



ATZK-AR (600)

01 October 2025

MEMORANDUM FOR RECORD

SUBJECT: Individual Student Assessment Plan for the Cavalry Scout Advanced Leader Course (ALC), 250-19D30-C45 and 171-19D30-C45.

1. References

- a. TRADOC Regulation 350-70, (Army Learning Policy and Systems), 10 July 2017
- b. TRADOC Pamphlet 350-70-14, Training and Education Development in Support of the Institutional Training Domain, 15 April 2021
- c. USAARMS Commandant Training Guidance

2. Purpose and Scope

a. The Cavalry Scout Advanced Leaders Course (ALC) is designed to educate, train, and develop self-confident and adaptable Cavalry Scout NCOs through progressive leader development who can solve complex problems during Large Scale Combat Operations. Strengthen critical and creative thinking NCOs to effectively perform operations and provide tactical alternatives for strategic operations to counter emerging threats at the section and platoon level. Training/education builds on experience gained in previous training/education and operational assignments.

b. Cavalry Scout Advanced Leader Course (ALC) is a branch specific learner centric course for primary MOS 19D30. The conduct of the course involves Education Continuity Plan (ECP) Classroom learning and hands-on learning using maneuver/training areas, ranges, and/or simulators IAW the Experiential Learning Model (ELM) process. It consists of progressive and sequential common core curriculum (NCO common core competencies), select CMF19 critical/common tasks/topics, select tactics tasks/topics, and mandatory training.

c. The 250-19D30 -C45 Cavalry Scout Advanced Leader Course is a two-phased course. Phase 1 is 7 days VL, and phase 2 resident is 33 days. 171-19D30-C45 Cavalry Scout Advance Leader Course is a three-phase course. Phase 1 is 6 days VL, phase 2 is 14 days ADT, and phase 3 is 12 days ADT. This course will challenge learners to think critically, generate creative ideas, and learn to solve complex problems. Cavalry Scout Advanced Leader Course (ALC) is a branch specific learner centric course for primary MOS 19D30. The conduct of the course involves

synchronous VL (Non- Resident), collaborative classroom learning (Resident/ADT), and hands-on learning using maneuver/training areas, ranges, and/or simulators IAW the Small Group Instruction (SGI) process. It consists of progressive and sequential common core curriculum (NCO C3), select CMF 19 critical/common tasks/topics, select tactics tasks/topics reconnaissance/security/stability, and mandatory/directed training. The capstone event Field Training Exercise (FTX) covers section tactical operations with leadership evaluations.

3. Course Outcomes

a. As a Cavalry Scout (Squad Leader/Section Leader), demonstrate proficiency in executing Scout Platoon Fundamentals.

- Movement Techniques
- Conduct Reconnaissance (Zone, Area, and Route)
- Conduct Infiltration/Exfiltration
- Establish an Operation Post (Short and Long Duration)
- Conduct a Screen
- Break Contact/Conduct Displacement
- Conduct Reconnaissance Handover
- Conduct a Forward/Rearward Passage of Lines
- Execute Direct Fire Control and Distribution
- Employ Indirect Fire

b. As a Cavalry Scout (Squad Leader/Section Leader), demonstrate proficiency:

- Security + Cover, Concealment, and Emissions Control
- Timelines and Priorities of Work
- Boresight, Zero, and Prep to Fire Checks
- Communications
- Pre-Combat Checks and Pre-Combat Inspections (Shoot, Move, and Communicate)
- Preventive Maintenance Checks and Services
- Sensitive Items and Accountability
- Troop Leading Procedures and Graphics
- After Action Reviews
- Land Navigation

c. As a Cavalry Scout (Squad Leader/Section Leader), demonstrate proficiency in training and supervising required squad/crew duties.

4. Special Information

a. Soldiers are no longer required to hand carry a copy of the cardiovascular medical screening to service schools. A physical date will be placed on the Performance Evaluation Checklist (PEC) in part II.

b. Soldiers attending this course at a Reserve Component (RC) Regional Training

Institute (RTI) under the 2-phase course design will be required to meet Height and Weight Requirements during phase 2.

c. Course Critical Events are defined as Graduation Requirement.

d. Composite Score: is a single score derived from multiple pieces of information.

e. AC 19D ALC Phase 1 VL: Phase 1 Virtual Learning (VL) is a synchronous (Non-Resident) delivered through Army 365 (MS Teams). It is recommended that home station students use Government Furnished Equipment (GFE), an active government Virtual Private Network (VPN) if off-site of a military installation, and an active Army 365 account to participate in training using A365 Microsoft Teams. If using a home personal computer with CAC reader and DoD certificates installed, virtual classroom capabilities may be reduced. A365 (MS Teams) capabilities are subject to change.

f. AC 19D ALC Phase 2 Resident: Maximum Allowable time between phases 1 & 2: No more than 3 days (travel to Resident/ADT Phase 2). Refer to <http://www.Benning.army.mil/mcoe/ncoa/> and click on the link for AR ALC from the "Courses" drop down menu on the left for the Welcome Letter, Student Documents, and Class Course Dates.

g. RC 19D ALC Phase 1 VL: Phase 1 Virtual Learning (VL) will be synchronous (non-resident) delivered through Army 365 (MS Teams). It is recommended that home station students use Government Furnished Equipment (GFE), an active government Virtual Private Network (VPN) if off-site of a military installation, and an active Army 365 account to participate in training using A365 Microsoft Teams. If using a home personal computer with CAC reader and DoD certificates installed, virtual classroom capabilities may be reduced. A365 (MS Teams) capabilities are subject to change.

