MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: MCoE Instructor Development and Recognition Program Policy

1. REFERENCES:

   a. AR 614-200 (Enlisted Assignments and Utilization Management), 26 February 2009.


   d. TRADOC Regulation 350-70 (Army Learning Policy and Systems), 6 December 2011.

   e. TRADOC Regulation 600-21 (Personnel, Noncommissioned Officer Education System Instructor Development and Recognition Program), 20 June 2016.


2. GENERAL. On 10 July 2013, TRADOC published TRADOC Regulation 600-21 (TR 600-21), which established policies and procedures for implementing the Noncommissioned Officer Education System (NCOES) Instructor Development and Recognition Program (IDRP). The intent of the IDRP was to encourage and incentivize individual improvement within the Army’s instructor population, encourage mentorship to new instructors by experienced instructors, and recognize excellence by awarding Army level instructor badges to instructors who met well-defined requirements. The program was successful and in 2016 Army University (ArmyU) looked to expand the program. On 20 June 2016, TRADOC published an updated TR 600-21 that expanded the IDRP program to develop and recognize military instructors assigned outside of the NCOES, thereby making all Army personnel assigned to an instructor position eligible to earn Army instructor badges.

3. PURPOSE/SCOPE: This policy establishes MCoE guidance and policy for participation in the IDRP as outlined in TR 600-21 and for awarding Army instructor badges and the associated Personal Development Skill Identifiers (PDSI) to MCoE
proponent course instructor/facilitators. This policy describes MCoE procedures that support the local implementation of TR 600-21 and the standards established in that document.

4. APPLICABILITY: This policy applies to the U.S. Army Infantry School, U.S. Army Armor School, the 199th Infantry Brigade, the MCoE Directorate of Training and Doctrine (DOTD), and to all U.S. Army, Army Reserve, Army National Guard, and Inter-service Training Review Organization (ITRO) organizations conducting courses and blocks of instruction using MCoE Programs of Instruction (POI). All NCOs, officers, and Department of the Army Civilians (DAC) assigned as primary instructors within the MCoE may participate in the IDRP and be awarded an Army instructor badge and associated PDSI.

5. AUTHORITY.

   a. Commanding General, MCoE:

      (1) Retains overall authority and responsibility for the participation in the IDRP by instructors from the MCoE and associated One Army School System (OASS) organizations that conduct MCoE proponent courses.

      (2) Serves as the signature authority to award the Master Army Instructor Badge (MAIB) to NCOs, officers, and DA civilians who meet all requirements and are recommended by the Master Instruction Selection Board (MISB).

      (3) Appoints the Armor School Commandant as the signature authority to award the Senior Army Instructor Badge (SAIB) to NCOs, officers, and DA civilians assigned to instructor billets within the 194th Armor Brigade, 316th Cavalry Brigade, 2-16 Cavalry Squadron, Command and Tactics Directorate (CATD), Directorate of Training and Doctrine (DOTD), and associated OASS organizations that teach Armor proponent courses.

      (4) Appoints the Infantry School Commandant as the signature authority to award the Senior Army Instructor Badge (SAIB) to NCOs, officers, and DA civilians assigned to instructor billets within the 198th Infantry Brigade, Airborne and Ranger Training Brigade (ARTB), 199th Infantry Brigade (minus 2-16 Cavalry Squadron and CATD), and associated OASS organizations that teach Infantry proponent courses.

      (5) Appoints the Commanders of the 194th Armor Brigade, 198th Infantry Brigade, 199th Infantry Brigade, 316th Cavalry Brigade, and ARTB as signature authorities to award the Basic Army Instructor Badge (BAIB) to NCOs, officers, and DA civilians assigned to instructor billets within their organizations.
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(6) Authorizes Colonel (O-6) level Commanders at OASS organizations that teach MCoE proponent courses to establish an IDRP within their organizations and to serve as signature authorities to award the Basic Army Instructor Badge (BAIB) to NCOs, officers, and DA civilians assigned to instructor billets within their organizations.

