HENRY CARO NCO ACADEMY MISSION STATEMENT

The Henry Caro NCOA provides a superior institutional learning experience that equips and certifies its NCOs on the fundamental competencies required to effectively lead Soldiers.

We accomplish this mission with a cadre of top-tiered NCOs who take personal ownership in their student’s futures and what is taught at this Academy, returning to the Force more valuable to any mission; with a Civilian Staff that eagerly comes to work knowing that their experience and input matters in the futures of all cadre and students who pass through the Henry Caro NCOA.

“Standards and Discipline”

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Message from the Deputy Commandant

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Trends:

The Land Navigation Test continues to be the largest contributor to students failing to graduate the Maneuver Senior Leader Course. Approximately 15% of students receive a first time no-go on the course, and approximately 2% of the course is sent home each cycle after failing the retest. It is imperative that future students conduct Effective Land Navigation training prior to attending the course.

The Henry Caro NCOA follow on school program allows MSLC students the ability to walk on to a school of their choice after MSLC graduation. With this in mind, it is highly beneficial for each student to come prepared for follow on school attendance. Have all physicals and prerequisite requirements complete and research potential course’s that start after the course graduation date. We strongly urge student’s home station leadership to support this opportunity for their subordinates to capitalize on the wide range of institutional training provided for both 11 and 19 CMF here at the MCoE.

Recent Changes:

Students will no longer be housed at Abrams Hotel while attending the Maneuver Senior Leader Course. Wings B and C of Olson Hall have been renovated and will now be used for lodging by students arriving from another installation.

Future Plans:

The MCoE NCOA training developers have been working diligently on re-writing the entirety of the MSLC POI. With the full implementation of all LCCs due by Q1 2021 this gave the perfect opportunity to realign the POI for both 11 and 19 CMF. We will be looking at focusing a module of the course at MOS specific studies to enhance the proficiency of our future PSGs. Our next step is finalizing the task selection. We will bring together a working group in the beginning of March consisting of Infantry and Armor proponent representatives and current MSLC cadre. More to follow as we continue to press forward and finalize our COAs.

We would like to welcome SSG’s Burton, Thompson, Joubert, and Maiava to IN ALC.

Trends:
1. We have seen a dramatic decrease in first time and overall Land Navigation failures during the 2nd QTR of FY 19. Units should maintain their current training and preparation of Soldiers coming to ALC.

2. IN ALC Students are required to qualify with the BUIS during the Marksmanship program. We have consistently seen right at about a 50% failure rate on day one when students show their skill level during the “shoot-in” event. It is highly advised that students get training and experience with the BUIS prior to attendance.

3. 11C’s are getting more of an opportunity to attend IMLC after graduation. Units are encouraged to make the time available for these students as we’ve seen an increase in slots.

Recent Changes:
1. We are now teaching four of the Leader Core Competencies (LCCs) that will be fully slated in 2021. The two important one’s we have implemented are the Case Study and Persuasive Essay. These will help the students with their research, understanding, and ability to write for future PME schooling as it is now mandated starting in BLC. Students wishing to prepare for these classes would benefit from understanding how to utilize PURDUE OWL writing lab. https://owl.purdue.edu/owl/purdue_owl.html

Future Plans:
1. We are working with the Infantry School, AMU, AWG, and the 75th Ranger Regiment to update and create a better marksmanship program. Training will be aligned with the release of TC 3-20.40.

2. We are continuing our Multi-Echelon Leader Development (MELD) training efforts with the 198th IN BDE and are continuing to look for opportunities to have future SLs interact and lead the OSUT soldiers in training.

Website
The Armor Advance Leader Course (AR ALC) is steadily evolving in order to educate our Armor Noncommissioned Officers. We have received tremendous feedback from the Senior Leaders serving in our Define CMF (CMF), the AR ALC cadre, the cadre at all the Armor Regional Training Institutes, and most importantly from our Students. Additionally, we train the 91A (M1 Abrams System Maintainer) and 91M (Bradley Fighting Vehicle System Maintainer) future Shop Foreman. With the new updated Program of Instruction (POI), this course is more relevant to the operational force with the most up to date doctrine. We highly encourage ALL students attending our courses to have already displayed mastery at skill level II tasks prior to reporting in order to achieve the desired outcomes. This will give us the opportunity to build on their knowledge and experience from a doctrinal stand point. It is imperative that NCOs scheduled to attend our courses continue to seek out mentorship, both inside and outside their current organization. The training and education of our Noncommissioned Officers remains our number one priority.