(1). Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under a phase 1-2-3 course design may be required to meet AFT and/or Height and Weight Requirements again during follow on phases. If it has been longer than 365 days since completing phase 2, Soldier must retake AFT for phase 3. After completion of phase 2, Soldiers must complete phase 3 within two years. If Soldiers fails to complete phase 3 within that time frame, they must retake phase 2 over again. The Soldiers will then have the two-year window again.

h. RC 19D ALC Phase 2 ADT: Maximum Allowable time between phases 1 & 2: No more than 3 days (travel to Resident/ADT Phase 2). Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under a phase 1-2-3 course design may be required to meet AFT and/or Height and Weight Requirements again during follow on phases. If it has been longer than 365 days since completing phase 2, Soldier must retake AFT for phase 3. After completion of phase 2, Soldiers must complete phase 3 within two years. If Soldiers fails to complete phase 3 within that time frame, they must retake phase 2 over again. The Soldiers will then have the two-year window again.

i. RC 19D ALC Phase 3 ADT: Soldiers attending this course at a Reserve Component (RC) Regional Training Institute (RTI) under a phase 1-2-3 course design may be required to meet AFT and/or Height and Weight Requirements again during follow on phases. If it has been longer than 365 days since completing phase 2, Soldier must retake AFT for phase 3. After completion of phase 2, Soldiers must complete phase 3 within two years. If Soldiers fails to complete phase 3 within that time frame, they must retake phase 2 over again. The Soldiers will then have the two-year window again.

5. Training includes

a. Module A (Administration) Student Reporting Activities; Conduct Student Weigh-in; MCoE, USAARMS, NCOA Commandant and 1SG Briefs; Administer the AFT; CIF issue and turn - in; Physical Readiness Training; Developmental Counseling; Conduct End of Course Critique; Graduation; Soldier Out-processing.

b. Module B (NCOC3) Course Overview; Army Discipline and Standards; The Army Leader; Research and Case Studies; Build Trust in Teams; Mission Orders and the Military Decision-Making Process; Persuasive Essay; Coaching, Counseling, and Mentorship; Military Briefings; Holistic Health and Fitness; Training Management; The Army's Maintenance Program; Contemporary Issues; Talent Management.

c. Module C (Mandatory Training) - Armor Branch History.

d. Module D (Land Navigation) -Dismounted Land Navigation Assessment.

e. Module E (Tactical Leadership) – Conduct Troop Leading Procedures, Introduction to Operations Order, Operational Terms and Symbols, Intelligence Preparation of the Battlefield (IPB), Conduct Maneuver/ Movement as Reconnaissance Platoon, Conduct Scout Platoon Actions on Contact, Army Aviation, Combat Reports, Tactical Leadership Module Review, Operational Terms and Symbols Assessment, Troop Leading Procedures Assessment, Combat Reports Assessment, Tactical Leadership Assessment.

f. Module F (Tactics I Reconnaissance) - Fundamentals of Reconnaissance, Conduct Reconnaissance of a Route/ Obstacle, Conduct an Area/ Zone Reconnaissance, develop a Route Reconnaissance Overlay, Conduct Reconnaissance Handover, perform a Passage of Lines Forward/ Rearward, Dismounted Operations, Patrolling/ Patrol Base Operations, Reconnaissance Module Review, Reconnaissance Module Terrain Board PE, Route Reconnaissance Overlay Assessment, Tactics I Assessment.

g. Module G (Tactics II Security) - Perform Screen Operations, Conduct the Occupation of an Assembly Area, Control Scout Platoon Fires, Adjust Indirect Fire, Conduct Resupply and Consolidation/ Reorganization Operations, Engagement Area

Development, Security Module Terrain Board PE, Security/ Reconnaissance Module PE, Security Module Review, Sector Sketch Assessment, Tactics II Assessment.

h. Module H (FTX) - Terrain Board Assessment and AAR, 19D CCTT Culminating PE, and 19D Culminating FTX

General Standards

6. General Standards

a. Standards of Conduct. Students will conduct themselves in a manner that is expected of a Noncommissioned Officer. This includes demonstrating law abiding personal conduct and behavior on and off duty. The MCoE NCO Academy Commandant/ RTI Commander may immediately remove students from the course for any misconduct or behavior that violates any local, state, or federal law and / or the Uniform Code of Military Justice (UCMJ), or for any conduct that violates any DOD, Army, or local regulation / policy.

b. Honor Code: The purpose of this Honor Code is to communicate the meaning and importance of academic integrity to all members of the NCO Academy and to articulate and support the interest of the academy in maintaining the highest standards of conduct in student learning. The NCO Academy embodies a spirit of mutual trust and intellectual honesty that is central to the very nature of learning and represents the highest possible expression of shared values among the members of the academy.

c. Cheating includes such acts as plagiarism (to include both Artificial Intelligence such as ChatGPT, Google Bard, Microsoft Bing AI, etc. and presenting someone else's ideas, words, data, or work as one's own without documentation), using unauthorized notes (for example: copies or answer keys of current or previous exams), or any other action that allows the gain of an advantage to which others are not entitled (for example: continuing to answer exam questions after the command to cease work). All examples presented in this definition are meant as illustration of concepts, rather than an all- inclusive list of cheating activities.

(1). Instructors will support this culture of academic honesty by providing clear guidance, both in the course ISAP and in response to student questions, and on what constitutes permitted and unpermitted aid. Instructors will also not take unusual or unreasonable precautions to prevent academic dishonesty.

(2). Students and instructors will cultivate an environment conducive to academic integrity. While the commandant set academic requirements, the Honor Code is a community undertaking that requires students and instructors to work together to ensure conditions that support academic integrity.

d. The core values underlying and reflected in the Honor Code are:

(1). Academic honesty is demonstrated by students when the ideas and the writing of others are properly cited; students submit their own work for tests and assignments without unauthorized assistance; students do not provide unauthorized assistance to others; and students report their research or accomplishments accurately. Large Language Models (LLM) aka Artificial Intelligence (AI) cannot be used in academic assignments as it undermines the development of critical thinking and independent learning skills. Relying on AI for academic work also raises ethical concerns related to plagiarism and academic integrity.

(2). Respect for others and the learning process to demonstrate academic honesty.

(3). Trust in others to act with academic honesty as a positive community-building force in the school.

(4). Responsibility is recognized by all to demonstrate their best effort to prepare and complete academic tasks. Fairness is demonstrated to ensure all students have an academic environment that is free from the negative impacts of intellectual dishonesty.

