift and Move a 69 lb. Duffle Bag.* Lift duffle bag up 38 inches and place on ground in under 10 seconds.
- (e) *Remove M242 Feeder Assembly.* Place the Feeder Assembly on the ground in under 10 seconds.
- (f) *Lift and Carry 120mm MPAT Training Rounds.* Move 12 rounds 5 meters within 5 minutes.
- (g) *Load 120mm MPAT Training Rounds.* Load 5 rounds, each round must be loaded in under 7 seconds.
- (5) **M17 Qualification. Course Critical Event.** One point per hit during day qualification (Table VI, Stage 1 Day Fire) with M17 Pistol. Students must qualify with at least 21 out of 30 hits IAW TC 3-20.40 qualification standards for Pistol.
- (6) **Gunnery Skills Test. Course Critical Event.** Gunnery Skills are graded as Go/No Go. Students have two (2) attempts to meet the standard on all Gunnery Skills. The GST events are:
 - (a) Task 1, Ammunition Identification
 - (b) Task 2, Threat/Friendly/Theater-Specific Vehicle Identification (TFTVID)
 - (c) Task 4, Reload Main Gun
 - (d) Task 5, Apply Immediate Action (Misfire Procedures) on the M1A2 SEP Main Gun
 - (e) Task 6, Clear, Disassemble, Assemble, and Perform Function Check on a M2A1 Caliber .50 Machine Gun
 - (f) Task 9, Load, Attempt to Fire, Apply Immediate Action (Misfire Procedures), and Unload the M2A1 caliber .50 Machine Gun
 - (g) Task 10, Clear, Disassemble, Assemble, and Perform Function Check on a M240 Machine Gun
 - (h) Task 11, Load, Attempt to Fire, Apply Immediate Action, and Unload M240 Machine Gun

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- (i) Task 12, Boresight M1A2 SEP Tank
- (j) Task 13, Perform a Muzzle Reference System (MRS) Update on M1A2 SEP
- (7) **PMCS Evaluation (Hull Focus)**. Course Critical Event. 20 points (2 points per correctly answered question).
- (8) **PMCS Evaluation (Turret Focus)**. Course Critical Event. 20 points (2 points per correctly answered question).
- (9) **Doctrine Written Exam**. Course Critical Event. 200 points (2 points per correctly answered question). Students who fail to meet the 70% standard will have two (2) additional attempts. Initial failures who pass a retest will be awarded 60% of the available points.
- (10) **Battle Analysis Paper**. 25 points. Must be individual work; co-authoring is not authorized. Papers will be graded in accordance with the rubric.
- (11) **Operations Order**. Course Critical Event. 100 points. Students must achieve 70% or greater on grading rubric for OPORD briefs. Initial failures who pass a retest will be awarded 60% of the available points.
- (12) **Tank Live-fire**. Course Critical Event. 50 points. The student must demonstrate the ability to safely, accurately, and proficiently command a crew as a Tank Commander to engage and destroy enemy targets in both offensive and defensive postures. Points are awarded based on the average of two TC centric engagements $\div 2$: 1 x TC pure engagement and 1 (Simo) engagement with TC caliber .50.
- (13) **FTX Mission Execution**. Course Critical Event. 200 points. Students must meet 70% standard on grading rubric for Mission Execution. Failure to meet the 70% standard will result in a retest for a maximum of 60% of points.
- (14) **Peer Assessments**. 20 points. Each student rank orders their platoon peers from best to worst (they do not include themselves in the ranking). Each student's rankings are then entered into a peer evaluation matrix. The matrix averages each student's peer rankings. The average is used to rank order the students, and points are assigned IAW the scale below.

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- (b) Students that fail on the first test / assessment event, and subsequently pass on the retest, will be awarded 60% of the available points.

(17) Overall Academic Performance

- (a) Lieutenants must earn at least 700 academic points to receive an Achieved Course Standards rating on their Academic Evaluation Report (AER) (DA Form 1059).
- (b) Lieutenants who fail to achieve 700 points or fail all attempts of a Course Critical Event will receive a "Failed to Achieve Course Standards" AER, be placed in a Student hold Status and recycled into the next class that has seat availability.

e. Coordinating Instructions.