(7) Restricts Commandants and Commanders from further delegating AIB signature authority in accordance with the standards outlined in TR 600-21.

(8) Appoints the Staff and Faculty Development Branch (SFDB), DOTD, as the MCoE staff proponent for overseeing the execution of the IRDP within the MCoE and associated One Army School System (OASS) organizations that seek MCoE support.

b. Commandant, USAARMS:

(1) Serve as the signature authority to award the Senior Army Instructor Badge (SAIB) to NCOs, officers, and DA civilians assigned to instructor billets within the 194th Armor Brigade, 316th Cavalry Brigade, 2-16 Cavalry Squadron, Command and Tactics Directorate (CATD), Directorate of Training and Doctrine (DOTD), and associated OASS organizations that conduct Armor proponent courses.

(2) Award SAIB only to instructors who complete all requirements mandated in TR 600-21 to earn the SAIB.

(3) Ensure subordinate units execute the IDRP to the standards published in TR 600-21 and this MCoE policy memorandum.

c. Commandant, USAIS:

(1) Serve as the signature authority to award the SAIB to NCOs, officers, and DA civilians assigned to instructor billets within the 198th Infantry Brigade, ARTB, 199th Infantry Brigade (minus 2-16 Cavalry Squadron and CATD), and associated OASS organizations that conduct Infantry proponent courses.

(2) Award SAIB only to instructors who complete all requirements mandated in TR 600-21 to earn the SAIB.

(3) Ensure subordinate units execute the IDRP to the standards published in TR 600-21 and this MCoE policy memorandum.

d. Commanders, 194th Armor Brigade, 198th Infantry Brigade, 199th Infantry Brigade, 316th Cavalry Brigade, ARTB, and Colonel (O-6) level Commanders at OASS organizations that conduct MCoE proponent courses:
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(1) Serve as the signature authority to award the Basic Army Instructor Badge (BAIB) to NCOs, officers, and DA civilians assigned to instructor billets within the Brigade or associated OASS organization that teaches MCoE proponent courses.

(2) Award BAIB only to instructors who complete all requirements mandated in TR 600-21 to earn the BAIB.

(3) Establish brigade/organization level IDRP that supports the implementation of TR 600-21 and this MCoE policy memorandum.

(4) Ensure subordinate units execute the IDRP to the standards published in TR 600-21 and this MCoE policy memorandum.

e. Staff and Faculty Development Branch (SFDB), DOTD:

(1) Serve as the staff proponent for the execution of the IDRP within the MCoE.

(2) Serve as the MCoE lead agent for coordinating with ArmyU on all matters related to TR 600-21 and the execution of the IDRP.

(3) Enforce standards established in TR 600-21, and issue clarifying guidance to MCoE units and organizations.

6. RESPONSIBILITIES.

a. USAARMS and USAIS:

(1) Provide oversight and quality control for the implementation of the IDRP within subordinate brigades and/or organizations listed in paragraphs 5.a.1 and 5.b.1 respectively.

(2) Establish internal procedures to receive and review SAIB candidate packets forwarded through SFDB for School review and Commandant’s signature.

(3) Provide a senior representative to serve on the MAIB when it convenes to interview a MAIB candidate. Senior representative is defined as a SGM/CSM when the candidate is a NCO or DA civilian and a COL when the nominee is an officer or Warrant Officer.

(4) Enforce the standards established in TR 600-21 and award the SAIB only to deserving candidates who have completed all requirements.

(5) Appoint an IDRP point of contact in writing. The IDRP POC is the school’s primary interface with SFDB on IRDP related issues.
b. 194th Armor Brigade, 198th Infantry Brigade, 199th Infantry Brigade, 316th Cavalry Brigade, ARTB, and OASS organizations that conduct MCoE proponent courses:

(1) Publish a Brigade/organization SOP or policy establishing the procedures the unit will use to implement the IDRP in accordance with TR 600-21 and this MCoE policy memorandum.