(5). Integrity of all members of the school community as demonstrated by a commitment to academic honesty and support of our quest for authentic learning.

(6). The honor code will govern the personal conduct of all students and instructors. Any incident that violates the code of conduct or Army Values may result in dismissal from the course in which the Soldier is enrolled.

7. Physical Fitness Standards (reference AR 350-1, Paragraph 3-13, Army Directive 2022-05): (Course Critical Event)

a. Successful completion of the record AFT is a course graduation requirement. Soldiers attending the identified PME schools and courses will be administered an AFT. For PME courses with multiple phases, the initial AFT will be administered during the first phase of the resident course. One AFT retest is allowed and will be administered no earlier than 7 and no later than 24 days after the initial failure of the AFT. Students must score a minimum of 60 points in each AFT event to pass. All subsequent failures of the AFT will result in the removal from the course. The record AFT will be uploaded into Defense Training Management System (DTMS). Additionally, any Student who receives a temporary profile after failing the initial AFT, which hinders the administration of any retest, will be medically removed from the course.

b. Soldiers who are on temporary profile prior to the start of Phase I or Phase II cannot be enrolled into the course and will receive a denied enrollment packet from the school.

c. Soldiers with a permanent designator of "2" in the physical profile must include a

copy of DA Form 3349 (Physical Profile) as part of the course application. They will be eligible to attend appropriate courses and train within the limits of their profile provided they can meet course graduation requirements. Soldiers with a permanent designator of "3" or "4" in their physical profile must include a copy of DA Form 3349 and the results of their Military Medical Review Board (MMRB) as part of the course application.

d. Students receiving temporary or permanent physical profiles after enrolling in resident training courses will be evaluated by the 1SG/Branch Chief for continued attendance. Students who have met, or will be able to meet graduation requirements, may continue to be trained within the limits of their profile.

e. All Soldiers must have a current Periodic Health Assessment (PHA) on file.

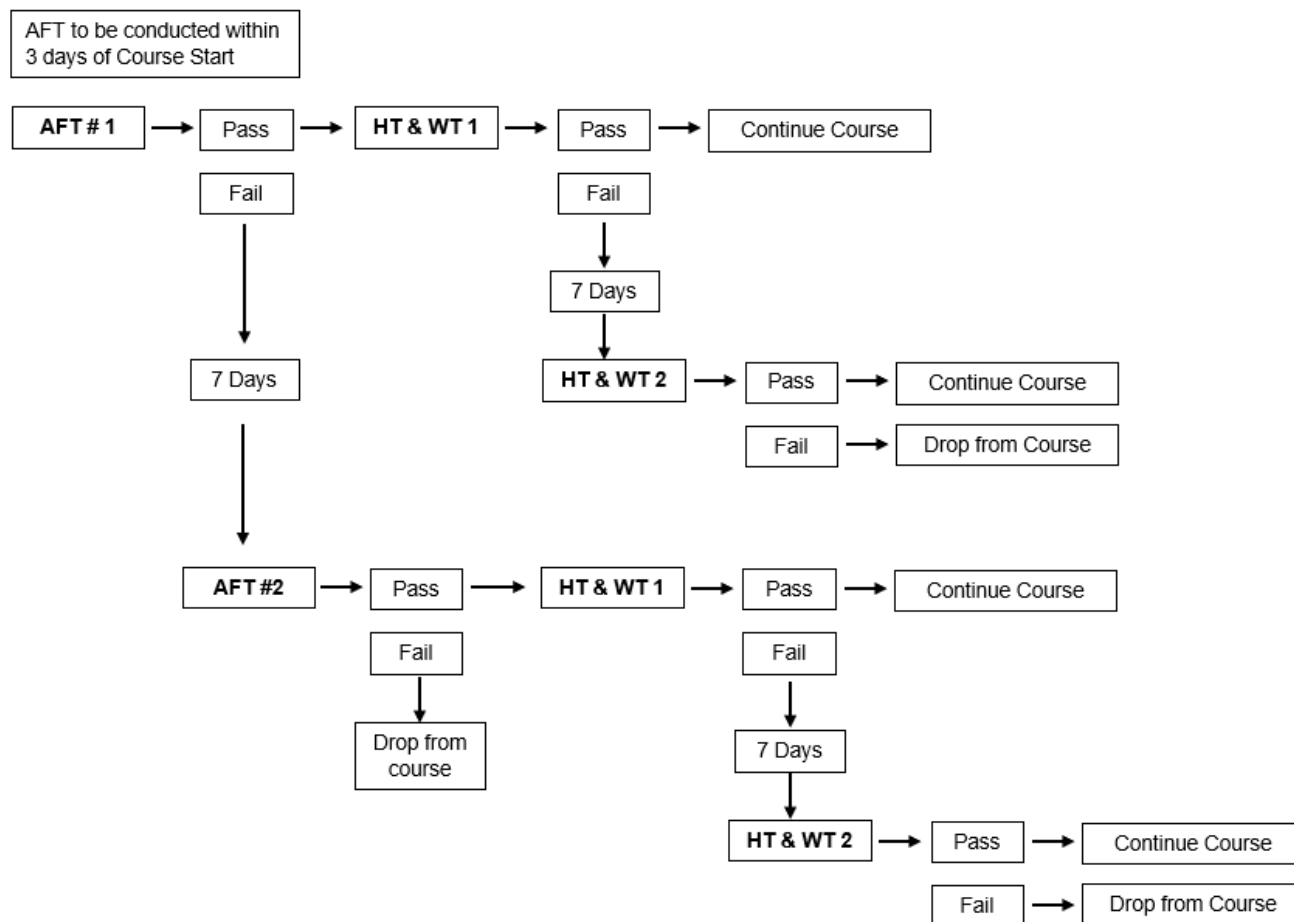
f. Individuals 40 years of age and older must be medically cleared before they can be enrolled in the ALC. Individuals must have in their possession a completed Pre-execution Checklist (dated April 2018) with the physical date from the SF 88 or DD Form 2808 annotated to include the Cardiovascular Screening. Soldiers arriving at Armor ALC that do not meet this standard will be denied enrollment.

g. Students must meet and maintain physical fitness standards. Students will maintain physical fitness standards by participating in physical fitness training sessions. The Commandant or RTI equivalent will consider administrative dismissal (medical) for students who receive a temporary profile that precludes them from meeting the minimum graduation requirements of the course or for students that show a lack of motivation. Soldiers who:

(1). Have met, or will be able to meet graduation requirements, will continue to be trained within the limits of their profile.