- (1) Counseling and Feedback. Students will sign a statement of course standards (ISAP) 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.
- (a) Formal Counseling. Platoon cadre will conduct at least four formal counseling sessions with all Officers. This includes an initial, block, and final/AER/IDP counseling.

The initial counseling establishes the ISAP goals and ABOLC expectations.

The block counseling serves as a progress review of the student's performance and identifies strengths and areas of improvement.

The final counseling reviews the Officer's performance in the course, discusses the AER and IDP, and establishes future goals.

- (b) Misconduct Counseling: Tardiness, Failure to repair, apathy, negligent discharge and general misconduct will result in counseling for each offense. Misconduct is grounds for dismissal from the course with a corresponding letter being sent to the Soldier's gaining Chain of Command outlining the reason for dismissal by the Commander, 316th Cavalry Brigade.

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- (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 Course Critical Event, and provide a unifying focus for event AARs. Criteria for identifying a student at risk due to failure to achieve course graduation requirements generally fall into three categories:
 - (i) 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 "plan of action" by cadre as documented on DA Form 4856.
 - (ii) 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 discipline, failure to respond to corrective "plan of action" by cadre as documented on DA Form 4856.
 - (iii) Academic Failure: All academic failure counseling will include retraining actions, and actions if retest is passed or retest is failed. Repeated inability to comprehend and apply course content to new situations and responsibilities. Clear evidence that the student cannot understand what he/she must do, cannot adapt to new circumstances, cannot communicate with others, or cannot perform the requisite universal 19A 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.
- (2) Serious Misconduct. Commission of any of the following specific events will result in the Lieutenant being placed in a Student Hold Status, administrative or UCMJ actions initiated, and potential dismissal from service. See Enclosure 1 for Academic misconduct definitions.
 - (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

(3) Academic Evaluation Report

(a) At the conclusion of each class, all U.S. Army Lieutenants, including those who do not graduate, will receive a DA Form 1059 Service School Academic Evaluation Report (AER). The Senior Platoon Trainers serve as the Academic Rater for their platoons and the Troop commander will serve as the Reviewing Official for the entire class.

(b) Academic Achievement. Lieutenants are evaluated in six leader competencies and attributes identified in the chart below. Block checks for each attribute will be determined by the chart below. Passing any graded event on a second attempt automatically results in a Met Standards block check. Assessment of competencies and attributes is based upon, but is not limited to, the following criteria:

DA Form 1059 Service School Academic Evaluation Report				
AEAS Area	Far Exceeded Standard Top 20% of Class (Limited to CMDT List)	Exceeded Standard 21—40% of Class	Met Standards All Others	Did Not Meet Standards
Character/ Accountability	Initial ACFT Character PTP DA PAM 623-3 (Table 4-2)	Initial ACFT Character PTP DA PAM 623-3 (Table 4-2)	Initial ACFT Character PTP DA PAM 623-3 (Table 4-2)	Any SHARP, EO, Integrity, or Honor Code violation. Failure to perform assigned duties.
Presence/ Comprehensive Fitness	HPDT Final ACFT Presence PTP DA PAM 623-3 (Table 4-2)	HPDT Final ACFT Presence PTP DA PAM 623-3 (Table 4-2)	HPDT Final ACFT Presence PTP DA PAM 623-3 (Table 4-2)	HPDT, or Final ACFT failure
Intellect / Critical Thinking & Problem Solving	Doctrine Written Exam, Battle Analysis Paper, Intellect PTP DA PAM 623-3 (Table 4-2)	Doctrine Written Exam, Battle Analysis Paper, Intellect PTP DA PAM 623-3 (Table 4-2)	Doctrine Written Exam, Battle Analysis Paper, Intellect PTP	Doctrine Written Exam failure