(2) Provide oversight and quality control for the implementation of the IDRP within subordinate units.

(3) Establish procedures to process BAIB candidate packets for brigade commander approval and signature. BAIB candidate packets must meet all requirements established in TR 600-21. All BAIB packets generated in MCoE brigades must be reviewed by SFDB prior to brigade commander or O-6 commander signature.

(4) Establish administrative procedures to process personnel actions for the award of instructor badges, PDSIs, and associated updates to ERB/SRB/OPMF, as appropriate.

(5) Enforce the standards established in TR 600-21 and award the BAIB only to deserving candidates who have completed all requirements.

(6) Verify personnel conducting instructor observations on AIB candidates are Evaluating Instructor Course (EIC) graduates.

(7) Maintain an adequate number of EIC certified evaluators to meet the needs of the unit.

(8) Maintain records associated with this program, including all AIB candidate packets, for a minimum of five years.

(9) Forward exception to policy requests to SFDB for adjudication with ArmyU IDRP proponent.

(10) Maintain lists of all unit personnel who are: (1) EIC certified; (2) enrolled in the IDRP; (3) awarded the BAIB; (4) awarded the SAIB; (5) awarded the MAIB. Submit updated lists to SFDB at usarmy.benning.mcoe.mbx.qao-registrar@mail.mil on the first of every month.

(11) Manage the final preparation of SAIB and MAIB candidate packets and submit completed packets to SFDB for review and forwarding to the appropriate approval/signature authority (USAARMS Commandant, USAIS Commandant, or CG, MCoE).
(12) Appoint a brigade level IDRП manager in writing. The brigade IDRП manager is the primary brigade interface with SFDB on IDRП related issues.

c. The SFDB/DOTD:

(1) Serve as the MCoE staff proponent for implementation of the IDRП within the MCoE and associated OASS organizations that conduct MCoE proponent courses.

(2) Provide oversight, assistance, and quality control for the implementation of the IDRП within the MCoE.

(3) Serve as the MCoE Commanding General’s action office for the processing of MAIB candidate packets for CG approval and signature.

(4) Maintain records and accountability of all MCoE instructors, by unit, who meet any of the following criteria: 1) enrolled in the IDRП; 2) EIC certified; 3) awarded the BAIB, SAIB, and/or MAIB.

(5) Execute the EIC often enough, within available resources, to meet unit demand, but no less than once per quarter and at least six times per fiscal year.

(6) Assist subordinate units and associated OASS organizations in establishing unit IDRП programs, preparing of SAIB and MAIB packets for processing, and executing instructor evaluations upon request.

(7) Serve as the MCoE conduit to process IDRП exception to policy requests through ArmyU.

(8) Receive, review, and process SAIB candidate packets and submit them to the USAARMS and USAIS as appropriate. A letter of endorsement from the Chief, SFDB, certifying that all requirements have been fulfilled must accompany all SAIB candidate packet submissions.

(9) Receive, review, and process MAIB candidate packets. In accordance with Chapter 5, TR 600-21, coordinate with appropriate organizations (INCOPD, MCoE NCOA, USAARMS, USAIS) to convene a MISB and subsequently host the MISB. For MAIB candidates that successfully pass the MISB, submit a letter of endorsement signed by MISB president along with the candidate’s MAIB packet to the CG, MCoE, for CG approval and signature.