(2). Are unable to meet graduation requirements will return to their unit or proceed to their PCS unit, and may, if eligible, be enrolled in a later course.

(3). NCOA AFT and HT/WT Flow Chart



8. Weight Standards

(Course Critical Event) In accordance with (IAW) AR 600- 9, The Army Body Composition Program for Professional Military Education, successful completion of the height and weight and body fat composition (if required) screening is mandatory for course completion.

a. Soldiers who volunteer to attend PME within their 365-day postpartum window must meet all physical requirements mandatory for attendance and graduation, including any record physical fitness testing.

b. Body Composition. All Soldiers who attend PME are exempt from body composition requirements up to 365 days after a pregnancy ends. The last record height/weight screening will be used to satisfy PME eligibility and graduation requirements, provided it is not more than 730 days (24 months) old at the time of PME course enrollment.

c. The one-site circumference-based tape method is the Army's authorized method of establishing body fat effective 08 June 2024 per Army Directive 2023-11.

(1). Pursuant to Army Directive 2023-11, all Soldiers who fail their first tape test and follow-on confirmation tape test are authorized to request, subject to availability, a supplemental body fat assessment via the Bod Pod (Air Displacement Plethysmography) and must be recorded on DA form 5500 or DA form 5501.

d. Students who score a minimum of 80 points in all five events, with a cumulative score of 465 points or more on the record Army Fitness Test (AFT), are exempt from the Army body fat circumference-based tape assessment.

e. The one-site circumference-based tape test will be administered after the 1st passed AFT.

f. All students that failed the initial tape test will be re-tested a minimum of 7 days from the initial tape test.

g. If a tape test is failed, the student will be removed from competition for all academic honors.

h. Soldiers who fail to achieve course standards in HT/WT and AFT are not eligible to enroll in any PME courses for 6 months after their dismissal. The waiting period begins on the day after the DA Form 1059 is signed.

i. Soldiers who subsequently fail to meet the body fat standards of AR 600-9 will be removed from the course and the DA Form 1059, part I, block I (Service School Academic Evaluation Report) will be annotated "Did Not Graduate". Also, in part III, block a, it will be annotated "Failed to Achieve Course Standards".

j. The Student's DA Form 1059 (Evaluation Report) will show "YES" to mean "within standard" and include the following statement in the comment section: "Soldier scored 465 points or more on the AFT with minimum of 80 points in each event IAW AR 600-9, is exempt from Army body fat assessment".

9. Academic Remedial/ Re-Testing Policy.

a. Students failing any assessments are formally counseled by their Small Group Leader (SGL). SGL will coordinate the remedial/ retesting during non-POI time. Remedial training focuses on the deficiencies the student demonstrated. The following the remedial training students will receive one re-test. A minimum score of 70% on written evaluations must be achieved on the retest. However, a 70% will be annotated in the student's records (regardless of overall score). Retests for all evaluations will occur within two academic days of the initial failure. In cases with extenuating circumstances, the Commandant or RTI equivalent may grant a second re-test on a case-by-case basis.

10. Missed Academic Training, Events, and Assessments

a. Students who miss one hour or more without prior approval or authorization from academic training events, assessments, evaluations, and exams to include all AFT assessments will receive an initial score of zero or the equivalence of a FAIL grade for that event/ assessment and the results will be recorded as a first-time failure/ NO GO.

b. Students who miss a cumulative of 4 hours or more without prior approval or authorization will result in a dismissal from the course.

c. Students who fail to report for duty are in violation of Article 86 of the UCMJ and may be referred for possible disciplinary dismissal for failure to be at their appointed place of duty. Duty, for this purpose, is described as all Program of Instruction (POI) academic training, assessments, evaluations to include all physical assessments, briefs, surveys, staff duty, and flag detail.

11. Student dismissal

a. Under certain conditions, students may be dismissed from courses before course completion.

b. Students may be considered for dismissal from courses for the following reasons:

(1). Personal conduct is such that continuance in the course is not appropriate (for example, if a student violates regulations, policies, or established discipline standards). No formal adjudication of guilt by a military or civilian court or by a commander under Article 15 of the UCMJ is necessary to support dismissal under this paragraph.

(2). A student receiving excessive adverse counseling (three or more) is considered a habitual offender including but not limited to; negative attitude, or lack of motivation, ABCP (HT/WT), AFT each of which is prejudicial to the interests of other students in the class.

(3). Academic deficiency demonstrated by failure to meet course standards or lack of academic progress that makes it unlikely that the student can successfully meet the standards established for graduation.

a. Fail the initial assessment and retest. AFT and HT/WT will not be included.

b. Fail three or more initial Assessments. AFT and HT/WT will not be included.

(4). Illness or injury (as determined by a physician) or added physical profile limitation.

(5). Compassionate reasons.