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			DA PAM 623-3 (Table 4-2)	
Leads/ Communication & Engagement	Gate OPORD, TANK LFX, FTX Mission Execution, Leads PTP DA PAM 623-3 (Table 4-2)	Gate OPORD, TANK LFX, FTX Execution Leads PTP DA PAM 623-3 (Table 4-2)	Gate OPORD, TANK LFX, FTX Execution Leads PTP DA PAM 623-3 (Table 4-2)	Gate OPORD failure, or FTX Mission Execution failure
Develops/ Collaboration	OPORD 2, Develops PTP DA PAM 623-3 (Table 4-2)	OPORD 2, Develops PTP DA PAM 623-3 (Table 4-2)	OPORD 2, Develops PTP DA PAM 623-3 (Table 4-2)	
Achieves/Life Long Learner	OPORD 1, M4 Qualification M17 Qualification, Land Navigation, Armor Skills (e.g. GST, PMCS), Achieves PTP DA PAM 623-3 (Table 4-2)	M4 Qualification M17 Qualification, Land Navigation, Armor Skills (e.g. GST), Achieves PTP DA PAM 623-3 (Table 4-2)	M4 Qualification M17 Qualification, Land Navigation, Armor Skills (e.g. GST), Achieves PTP DA PAM 623-3 (Table 4-2)	M4 Qualification, Land Navigation failure Failure to accrue 700 academic points during the course.
PTP- Platoon Trainer Points Note: DA PAM 623-3, dated 27 September 2019 Table 4-11 states "The overall academic achievement selection is gauged by the level of performance for the Soldier compared against course standards and the Soldier's performance when compared to all other students initially enrolled at the start date for that specific class."				

(c) Overall Academic Achievement. The Troop Commander serves as the Reviewing Official. The Reviewing Official's comments are focused on the Lieutenant's demonstrated future potential.

Commandant's List. Limited to the top 20% of class who did not have to retest/retake any course critical event.

Superior Academic Achievement. Limited to the top 21 to 30% of class. Lieutenants who retested in one course critical event can earn this distinction.

Achieved Course Standards. All other Lieutenants who meet all graduation requirements.

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Failed to Achieve Course Standards. Any Lieutenant who fails to accrue 700 points or fails all attempts for a course critical event.

- (d) AER Authentication. The Senior Platoon Trainer, Troop Commander, and Lieutenant will sign their respective blocks in Part IV, in that order. The Lieutenant's signature in Block IVd1 indicates that his/her administrative information in Part I is correct, not that he/she agrees with the information included in the report.
- (e) Referred Reports. A referred report is any evaluation that includes negative information about the rated Soldier. Any Lieutenant who receives a No for SHARP/EO/EEO, fails to meet Height/Weight Standards, receives a Did Not Meet Standard for any competency or attribute in Academic Achievement, or a Failed to Achieve Course Standards in Overall Academic Achievement will receive a Referred Report. Lieutenants who receive a Referred Report will be officially notified in writing and will receive the opportunity to respond in writing to the report. Any response submitted with the Referred Report does not constitute an appeal of the evaluation. See AR 623-3, Paragraph 3-29 (pg 61) for more information on Referred Reports.
- (f) Course Failure Categories. See Enclosure One for Academic misconduct definitions.

Academic Failure Drops: Lieutenants who fail any of the course critical events or fail to achieve 700 points will be considered Academic drops. Academic drops will receive a "Did Not Graduate" AER. The AER will assess their performance throughout the course, with the appropriate blocks checked for each competency and attribute with a "Did Not Meet Standards" block check for Intellect or Achieves. These AERs are considered Referred Reports.

Physical Event Failure Drops: Lieutenants who fail the final ACFT and/or HPDTs are considered Physical Event drops. These Lieutenants will receive a "Did Not Graduate" AER. The AER will assess their performance throughout the course, with the appropriate blocks checked for each competency and attribute and a "Did not Meet Standards" block check for Presence. These AERs are considered Referred Reports. Physical event failures will be given at least one opportunity to retest prior to putting in a Casual Status.

Medical Drops: Lieutenants who receive a profile that precludes their ability to complete the course or a course critical event will be placed in a Casual Status until cleared by a doctor to resume training at or near the point they were dropped. These Lieutenants will receive an AER with a "Release Early

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(No Fault of the Student)" code. The AER will reflect the Lieutenant's performance up to that point in the course, and will include a comment explaining why the Lieutenant is being recycled. These are not Referred Reports.