**Trends:** Students consistently report to AR ALC with a general lack of knowledge and the ability to apply the fundamentals at their current skill level. This is preventing our instructors from ensuring the students achieve the maximum desired outcome of the course due to significant time spent retraining on skill level II tasks. Areas that most of our students continue to struggle in are Dismounted Land Navigation, Vehicle Identification (ID), and Operational Terms and Symbols. Student feedbacks reinforced that they are not receiving the proper individual and crew level training at their home station prior to AR ALC. Numerous students commented that GST is a “check the block” training event at their home station because the focus is on platoon and higher level training. If there is any truth to this feedback, then it is imperative that leaders at the unit level implement individual and crew level training tasks to standard, which will enable us to bridge the gap and set these young Noncommissioned Officers up for success as our future Armor leaders.

**Recent Changes:**
We are continuing to enhance our week-long Field Training Exercise (FTX), where we evaluate students on their ability to apply the fundamentals in a field environment. Beginning with Class 003-19, the 19K students will be in a closed-protective hatch posture while conducting their crew Situational Training Exercise (STX) lane. They will also maneuver at night in the same posture, and then progress into section STX. We also recently removed the 19D Terrain Board assessment and replaced it with a field practical exercise for both the Reconnaissance Module (Tactics I) and the Security Module (Tactics II).

**Future Plans:**
Beginning with class 004-19 (6 JUN 19 – 26 JUL 19), the following assessments will become course critical, which means they will be grounds for dismissal from the course for academic failure: Vehicle ID for both 19K and 19D, Offense (Move I), and Defense (Move II) for 19K. Our Vehicle ID class can be found on the Army Career Tracker (ACT) page, or at https://atn.army.mil/vehicle-identification/vehicle-identification. Once you log into ATN, you can also type "vehicle identification" into the search bar to access the class. This is the slide deck ALC students are trained on in their 8 hour block.
Basic Leader Course

Trends:

Soldiers and units are now aware that the Program of Instruction (POI) has been overhauled and updated this past year. They are arriving better prepared for the course and we hope this trend continues.

Many Soldiers are still arriving with paperwork missing or not completely filled out. Additionally, Soldiers struggle with assembling their Army Service Uniform or having them properly fitted IAW AR 670-1.

Recent Changes:

Updates to the Program of Instruction (POI) continue to occur due to the feedback from Cadre and prior students, over how to better improve the course. One new update with the Individual Student Assessment Plan (ISAP) is that students will Conduct Individual Training (CIT) evaluations completely in an outdoor environment and in full combat equipment. Previously, students had the option of giving a class inside the classroom. The intent is to have students conduct a Sergeant’s Time Training session using the 8-step training model, incorporating training management principles, and risk management, to assess the students’ ability to conduct individual training and develop leaders who are agile, adaptive, and focus on lethality.

Future Plans:

The Henry Caro NCOA Basic Leader Course here at Fort Benning is preparing for the implementation of the new Army Combat Fitness Test (ACFT). We currently have our Master Fitness NCO certifying all personnel to be level one and two certified on the ACFT to ensure grading standards are understood by all Cadre. The intent is to have Cadre properly trained and prepared for the implementation of the ACFT well in advance of it being introduced to the force.

Once the ACFT goes into effect, we highly recommend units prepare their Soldiers for these changes prior attending BLC.

To access the Henry Caro Noncommissioned Officer Academy pages via the Army Career Tracker please follow the below steps.

1. Open web browser and go to the following address: https://actnow.army.mil
2. Once you have logged into the ACT click on the “Communities” tab twice and using the drop down menu select “Other Communities”
3. On the next drop down menu select “NCO Academies”. This will bring you to a list of all NCO Academies with pages on ACT.
4. Locate the “MCoE Fort Benning” Academy link from the list and click on it. This will bring you to the Academy ACT site, where our BLC, IN ALC, AR ALC, and M-SLC post all pertinent information to their courses (reporting instructions, packing lists, student welcome letters, etc.)
# NCO Academy Recognitions

## M-SLC Class 001-19
- **Instructor of the Cycle**: SFC Brad Wood, NCOA
- **Support of the Cycle**: Mr. Billy Wilson, NCOA
- **Distinguished Honor Graduate**: SSG William Stockton, HHC, 2-351 IN
- **Honor Graduate**: None Selected
- **Iron man**: SSG Kenneth Wood, HHC, RST 75th Ranger
- **Leadership Awardee**: SSG William Moody, Greenville Recruiting Co
- **Volunteer**: SSG Eric J. Nevadunsky, HHC, 2-15 CAV