12. Processing Relief Actions.

a. Students considered for dismissal must be counseled by the chain of command (usually the assigned Small Group Leader (SGL), the 1SG/Branch Chief, or the Deputy Commandant) prior to dismissal. Counseling sessions will be documented and signed by all counselors and acknowledged by the student. All counseling forms will be maintained with the student's records. Additionally, the Commandant or designated representative will notify the Commander of the student's parent unit or parent organization. The following procedures apply in cases where dismissal is considered for motivational, disciplinary, or academic reasons:

b. The SGL will notify the student in writing of the proposed action, the basis for the action, and the consequences of disenrollment. The Deputy Commandant will advise the student that any appeal must be submitted within 7 duty days after receipt of the written notification of the dismissal action.

c. The student will acknowledge by endorsement within 2 duty days receipt of the written notification of dismissal action. The endorsement must indicate whether the student intends to appeal the dismissal action.

d. Appeals will be forwarded to the Commandant who will refer the proposed action and the appeal to the Office of the Staff Judge Advocate (OSJA) to determine legal sufficiency of the dismissal decision. All appellate actions will become part of the student's case file. The Commandant or RTI equivalent will make their final decision on dismissals after considering the supporting OSJA.

e. Students who elect to appeal will remain actively enrolled in the course pending disposition of their appeals to include testing. In cases where the decision of the appeal is delayed, students will participate in graduation ceremonies; however, the DA 1059 will be withheld until final adjudication.

f. Dismissals for misconduct, lack of motivation, or academic deficiency will be recorded on the individual's DA Form 1059, if applicable, in accordance with AR 623-3. Foreign student dismissals will be handled in accordance with AR 12-15.

13. Academic Grading

a. Student evaluations will be both written and performance based. Initial failures will receive re- training and one retest. The two major categories of evaluations are: Written evaluation (Computer) and Performance Evaluations.

b. Compo 2 and 3 RTI's conducting two phases: the phase one DA FORM 1059 will

be a "two block" 1059 "achieved or failed to achieve course standards". All academic grade scores will be captured in block "I". Comments and specify if score are not first time "Go". The phase one 1059 will not have an overall GPA. The phase two DA FORM 1059 will be a "four block" 1059 and grades from PH1 and PH2 will be used to calculate overall GPA for the PH2 ALC completion DA FORM 1059. This will be done to standardize the overall GPA for all Soldiers regardless of where they attend the course.

c. Graded events. Graded events ensure 19D30 ALC graduates can achieve course standards in accordance with the desired end state. Students are required to pass all Course Critical Events to graduate 19D30 ALC. Course Critical Events are allocated one opportunity to retest (indicated in the table below), and if a student passes the retest, the student earns the minimum passing score.

Events	Event Standard	Course Critical Event	Re-Tests	Assessment
AFT	350 pts; 60 per event DA705	Yes	Yes	N/A
Height/Weight	AR 600-9	Yes	Yes	N/A
TLP Assessment	70% to pass	No	Yes	Written Evaluation
Land Navigation	4/5 points in 4 hours, Day Test	Yes	Yes	Performance Evaluation
Tactical Leadership Assessment	70% to Pass	Yes	Yes	Written Evaluation
RT Recon Overlay Assessment	70% to pass	Yes	Yes	Performance Evaluation
OTS Assessment	70% to pass	Yes	Yes	Performance Evaluation
Combat Reports Assessment	70% to pass	Yes	Yes	Written Evaluation
Tactics I Assessment	70% to pass	Yes	Yes	Written Evaluation
Tactics II Assessment	70% to pass	Yes	Yes	Written Evaluation
Sector Sketch Assessment	70% to pass	Yes	Yes	Performance Evaluation
Terrain Board Assessment	70% to pass	Yes	Yes	Performance Evaluation
PMCS Certification Assessment	70% to pass	Yes	Yes	Performance Evaluation
1009A	70% to pass	Yes	Yes	See Rubric

COMPO 1: (Regular Army)

PHASE/I	PHASE/II
Communication – 50%	Garrison Phase – 25%
Participation – 50%	Tactical Phase – 25%
	Leadership Phase – 25%
	Assessment Phase – 25%

COMPO 2: (National Guard) Training Phases

PHASE/I	PHASE/II	PHASE/III
Communication – 50%	Garrison Phase-30%	Tactical Phase – 30%
Participation – 50%	Leadership Phase – 30%	Leadership Phase – 30%
	Assessment Phase – 40%	Assessment Phase – 40%

(Phased Training is when a Soldier attends phase 1 of this course at one RTI then returns later to complete phase 2 and 3 either at the same RTI or a different RTI)

NOTE: For annotating GPA on DA Form 1059 the following will apply. The formula used to convert a student's GPA to a 4.0 scale is, GPA divided by 100, times 4, equals the 4.0 scale ($98.56/100*4=3.94$). No rounding up or down.

Example 1: $GPA\ 98.56 / 100 = 0.9856 \times 4 = 3.94$ converted GPA for annotation on DA Form 1059.

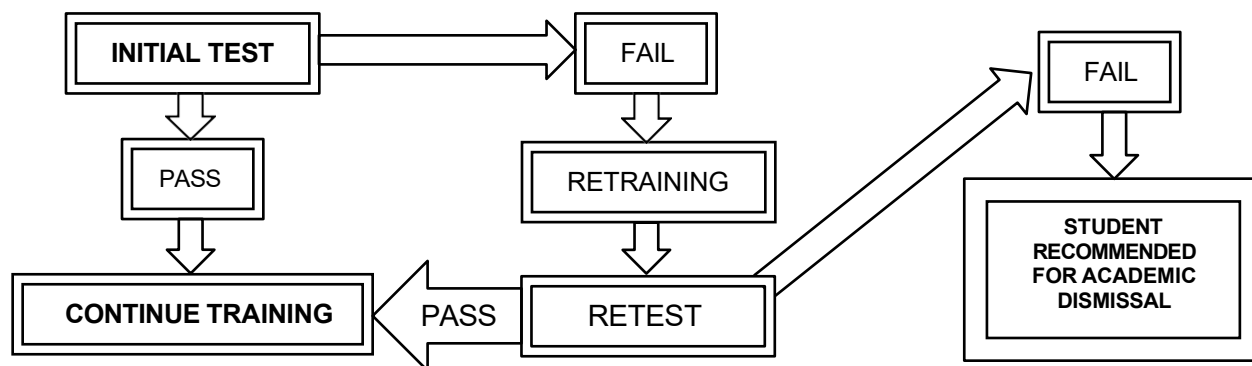
Example 2: $GPA\ 73.25 / 100 = 0.7325 \times 4 = 2.93$ converted GPA for annotation on DA Form 1059.