Administrative Drops (No Fault of Student): Lieutenants who are recycled from the course for a cause beyond their control or who are dropped upon becoming the subject of an investigation which subsequently clears them will receive an AER with a "Release Early (No Fault of the Student)" code. The AER will reflect the Lieutenant's performance up to that point in the course, and will include a comment explaining why the Lieutenant is being recycled. These are not a Referred Reports. The Squadron Commander will determine where to reinsert these Lieutenants into the course once their issue is resolved.

Administrative Drops (Fault of Student): Lieutenants recycled due to violations of standing orders, Professional conduct, Army Values, SHARP/EO/EEO programs, or the UCMJ will be dropped from the course and placed in a Casual Status until the issue is resolved. These Lieutenants will receive a "Did Not Graduate" AER. The AER will assess their performance throughout the course, with the appropriate blocks checked for each competency and attribute. These AERs are considered Referred Reports.

4. Sustainment

a. Failure to Achieve Course Standards

- (1) Initiation of an Academic Review Board. During an Academic Review, the ABOLC Squadron Commander will determine whether to recycle or release a student from the course. The Troop Commander, Platoon Trainer, and if necessary Chief of Tactics will provide input to help the Squadron Commander make his final determination. An Academic Review Board may be initiated at any point in the course and for any of the following actions:
 - (a) Integrity violation
 - (b) Failure to meet the standard for a course critical event.
 - (c) Failure to attain the minimum number of academic points (700 pts).
 - (d) Committing a significant disciplinary or safety infraction.
 - (e) Medical injury triggering an extended recovery and profile.

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- (f) Missing a significant amount of instruction or training.
 - (g) Issue that prevents continuing in the course.
- (2) Academic Review Board outcomes. An Academic Review Board will use the "Whole Person Concept" to take into consideration 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:
- (a) Continue Training
 - (b) Recycle to the failed course critical event in a subsequent class.
 - (c) Recycle to Day 1.
 - (d) Drop from Course
- (3) Course Critical Event Failures.
- (a) All students will receive at least one opportunity to retest any Course Critical Event failures during their assigned class. The Squadron Commander is the approval authority for any additional attempts. If unable to pass a Course Critical Event prior to Graduation, the Lieutenant will receive a Fail to Graduate AER, undergo an Academic Review Board, be put in a Casual Status, and recycled to the appropriate point of the course.
 - (b) National Guard Lieutenants who fail course critical physical events will receive an AER with a Did Not Meet Standard for Presence/ Comprehensive Fitness. Upon returning to his/her home station unit, the Lieutenant will have six (6) months to meet the established standard and submit a memorandum from the first LTC/O-5 in his/her chain of command to ABOLC stating the Lieutenant met the standard for the event(s). The Lieutenant will then receive another AER with a Met Standard block for Presence/Comprehensive Fitness and a N/A for all other competencies and attributes.
- (4) Course Recycles. Lieutenants will have three opportunities to pass the course, excluding medical drops. If the Lieutenant is unable to pass the course after a third attempt, Cadre will put the Lieutenant into Casual Status and recommend a Release from the Course.

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- b. Distinguished Course Achievement Recognition. Lieutenants who distinguish themselves above their peers and/or exceed published standards will be recognized at the conclusion of ABOLC. The categories are:
- (1) Distinguished Honor Graduate. The Distinguished Honor Graduate is the Student with the highest OML point total in the class.
 - (2) Honor Graduate. The Honor Graduate is the student with the second highest OML point total in the class.
 - (3) Iron Soldier. The students with the highest final ACFT scores (in their age) during Block IV will compete in the Iron Soldier Competition during out-processing. If multiple maximum scores are recorded, all students with a maximum score may compete for the award.
 - (4) Armor Cavalry Leadership Award. This award is sponsored by the Armor Association and is presented to the student who demonstrated the best leadership throughout the course, based on peer evaluations, instructors' feedback, and a Squadron board.
 - (5) Top Tank Crew Award. The award is given to the crew that achieves the highest score during Tank gunnery.
 - (6) International Military Student Officer Excellence Award. This award recognizes the top IMSO within each class and must also be ranked in the top 60 percent of the class OML.
 - (7) Commandants List. The top 20% of class, including Honor Graduates, will be recognized as the Commandant's List. Selection to the Commandant's List is based upon total academic points earned during the course among Lieutenants who did not retest any course critical event, and will be approved by the Troop Commander. Lieutenants involved in serious disciplinary violations are not eligible for the Commandant's List.