(10) Annually update MCoE commanders on the status of IDRП implementation within the MCoE.
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7. REQUIREMENTS: In accordance with TR 600-21, the IDRP is a voluntary program open to all certified primary instructor/facilitators assigned to an instructor position within TRADOC. Individual instructor/facilitators must elect to participate in the program and meet all of the prescribed eligibility requirements outlined in this policy memorandum. General eligibility is based upon the completion of Common Faculty Development Program (CFDP) qualifying courses, approved legacy qualifying courses, and the number of primary instructor hours completed by the instructor/facilitator. A memorandum for record (MFR) must be used by commandants and commanders to validate requirements for each badging level and continued IDRP progression.

a. The BAIB. Soldiers performing at this level are able to facilitate and present instruction in a variety of learning environments. Instructors closely adhere to the instruction outlined in the training support package (TSP) and effectively plan, prepare and execute instruction. They communicate effectively and apply various instructional methods, media, and educational technology in order to facilitate learning and present instruction. Instructors at this level question students and provide effective feedback, promote learning retention and transfer, assess learning, and counsel students. Instructors perform self-assessments to improve their performance. To receive the BAIB and PDSI B1A, Soldiers must:

(1) Meet all instructor requirements in AR 614-200, Chapter 6, Section II (Enlisted only).

(2) Provide a current (record) APFT scorecard DA Form 705 and Body Fat Content Worksheet (DA Form 5500, male or DA Form 5501, female) (Officer and Enlisted).

(3) Complete TRADOC instructor certification requirements per TR 350-70 and MCoE policy (Officer, Enlisted, DA Civilian).

(4) Facilitate/instruct a minimum of 80 hours of instruction as the primary instructor after completing TR 350-70 and local instructor certification requirements (Officer, Enlisted, DA Civilian).

(5) Be formally evaluated twice by an EIC certified evaluator. The BAIB candidates must pass two evaluations, and the evaluations must be conducted at least 30 days apart. For an evaluation to be considered passing toward meeting the BAIB requirement, the BAIB candidate cannot have three or more NO-GOs in section 2 and must score 24 or higher in section 3 (with no zero ratings) on the Instructor Observation Rubric, TF 600-21-1. The BAIB candidates can be evaluated more than two times, but the last two consecutive evaluations must be passing (Officer, Enlisted, DA Civilian).

(6) Complete all requirements outlined in paragraph 7.a.(1) to 7.a.(5) above before departing a primary instructor position (Officer, Enlisted, DA Civilian).
b. Army Senior Instructor Recognition and Badging Level (SAIB). In addition to continued improvement to instructor skills, senior instructors use student reaction and learning data to recommend areas for instructor improvement or curriculum changes. They are able to redesign lessons to update content or implement other changes (i.e. instructional method, media) approved by the appropriate authority (i.e., course manager, training developer). To receive the SAIB and PDSI B2A, Soldiers must have been awarded the BAIB prior to applying for the SAIB. Additionally, they must:

(1) Meet all instructor requirements in AR 614-200 (Enlisted only).

(2) Provide a current (record) APFT scorecard DA Form 705 and Body Fat Content Worksheet (DA Form 5500, male or DA Form 5501, female) (Officer and Enlisted).

(3) Complete TRADOC instructor certification requirements per TR 350-70 and MCoE policy (Officer, Enlisted, DA Civilian).

(4) Facilitate/instruct teach a minimum of 400 hours of instruction as the primary instructor after being awarded the BAIB. A SAIB nominee, therefore, has at least 480 documented hours of successful instruction (80 to qualify for the BAIB and 400 additional hours to qualify for the SAIB) (Officer, Enlisted, DA Civilian).

(5) Complete the following training (Officer, Enlisted, DA Civilian): (1) Small Group Instructor Training Course (SGITC), Intermediate Facilitation Skills Course (IFSC), or Common Faculty Development Program – Instructor Course (CFDP-IC); and (2) Systems Approach to Training Basic Course (SATBC), Foundation Training Developer Course (FTDC), or Common Faculty Development Program – Developer Course (CFDP-DC); and Instructional Design Basic Course (IDBC) located on the Army Learning Management System (ALMS). For enrollment information visit the ALMS portal at https://www.dls.army.mil/ALMS.html.