d. For class standing, the GPA averages will be used to determine the top 20% for Commandants List and for the 21% to 40% for Superior Academic Achievement. After the class standing has been determined, the 4.0 scale will be applied to all students for annotation on DA Form 1059.

e. Students who received any "Did Not Meet Standard" assessment within the DA Form 1059 PART 11 blocks f through k from the academic rater may only be assessed as a "Failed to Achieve Course Standards" or "Achieved Course Standards" Overall Academic Achievement box check selection. A box check selection of "Achieved Course Standards" requires explanation. (AR 623-3, paragraph 3- 13e(5)(a)6) Any student receiving two or more "Did Not Meet Standards" rating in PART II, blocks f thru k, will be rated as "Failed to Achieve Course Standards" in PART 111, block a.

f. Written Evaluations: There are 6 Written Evaluations and 6 Performance Evaluations. The minimum performance standard that must be achieved is 70% on each evaluation. Students must pass all evaluations to graduate. The written assessments count toward 35% of the student's composite score. All written evaluations are closed book.

g. ACADEMIC TEST/ RETEST FLOW CHART WRITTEN ASSESSMENT
ACADEMIC TIME



h. Leadership Performance Assessment (Course Critical Event) The proponent for the leadership performance assessment is the Noncommissioned Officers Academy (NCOA). Students are observed throughout the course while participating in required training. Information gathered from this observation will be annotated on the attributes and competencies rubric (1009A) and will be the basis of the leadership performance assessment.

i. Instructors will provide each student with an individual assessment. In addition to the areas listed, 19D30 ALC students are evaluated on the characteristics of a leader to include, but not limited to communication, judgment, and initiative.

NOTE: Attributes and Competencies are assessed continuously throughout the course in garrison or in a tactical environment and will be annotated on the attributes and competencies rubric.

j. Student Leadership ability will be assessed continuously throughout the course and while serving in a Leadership position in garrison as well as in a simulated tactical environment. Students will be assessed on their ability to conduct PRT (FM 7-22 with change 1) and the execution of correct Drill and Ceremony techniques (TC 3-21.5). These are evaluated under the Garrison portion. These are assessed under the Tactical / Garrison Assessments. Assessments are based on the student's ability to think, reason, organize, and communicate under the stress of a simulated tactical environment. These assessments along with other demonstrated / observed performance will be used to determine your ratings on your attributes and competencies rubric.

k. Written / Oral Performance Assessments - here are written / oral performance assessments, instructors will provide a rubric as reference by which students will be assessed. This may include an OPORD / persuasive essay. The research for these assignments will be conducted on the student's time, after class, and throughout the course and all work must be your own. Students plagiarizing without citation will be an automatic drop from the course.

14. Grading and Test Plan.

a. A specific grading plan is prepared for each course. The minimum performance standard that must be achieved is 70 percent on each written evaluation. Students must pass all assessments to graduate.

b. Module C Mandatory Training. There are NO assessments associated with this module. This module contains all directed training from DoD or DA Regulation, TRADOC, CAC, MCoE, or USAARMS.

c. Module D Land Navigation. This module consists of 1 performance assessment that encompass material presented in the Land Navigation Module D.

(1). Land Navigation Assessment (P). This is a performance evaluation where the students will be evaluated on their ability to navigate from point to point while dismounted. Students will have 4 hours to locate five points. Each point found is worth 20 points for a maximum score of 100 points. Students must find four out of five points to pass. If a student fails the initial test, he will be placed on academic probation and re-trained before taking a retest. The 1SG/Branch Chief will refer students who fail the retest to the Commandant for academic relief consideration. To receive a GO the student must:

- (a). visit the minimum number of points required, 4 out of 5 points in four hours.
- (b). return to the end point within the time limit.
- (c). write the correct number in the right space on the score sheet.
- (d). Students will receive a NO GO for the following reasons:
 - Failing to meet the time standards.
 - Traveling outside of designated course boundaries.
 - Possessing unauthorized items, if in doubt, ask first.
 - Non-military compass, personal map, any type of wireless device, any kind of GPS capable device.
 - Talking to another student in a non-emergency situation.
 - Cheating, lying or disrespect to a cadre member.
 - Keeping course notes, answers, routes etc. after the end of course sterilization.

- Loss of score sheet or map.

d. Module E Tactical Leadership. This module consists of four (4) written assessments and one (1) performance assessments encompassing all material presented in the Tactical Leadership Module E.

(1). The Operational Terms and Symbols Assessment (P): You may use FM 1-02.2 as reference during this assessment. You must complete this Assessment within 90 Minutes. If one portion of an answer is drawn or written incorrectly, then the whole question is counted as a wrong answer. To receive a GO on this assessment, you must achieve 70%. There are 25 items on the answer key, each item is worth 4 points. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

(2). Orders Assessment (W). This written assessment is a multiple-choice assessment and is closed book delivered using MCoE Blackboard. You must achieve 70% on this assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will remain in the course. This assessment will become a graduation requirement after the pilot phase is completed.

(3). The Combat Reports Assessment (W): This written assessment is a multiple-choice assessment and is open book delivered using the MCoE Blackboard. Soldiers may use ATP 3-20.98 and provided student handout as the only references for this assessment. To receive a GO on this assessment, you must achieve 70%. If a Soldier fails to receive a GO on first attempt of any or all assessments, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

(4). The Tactical Leadership Assessment (W): This written assessment is a multiple-choice assessment and is closed book delivered using the MCoE Blackboard. You must achieve 70% on this written assessment. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

e. Module F Tactics I (Reconnaissance). This assessment consists of one (1) written assessment and one (1) performance assessment encompassing all material presented in the Tactics I (Reconnaissance) Module F.

(1). The Tactics I Assessment (W): This is a multiple-choice assessment and are closed book delivered using the MCoE Blackboard. You must achieve 70% on all written assessments. If a Soldier fails to receive a GO on first attempt of this assessments, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course

standards.