5. Mission Command

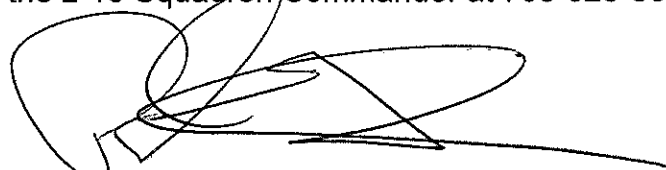
a. Responsibilities

- (1) The Platoon Trainer assesses points to students IAW the ISAP, provides recommendations in support of Academic Review Boards, and provides an overall assessment of performance and justification for placing the Lieutenant in Casual Status.

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- (2) The Troop Commander ensures compliance of ISAP standards and consistency across the troop, requests Academic Review Boards, and recommends whether to recycle the Lieutenant to a particular module, recycle the Lieutenant to Day 1, or drop from course.
 - (3) The Squadron Commander certifies leaders to execute ISAP standards, ensures compliance of ISAP standards and consistency across the Squadron is the decision authority for an Academic Review Board, and determines whether to recycle the Lieutenant to a particular module, recycle the Lieutenant to Day 1, or drop from course.
 - (4) The 316th Cavalry Brigade Commander develops the ISAP in accordance with proponent guidance, is the rebuttal decision authority for an Academic Review Board, and validates that a decision is justified and complies with guidance set forth in the ISAP.
 - (5) The U.S. Army Armor School (USAARMS) is responsible for providing guidance for the development of the ISAP, determining disposition for students dropped from the course. In accordance with TRADOC Regulation 350-36, USAARMS may pursue a branch transfer or release from active duty through Human Resources Command (HRC).
- b. Changes to this ISAP are restricted to the Brigade Commander. Delegation of authority is not authorized.
- c. Point of Contact for this ISAP is the 2-16 Squadron Commander at 706-626-8309.



PETER C. GLASS
COL, AR
Commanding

Encl.
Academic misconduct definitions

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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.

ATZK-SBZ

SUBJECT: Individual Student Assessment Plan (ISAP) for the Armor Basic Officer Leader - Branch course (ABOLC)

5. Violating ethical or professional standards will be determined by the Squadron Commander or appointed investigating officer.



DEPARTMENT OF THE ARMY
HEADQUARTERS 316TH CAVALRY BRIGADE
10184 13TH ARMOR REGIMENT ROAD BLDG 5118
FORT BENNING, GEORGIA 31905-4500

ATZK-SBZ

MEMORANDUM FOR RECORD

SUBJECT: Acknowledgement of Individual Student Assessment Plan (ISAP) for the Armor Basic Officer Leader - Branch course (ABOLC)

1. ABOLC students are expected to be disciplined, professional, physically fit, and mentally prepared for training. Professional Army Officers should be educated (possessing the ability to write and speak effectively), eager to learn and succeed (motivated and confident), and accountable for proficiency at BOLC-A (commissioning source) tasks.
2. 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 OIC or 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.
3. Students suspected of conducting or participating in academic dishonesty will be required to appear in front of a board chaired by the Squadron Commander. If the board substantiates the offense the student will receive a Failed to Achieve Course Standards DA 1059 with supporting comments annotated on their AER and any additional administrative disciplinary action by the Squadron Commander. The board will subsequently forward the board's recommendation to the Brigade Commander who has the authority to impose judicial or non-judicial punishment and/or course dismissal.
4. Signature below serves as acknowledgement I have read and understand the Individual Student Assessment Plan (ISAP) for the Armor Basic Officer Leader - Branch course (ABOLC) .

Student Signature