(6) Be formally evaluated twice by an EIC certified evaluator. The SAIB candidates must pass two evaluations, and the evaluations must be conducted at least 30 days apart. For an evaluation to be considered passing toward meeting the SAIB requirement, the SAIB candidate cannot have three or more NO-GOs in section 2 and must score 32 or higher in section 3 (with a rating of two or higher for at least 12 rating areas) and no areas rated zero on the Instructor Observation Rubric, TF 600-21-1. The SAIB candidates can be evaluated more than two times, but the last two consecutive evaluations must be passing (Officer, Enlisted, DA Civilian).

(7) Redesign a lesson and score at least 80 percent on the Course/Lesson Design/Redesign Checklist, TRADOC Form (TF) 600-21-5 (Officer, Enlisted, DA Civilian).
(8) Complete all requirements outlined in paragraph 7.b.(1) to 7.b.(8) above before departing a primary instructor position (Officer, Enlisted, DA Civilian).

c. Army Master Instructor Recognition and Badging Level (MAIB). Master instructor recognition is the highest level that can be attained by an instructor and is representative of Soldiers that choose to become fully knowledgeable learning professionals. Master instructors serve on Master Instructor Selection Boards (MISB) and are able to demonstrate an in-depth understanding of the fundamental principles of learning, design, and implementation. In addition, master instructors are capable of redesigning/designing new lessons and making evidence-based recommendations regarding instructional strategies, methods, media and technology while continuously striving to update their knowledge of evidence-based learning practices. To receive the MAIB and PDSI B3A, Soldiers must have been awarded the SAIB prior to applying for the MAIB. Additionally, they must:

(1) Meet all instructor requirements in AR 614-200 (Enlisted only).

(2) A current (record) APFT scorecard DA Form 705 and Body Fat Content Worksheet (DA Form 5500, male or DA Form 5501, female) (Officer and Enlisted).

(3) Complete TRADOC instructor certification requirements per TR 350-70 and MCoE policy (Officer, Enlisted, DA Civilian).

(4) Facilitate/instruct at least 400 hours of instruction as the primary instructor after being awarded the SAIB. A MAIB nominee, therefore, has at least 880 documented hours of successful instruction (80 hours to qualify for the BAIB, 400 additional hours to qualify for the SAIB, and another 400 hours to qualify for the MAIB) (Officer, Enlisted, DA Civilian).

(5) Complete the following training (Officer, Enlisted, DA Civilian): (1) Advanced Facilitator Skills Course (AFSC) or Faculty Development Program (FDP) 1; and (2) EIC.

(6) Be formally evaluated twice by an EIC certified evaluator. The MAIB candidates must pass two evaluations, and the evaluations must be conducted at least 30 days apart. For an evaluation to be considered passing toward meeting the MAIB requirement, the MAIB candidate cannot have a rating of three or more NO-GOs in section 2 and must score 40 or higher in section 3 (with a rating of three or higher for at least eight rating areas) and no areas rated zero on the Instructor Observation Rubric, TF 600-21-1. The MAIB candidates can be evaluated more than two times, but the last two consecutive evaluations must be passing (Officer, Enlisted, DA Civilian).
(7) Be recommended by members of the MISB on TRADOC Form 600-21-3. The MISB procedures must be convened IAW TR 600-21 Chapter 5 (Officer, Enlisted, DA Civilian).

(8) Complete all requirements outlined in paragraph 7.c.(1) to 7.c.(8) above before departing a primary instructor position (Officer, Enlisted, DA Civilian).

8. PROCEDURES.

a. The BAIB.

(1) The BAIB is awarded by MCoE Brigade Commanders to deserving instructors who complete all requirements to earn the badge established in TR 600-21 and this MCoE policy memorandum.

(2) Brigades establish and execute internal Standard Operating Procedures (SOP) to prepare and process BAIB candidate packets through brigade administrative processes to have it approved by the Brigade Commander.