(2). The Route Reconnaissance Overlay Assessment (P): This performance assessment is delivered using a test booklet. To be considered a GO on the Route Reconnaissance Overlay Assessment, your overlay must contain 64 out of 70 variables correctly. You may use ATP3-34.81, SH_1, and Route Reconnaissance SOP with your classroom notes during the assessment. You must complete this assessment within 2 hours. If a Soldier fails to receive a GO on first attempt of this assessment, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to achieve course standards. Route Recon overlay is scored by a point variable system. Each variable is equal to 5 points. Students must get 64 variables out of 70 correct as a minimum. Use the following scale:

Variable	Score	Variable	Score	Variable	Score
70	100	66	80	62	60
69	95	65	75	61	55
68	90	64	70	60	50

f. Module G Tactics II (Security). This assessment point consists of 1 written assessment and one (1) performance assessment encompassing all material presented in the Tactics II (Security) Module G.

(1). The Tactics II Assessment (W): This written assessment is multiple choice assessment and are closed book delivered using the MCoE Blackboard. You must achieve 70% on all written assessments.

a. If a Soldier fails to receive a GO on first attempt of this assessment, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

(2). Sector Sketch Assessment (P): The Sector Sketch assessment is a performance assessment, delivered via a test booklet. Soldiers must produce a Section Sector Sketch. You must achieve 70% on this assessment. If a Soldier fails to receive a GO on first attempt of this assessment, they will be retrained and retested. If the Soldier fails to receive a GO on the second attempt, they will remain in the course, but it will reflect on the Soldiers overall GPA.

g. Module J FTX. This module consists of one (1) terrain board performance assessment encompassing all material presented in the course.

(1). Terrain Board Assessment (P). Performance assessment to receive a GO on this task, you must achieve 70% on the Terrain Board Assessment. You may use SHs provided and classroom notes for this exam only. You must complete within 30 Minutes. If a Soldier fails to receive a GO on first attempt, they will be retrained and

retested. If the Soldier fails to receive a GO on the second attempt, they will be removed from the course for failure to meet course standards.

j. Other Evaluations:

(1). At any time during conduct of the course, Students who do not meet Assessment/ Evaluation requirements for graduation or receive a temporary or permanent profile which may prevent them from meeting a graduation requirement may be evaluated by the Commandant/ RTI Equivalent for dismissal from the course IAW AR 350-1.

(2). Written and Oral Evaluations: Persuasive Essay Briefing: (Composite Score) This is a written presentation covering all material presented in the persuasive essay blocks of instruction. This assignment will be assessed using a rubric, the points will be added to the overall composite score and DA form 1059 under Presence, Intellect, and Leads attributes and competencies.

(3). Preventative Maintenance Checks and Services (PMCS) Certification (Course Critical): This is a performance assessment covers material presented in The Army's Maintenance Program and Supervise PMCS instruction. Student's will be required to complete a Before, During and After Operations PMCS on the M2A3 Bradley Fighting Vehicle Platform and annotate all faults on a DA Form 5988E. Student performance and accuracy of the maintenance forms will be evaluated using a scaled rubric.

k. Academic Probation. If a student fails a test, he will be placed on academic probation and re-trained by an SGL before taking a retest. The 1SG/Branch Chief will refer students who fail the re-test to the Commandant for academic dismissal consideration. Students awaiting a decision on an academic dismissal action will remain in the class and participate fully in all training events. If a student's conduct or demeanor is disruptive to the other students, immediate removal is permissible if approved by the commandant designated representative or RTI equivalent. A student will not be removed from academic probation until they pass the test in question. Any student suspected of cheating will be recommended to the 1SG/Branch Chief for an honor violation dismissal from the course.

15. Counseling.

a. At a minimum the following counseling sessions will be conducted: Reception and integration, Mid- Course, Leadership, and End of Course counseling. The SGL will complete a counseling form, DA Form 4856, for every student formally counseled. All counseling sessions will be conducted IAW FM 6-22. The End of Course counseling will cover overall performance for the course, contain a developmental action plan, and be the basis for comments on the DA Form 1059.

b. An initial reception and integration counseling which will set forth the standards

expected throughout the course.

c. The SGL will formally counsel students for failing any of the Academic or Performance Evaluations / Assessments prior to retraining or whenever they fail to meet the standards for this course.

d. Adverse Counseling. Three or more adverse or academic counseling statements qualifies the student for dismissal from this course; adverse and academic counseling statements will not be combined. The SGL will formally counsel students who fail to complete organizational runs, ability group runs (AGR), actively participate in physical readiness training (PRT) or any other aspect of the course due to a lack of motivation, discipline, or failure to be at their appointed place of duty on time. Failing any of the Academic or Performance Evaluations / Assessments prior to retraining or whenever they fail to meet the course standards. The company 1SG will refer students who demonstrate an adverse pattern to the NCO Academy Deputy Commandant or RTI equivalent through the chain of command for dismissal consideration from the course.

e. Student Grievances and Redress. Grievances that are non-academic in nature must first be discussed with the SGL, SSGL, and then the 1SG/Branch Chief, whose decision is final. In cases where, discrimination or violation of policy may be involved, the student should use the chain of command up to the NCO Academy Commandant or RTI equivalent to seek resolution of all issues. A student may seek the assistance of the Equal Opportunity Advisor (EOA) or the Inspector General (IG) at any time. The student will inform the NCO Academy chain of command if he/she desires to see the EOA or IG during duty time but does not have to discuss the reason.

16. Academic Honors.

a. The following criteria will be used in determining the course Honor's Program. Distinguished Honor Graduate (DHG), and Commandant's List (CL), Superior Academic and the Composite Score required for all students attending 19D ALC.

b. The SGL assesses the students on academic performance, leadership performance evaluations, developmental counseling, and end of course counseling on a DA Form 4856 and on the DA Form 1059. The top 40% of the enrolled class will be rank ordered against their peers (i.e., 1 of 160 or 65 of 160 of the enrolled class), Students earn evaluation ratings (Part III, Overall Academic Achievement, DA Form 1059) according to the following

c. Honors may be awarded to students who meet the criteria below. The Composite Score is established by averaging the scores of all assessments/ evaluations. Scores will be rounded to two decimal places (e.g., 98.72%).

d. If a Soldier has been previously dropped from this course for academic or disciplinary actions, then they are not eligible for any academic honors.

e. Distinguished Honor Graduate. The graduate will be selected based on the total Soldier concept and the following criteria:

(1). Meets all eligibility requirements for placement on the Commandant's List.