## M-SLC Class 002-19
- **Instructor of the Cycle**: SFC Brian Butler, NCOA
- **Support of the Cycle**: Mrs. Tracy Boatwright
- **Distinguished Honor Graduate**: SSG Odum, E. Smith Jr., B Trp 5/15 AV, 194th Bde
- **Honor Graduate**: None Selected
- **Iron man**: SSG Jack E. Taylor, Cape Girardeau, 5th Recruiting Bde
- **Leadership Awardee**: SSG Colin Boyle, MCoE, NCOA
- **Volunteer**: SSG Stuart C. Gusti, C Co, 6th RTB

## IN ALC Class 001-19 (11B)
- **Instructor of the Cycle**: SSG Colin S. Boyle, NCOA
- **Support of the Cycle**: NCOA Dining Facility Staff
- **Honor Graduate**: None Selected
- **Distinguished Honor Graduate**: SGT Dominick J. Tortorella, 1/75 IN
- **Iron man**: SGT Thomas M. Edison, 3-15 IN
- **Leadership Awardee**: SGT Eric D. Allinder, 1-325 AIR
- **Volunteer**: None Selected

## IN ALC Class 001-19 (11C)
- **Instructor of the Cycle**: SSG Colin S. Boyle, NCOA
- **Support of the Cycle**: NCOA Dining Facility Staff
- **Distinguished Honor Graduate**: SGT Robert G. Reynolds III, 3/75 IN
- **Iron man**: SGT Robert G. Reynolds III, 3/75 IN
- **Leadership Awardee**: None Selected
- **Volunteer**: None Selected

## Armor 19D ALC Class 001-19
- **Instructor of the Cycle**: SFC Brandon J. Falso, NCOA
- **Support of the Cycle**: Mr. Ed Buckley, G-3 NCOES TM
- **Distinguished Honor Graduate**: None Selected
- **Honor Graduate**: SGT Christopher W. Lyon, B Trp 1-73 CAV
- **Iron man**: None Selected
- **Leadership Awardee**: SGT Austin C. Forby, A Trp 2-13 CAV

## Armor 19K ALC Class 001-19
- **Instructor of the Cycle**: SSG Patrick R. Naragon, NCOA
- **Support of the Cycle**: Mr. Bennett Stewart, CCTT
- **Distinguished Honor Graduate**: SGT Duran T. Sharplis, A Co, 1-8 CAV
- **Honor Graduate**: None Selected
- **Iron man**: None Selected
- **Leadership Awardee**: SGT Cameron Drugich, HHC 2-7 IN

## BLC Class 001-19
- **Instructor of the Cycle**: SSG Hung J. Dang, NCOA
- **Support of the Cycle**: None Selected
- **Distinguished Honor Graduate**: SPC Samuel T. Bishop
- **Iron man**: None Selected
- **Leadership Awardee**: SPC Samuel T. Bishop
- **CMDT’s INSP Awardee**: None Selected

## BLC Class 002-19
- **Instructor of the Cycle**: SSG Gintana S. Farr, NCOA
- **Support of the Cycle**: None Selected
- **Distinguished Honor Graduate**: SPC Matthew McCarthy, E Co, 3/75th RR
- **Iron man**: SPC Steven J. Nobrega, C Co, 3/75th RR
- **Leadership Awardee**: SPC Joshua Quay, HHD, 4th RTB
- **CMDT’s INSP Awardee**: None Selected
### NCO Academy Recognitions

#### IN ALC Class 002-19 (11B)
- **Instructor of the Cycle** – SSG Adam L. Seals, NCOA
- **Support of the Cycle** – None Selected
- **Honor Graduate** – SGT Christopher J. Newborg, E Troop, 2-1 CAV, 1 SBCT
- **Distinguished Honor Graduate** – None Selected
- **Iron man** – SGT Henry Stumpf, HHC, 1-64 AR, 1 ABCT, 3 ID
- **Leadership Awardee** – SGT Nicholas J. Day, HHC, 1-508 PIR, 3BC 82ND ABN DIV
- **Volunteer** – None Selected