(3) Prior to sending a BAIB candidate packet to the Brigade Commander for signature, the brigade IRDP manager sends the packet (digitally) to SFDB for review.

(4) SFDB returns the packet to the brigade IDRP manager with a written concurrence memorandum or a list of corrections that must be made to the packet prior to resubmission to SFDB for an additional review.

(5) The IDRP manager forwards SFDB approved packets to the Brigade Commander for BAIB and PDSI approval IAW unit SOP.

(6) Once approved by the Brigade Commander, the IDRP manager notifies the BAIB awardee’s chain of command and SFDB. Additionally, the IDRP manager initiates the administrative process established in the unit IDRP SOP to ensure that the BAIB and PDSI are properly annotated on the awardee’s OPMF.

b. The SAIB.

(1) The SAIB is awarded by the USAARMS Commandant or the USAIS Commandant to deserving instructors who complete all requirements to earn the badge established in TR 600-21 and this MCoE policy memorandum.

(2) Brigades establish and execute internal Standard Operating Procedures (SOP) to prepare and process SAIB candidate packets through brigade administrative processes to have it endorsed by the Brigade Commander. Brigades are encouraged, but not
required, to send the packet to SFDB for a pre-check prior to sending the packet to the Brigade Commander for endorsement/signature.

(3) After the Brigade Commander endorses the packet in writing (via memorandum), the brigade IRDP manager forwards the packet (digitally) to SFDB for review and processing.

(4) The SFDB reviews the packet for completeness. If required, SFDB returns the incomplete packet to the brigade IDRP manager with a list of corrections that must be made.

(5) The SFDB endorses complete SAIB candidate packets in writing and forwards those packets to the appropriate commandant for SAIB and PDSI approval IAW School SOP.

(6) Once approved by the commandant, the school IDRP point of contact notifies the SAIB awardee’s chain of command and SFDB, and returns the approved packet with commandant signature to SFDB.

(7) SFDB maintains a copy of the approved SAIB packet and returns the approved original packet to the brigade IDRP manager who initiates the administrative process established in the unit IDRP SOP to ensure that the SAIB and PDSI are properly annotated on the awardee’s OPMF.

c. The MAIB.

(1) The MAIB is awarded by the MCoE Commanding General to deserving instructors who complete all requirements to earn the badge established in TR 600-21 and this MCoE policy memorandum.

(2) Brigades establish and execute internal Standard Operating Procedures (SOP) to prepare and process MAIB candidate packets, minus the MISB endorsement, through brigade administrative processes to have it endorsed by the Brigade Commander. Brigades are encouraged, but not required, to send the packet to SFDB for a pre-check prior to sending the packet to the Brigade Commander for endorsement/signature.

(3) After the Brigade Commander endorses the packet in writing (via memorandum), the brigade IRDP manager forwards the packet (digitally) to SFDB for review and processing.

(4) The SFDB reviews the packet for completeness. If required, SFDB returns an incomplete packet to the brigade IDRP manager with a list of corrections that must be made.
(5) For complete MAIB packets, SFDB schedules and convenes a MISB which consists of a board president (NCOA Commandant for enlisted candidates or MCoE Chief of Staff for officer candidates), the SFDB branch chief, a USAARMS senior representative (CSM, Deputy Commandant, or OCOA chief), and a USAIS senior representative (CSM, Deputy Commandant, OCOI Chief). Additionally, SFDB provides a non-voting recorder and coordinates to have a non-voting INCOPD representative (MAIB holder) present at the MISB.

(6) The MAIB candidates participate in a MISB, and the board members determine if the candidate meets the requirements of the MAIB or if the candidate needs further development.

(7) For qualified candidates, the MISB president endorses the MAIB candidate in writing, thereby completing the candidate’s MAIB packet.

(8) The SFDB endorses the MAIB packet in writing and enters it in GEARS for final processing and CG signature.