(1). Possessed the highest overall grade point average (GPA) within the class, but not less than 3.6.

f. Commandant's List. (Limited to the top 20% of the class) To be on the commandant's list a student must meet the following criteria:

(1) Cannot receive a "did not meet standards" rating on any portion of the Assessing Attributes and Competencies Rubric (1009A).

(2). Pass all initial written and performance assessments.

(3) Pass the initial AFT.

(4) Pass the initial Land Navigation assessment.

(5) Receive no adverse counseling statements.

(6) Minimum of 3.6 cumulative GPA.

(7) Must meet the body fat standards listed in AR 600-9 on the initial test (if required).

g. Superior Academic Achievement. (Limited to 21% - 40% of the class) To achieve superior academic achievement, the student must:

(1) Cannot receive a "did not meet standards" rating on any portion of the Assessing Attributes and Competencies rubric (1009A).

(2) Pass all initial written and performance assessments.

(3) Pass the initial AFT.

(4) Pass the initial Land Navigation assessment.

(5) Receive no adverse counseling statements.

(6) Minimum of 3.2 cumulative GPA.

(7) Must meet the body fat standards listed in AR 600-9 on the initial test (if required).

h. Achieved Course Standards. To achieve course standards, the student must:

(1). Receive a cumulative attributes and competencies score of 420- 479 of a possible 600 points final rating from the 1009A.

(2). Receive a passing score of 70% or above on all written assessments / evaluations.

(3). Successfully find 4 out of 5 points on Land Navigation.

(4). Pass the AFT with a minimum score required by the Combat Standard.

(5). Receive no more than two negative counseling statements (other than academic).

(6). Receive no more than one NOGO on the leadership performance evaluations.

(7). Must meet the body fat standards listed in AR 600-9 on the initial test. (if required)

i. Failed to Achieve Course Standards. A student will fail to achieve course standards if any of the following apply:

(1). Receives a second NOGO on any Written or Performance Assessments.

(2). Fails to meet Army Body Fat Composition Standards IAW AR 600-9 on the retest. (if required)

(3). Is relieved from the course for disciplinary reasons or violations of the standards of conduct.

j. If any did not meet standards rating is selected in any areas listed in blocks f through k in part 11, academic achievement, of the DA Form 1059. If a student falls into this category, forward a recommendation for academic relief to the NCO Academy Commandant or RTI equivalent, or his / her designated representative for disenrollment considerations.

17. Assessing Attributes and Competencies

a. The 1009A is (Course Critical Event) assesses the areas on DA Form 1059 Part II (blocks f - k) and will be used for qualitative purposes only on DA Form 1059 Academic Evaluation Report. Ratings within these areas will contribute to the DA Form 1059 Part III Overall Academic Achievement for class standing determination.

b. Students need to achieve a minimum of 70% during each phase. Students who fail either garrison or tactical phase will be retrained and retested on that phase. If the Student fails to achieve a minimum combined score of 420 points the student will be recommended for dismissal from the course.

c. Students are assessed on leadership attributes and competencies using the 1009A throughout the entire course. At the end of each phase, instructors will complete the 1009A block for that phase and will provide feedback to the student with emphasis on opportunities for growth, development, character, and presence. The attributes and competencies are assessed independently of each other on this form. The score of one attribute/ competency will not be added to the score of another attribute / competency (i.e., Character will not be added to Presence). There will be six separate ratings, one for each attribute/ competency as indicated in Form 1009A.

d. Each student will receive a scored 1009A, attributes and competencies rubric upon completion of each phase (Garrison and Tactical). They will be scored on the attributes and competencies listed: Character/Accountability; Presence/Comprehensive Fitness; Intellect/Critical Thinking; Leads/Communication & Engagement; Develops/Collaboration; and achieves/Lifelong Learner. Each Attribute and Competency is scored as follows:

- (1). Far Exceeds: 50
- (2). Exceeds: 47
- (3). Met the Standard 35
- (4). Did Not Meet: 0

e. At the end of the course, each student will have a total of two (2) scores for each of the attributes and competencies. The sum of these two scores will determine what rating to mark on the 1059 for the Part 11, blocks f thru k. The following scale will determine the overall rating:

- (1). FarExceeds:96-100
- (2). Exceeds: 90-95
- (3). Met: 70-89
- (4). Did Not Meet: 69 and below.

f. The overall sum of all attributes and competencies will be the number used in determining students' eligibility for ranking (e.g., Commandant's List, Superior Academic, or Achieved Course Standards) Students must achieve minimum of 480

total points on the 1009A to compete for Commandants list and Superior Achievement.

18. Performance Award Standards

a. The following criteria will be used in determining the course Awards Program; Armor Cavalry Leadership Award and Physical Fitness Award (Iron Warrior).

a. Armor/Cavalry Leadership Award. To be a contender for this award, a student must:

- (1) Receiving a rating of "Far Exceeds" in every category and score a minimum of 540 on the Assessing Attributes and Competencies rubric (1009A).
- (2) Be selected by Cadre based on outstanding leadership performance.
- (3) Receive no adverse counseling statements.
- (4) Must meet the body fat standards listed in AR 600-9 on the initial test (if required).

b. Physical Fitness Award (Iron Warrior). To be a contender for this award, the student must:

- (1) Have the highest AFT score in the class, with a minimum score of 450 out of 500.
- (2) Receive no adverse counseling statements.
- (3) Must meet the body fat standards listed in AR 600-9 on the initial test (if required).
- (4) In the event of a tie due to AFT score the students' GPA will be used as the discriminating event.

19. The point of contact for this document is the Armor ALC 1SG, 706-626-7417.

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