#### Armor 19D ALC Class 002-19
- **Instructor of the Cycle** – SSG Shane A. Stabler, NCOA
- **Support of the Cycle** – Mr. Johny Knowles, DOTS
- **Distinguished Honor Graduate** – SGT Stephen A. Sobotka, A Troop 2-14 CAV, 2nd BCT, 25th ID
- **Honor Graduate** – None Selected
- **Iron man** – SGT Alfred K. Angelo, A Troop 1-89 CAV, 2nd BDE, 10th Mountain
- **Leadership Awardee** – SGT Brandon R. Schuster, HHC 1-35 AR, 2nd BDE, 1st AD

#### Armor 91M ALC Class 001-19
- **Instructor of the Cycle** – SFC Daniel Gillespie, AR School
- **Support of the Cycle** – None Selected
- **Distinguished Honor Graduate** – SGT Evon C. St., Duffus, E Co, 10th Brigade Engineer Battalion
- **Honor Graduate** – None Selected
- **Iron man** – SGT Moises Fierro, F Co, 6/9 CAV, 3rd Bde, 2nd Cav
- **Leadership Awardee** – SGT SGT Evon C. St., Duffus, E Co, 10th Brigade Engineer Battalion

#### Armor 19K ALC Class 002-19
- **Instructor of the Cycle** – SSG Anthony O. Cruz, NCOA
- **Support of the Cycle** – Mr. Johny Knowles, DOTS
- **Distinguished Honor Graduate** – SGT Jacob B. Purcell, B TRP 1-16 CAV
- **Honor Graduate** – None Selected
- **Iron man** – SGT Spencer G. Worden, A TRP 1-16 CAV
- **Leadership Awardee** – SGT Dominick E. Harris, D TRP 5-4 CAV

#### BLC Class 003-19
- **Instructor of the Cycle** – SSG Christian R. Meadows, NCOA
- **Support of the Cycle** – None Selected
- **Distinguished Honor Graduate** – SPC Brandon N. Metcalf, C Trp, 1-16TH CAV
- **Iron man** – SGT Jacob D. Regan, B Co. TF 1-28TH
- **Leadership Awardee** – SGT Jacob A. Coffman, A Co., 1ST BN, 1ST SFAB
- **CMDT’S INSPIR Awardee** – SPC Zachary C. Snyder, A Co, 707TH MI BN

#### BLC Class 004-19
- **Instructor of the Cycle** – SSG William M. Nichols, NCOA
- **Support of the Cycle** – None Selected
- **Distinguished Honor Graduate** SPC Timothy C. Willis, A Co, Troop Command, MEDDAC
- **Iron man** – SGT Earon J. Postellearman, C Co, 1-28th Task Force
- **Leadership Awardee** – SPC Timothy C. Willis, A Co, Troop Command, MEDDAC
- **CMDT’S INSPIR Awardee** – SPC John J. Torres, E Co, 507th RTB
## NCO Academy Recognitions

### M-SLC Class 003-19
- **Instructor of the Cycle**: George Sanchez, NCOA
- **Support of the Cycle**: Mr. Jason Elkin
- **Distinguished Honor Graduate**: SGT Ryan C. Breithart, C Co, 2-11 IN
- **Honor Graduate**: None Selected
- **Iron man**: SSG Conroy J. Dennis, HA Trp, 3rd Sqdn, 1st SFAB
- **Leadership Awardee**: SGT Tyler J. Acles, 4th RSTB
- **Volunteer**: SSG Joshua C. Plante, B Co, 138th IN, 1SBCT, 4ID

### M-SLC Class 004-19
- **Instructor of the Cycle**: George Sanchez, NCOA
- **Support of the Cycle**: Mr. Jason Elkin
- **Distinguished Honor Graduate**: SSG Ryan C. Breithart, C Co, 2-11 IN
- **Honor Graduate**: None Selected
- **Iron man**: SSG Courtney J. Ruff, B Co, 1-503rd PIR
- **Leadership Awardee**: SGT Brady T. Gear, C Co, 2-504th PIR
- **Volunteer**: SSG Joshua C. Plante, B Co, 138th IN, 1SBCT, 4ID

### IN ALC Class 003-19 (11B)
- **Instructor of the Cycle**: SSG Keith W. French, NCOA
- **Support of the Cycle**: None Selected
- **Distinguished Honor Graduate**: SGT Nicholas E. Schettini, B Trp, 3rd BN, 3rd SFAB
- **Iron man**: SGT Courtney J. Ruff, B Co, 1-503rd PIR
- **Leadership Awardee**: SGT Brady T. Gear, C Co, 2-504th PIR
- **Volunteer**: None Selected