(9) Once a MAIB candidate packet is approved and signed by the MCoE CG, SFDB notifies the MAIB awardee’s chain of command.

(10) SFDB maintains a copy of the approved MAIB packet and returns the approved original packet to the brigade IDRP manager who initiates the administrative process established in the unit IDRP SOP to ensure that the MAIB and PDSI are properly annotated on the awardee’s OPMF.

9. EXCEPTIONS TO POLICY.

a. As described in TR 600-21, the IDRP is an Army wide program. To maintain consistency across the Army, exceptions to policy are granted or denied by the Faculty and Staff Development Division (FSDD), Center for Teaching and Learning Excellence (CTLE) within ArmyU.

b. Within the MCoE, the brigade IDRP manager prepares an exception to policy memorandum for special circumstances related to an individual AIB candidate, processes it for brigade commander endorsement/signature, and forwards the signed memorandum to SFDB.

c. The SFDB assesses the validity of all IDRP exception to policy requests.

(1) If the request does not meet screening criteria, SFDB informs the brigade IDRP manager of the issue(s) with the request and works with the IDRP manager to find a solution or to improve the request.
(2) If the request does meet screening criteria, SFDB forwards the exception to policy request to FSDD with a MCoE endorsement memorandum.

(3) The SFDB serves as the MCoE advocate for all exception to policy requests forwarded to FSDD.

(4) The SFDB informs the brigade IDRP manager when FSDD approves or denies an exception to policy request.

d. The TR 600-21, section 4-8, outlines routine instructor recognition waivers, primarily related to common APFT and height/weight issues. For issues specifically addressed in this section of TR 600-21, units do not need to submit an exception to policy to SFDD but instead request a waiver from the Brigade Commander. If granted, the waiver, signed by the Brigade Commander, is included as part of the candidate’s AIB packet.

e. The following list describes or clarifies instances and circumstances under which an exception to policy will not be granted:

(1) Any request to waive any portion of the primary instructor hours required to achieve a designated AIB.

(2) Any request to count primary instructor hours toward achieving a specific AIB that occurred prior to the instructor formally enrolling in the IDRP. Personnel cannot earn an AIB for instruction “conducted in the past,” prior to formally enrolling in the program.

(3) Any request to waive the requirement to be a certified instructor IAW MCoE Policy Memorandum 350-70-1.

(4) Any request to allow evaluations conducted by non-EIC certified personnel to count as required evaluations toward earning an AIB.

(5) Any request to waive course attendance for training designated as required to meet a specific AIB.

10. RECOGNITION.

a. A significant aspect of the IDRP is the formal, public recognition of instructors who demonstrate excellence in instruction. Public recognition serves not only to highlight significant achievement, but also to inspire others to seek to improve personal performance.

b. Brigades are encouraged to award the BAIB in a public setting, such as a unit awards ceremony, to those instructors who earn that distinction.
c. The MCoE CG recognizes all instructors who earn the SAIB and MAIB by awarding those badges during the MCoE Quarterly Recognition Ceremony.

11. PROPOSENT: Directorate of Training and Doctrine, Staff and Faculty Development Branch at 706-545-5022.

ERIC J. WESLEY
Major General, USA
Commanding

DISTRIBUTION:
ADMIN L, MCoE BN CDRs, MCoE CSM/SGMs, and MCoE DCOs Lists
**Glossary Abbreviations**

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<tr>
<td>AAR</td>
<td>After Action Review</td>
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<td>ADLIC</td>
<td>Asynchronous Distributed Learning Instructor Course</td>
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<td>CMP</td>
<td>Course Management Plan</td>
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<td>CTLE</td>
<td>Center for Teaching and Learning Excellence</td>
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<td>Primary Instructor</td>
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<td>POI</td>
<td>Program of Instruction</td>
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<tr>
<td>SDLIC</td>
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<tr>
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