### IN ALC Class 004-19 (11B)
- **Instructor of the Cycle**: IN SESSION
- **Support of the Cycle**: IN SESSION
- **Distinguished Honor Graduate**: IN SESSION
- **Iron man**: IN SESSION
- **Leadership Awardee**: IN SESSION
- **Volunteer**: IN SESSION

### Armor 19D ALC Class 003-19
- **Instructor of the Cycle**: IN SESSION
- **Support of the Cycle**: IN SESSION
- **Distinguished Honor Graduate**: IN SESSION
- **Iron man**: IN SESSION
- **Leadership Awardee**: IN SESSION
- **Volunteer**: IN SESSION

### Armor 19K ALC Class 003-19
- **Instructor of the Cycle**: IN SESSION
- **Support of the Cycle**: IN SESSION
- **Distinguished Honor Graduate**: IN SESSION
- **Iron man**: IN SESSION
- **Leadership Awardee**: IN SESSION
- **Volunteer**: IN SESSION

### BLC Class 005-19
- **Instructor of the Cycle**: SSG Hung J. Dang, NCOA
- **Support of the Cycle**: None Selected
- **Distinguished Honor Graduate**: SPC Donghek Chae, B Co 1-19th IN BN, 198th IN BDE
- **Iron man**: SPC Andrew G. Justice, A Co, TF 1-28th IN
- **Leadership Awardee**: CPL Kurene V. Ma’o, HHC, 198th IN BDE
- **CMDT’s INSPIR Awardee**: SPC Jeremy K. Foust, E Co, 1/507 PIR

### BLC Class 006-19
- **Instructor of the Cycle**: IN SESSION
- **Support of the Cycle**: IN SESSION
- **Distinguished Honor Graduate**: IN SESSION
- **Iron man**: IN SESSION
- **Leadership Awardee**: IN SESSION
- **CMDT’s INSPIR Awardee**: IN SESSION
The Henry Caro NCO Academy is always accepting applications for those NCOs interested in becoming the best Instructors the Army has to offer. You will be challenged every day training and educating NCOs from across the Army and will be helping to shape the future of our NCO Corps.

**Instructor Badge(s):** Future instructors will attend the Common Faculty Development Instructor Course (CFDIC) and earn the special qualifying identifier “8” and can earn the Basic Instructor Badge as early as 6 months once you are certified. Opportunities are available to also earn the Senior and Master Instructor Badges.

**Civilian Education:** Our Instructors have ample time to complete civilian education whether online or in the classroom. The Fort Benning Education Center and the participating colleges do an outstanding job at providing classes that our flexible with our schedules.

**Functional Courses:** The leadership here at the NCO Academy understand and encourage the continued development of our Instructors and provide multiple opportunities for functional course attendance. Our Instructors have graduated from Airborne, Pathfinder, Ranger, Army Reconnaissance Course and many other courses while assigned here as an Instructor.

**Promotion Potential:** Instructors assigned to the NCO Academy have a high potential for promotion. Over the past 2 Promotion Boards, 22 SSGs have been selected for SFC, 4 SFCs have been selected for MSG, and 2 out of 4 1SGs have been selected for attendance to the United States Army Sergeants Major Academy.

[Select the link below to apply](http://www.benning.army.mil/MCoE/ncoa/InstructorApplication.html)

Follow us on Facebook

https://www.facebook.com/FortBenning-NCO-Academy-1629154024022775/

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### NCO Academy Contacts and Links

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<tr>
<th>The Henry Caro NCO Academy</th>
<th>Phone</th>
<th>Email</th>
<th>Website</th>
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<tr>
<td>The Commandant</td>
<td>(706) 545-2233</td>
<td><a href="mailto:eric.r.bunuan.mil@mail.mil">eric.r.bunuan.mil@mail.mil</a></td>
<td><a href="http://www.benning.army.mil/MCoE/ncoa/index.html">http://www.benning.army.mil/MCoE/ncoa/index.html</a></td>
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<td>The Deputy Commandant</td>
<td>(706) 545-2235</td>
<td><a href="mailto:eric.r.bunuan.mil@mail.mil">eric.r.bunuan.mil@mail.mil</a></td>
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<tr>
<td>Operations NCOIC</td>
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| Senior SGL                  | (706) 545-5528 | Brad.d.wood.mil@mail.mil |

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