



**DEPARTMENT OF THE ARMY
UNITED STATES ARMY INFANTRY SCHOOL
1 KARKER STREET, BUILDING 4
FORT BENNING, GEORGIA 31905-4500**

ATSH-TP

18 March 2025

MEMORANDUM FOR RECORD

SUBJECT: Individual Student Assessment Plan for the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-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.

2. The purpose of Indirect Fire Infantryman Advanced Leaders Course (ALC) is to educate, train, and develop self-confident and adaptable Indirect Fire Infantryman 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 squad and platoon level. Training/education builds on experience gained in previous training/education and operational assignments.

3. Infantry Advanced Leader Course (ALC) is a branch specific learner centric course for primary MOS 11C30. The conduct of the course involves 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 CMF11 critical/common tasks/topics, select tactics tasks/topics (reconnaissance/security), and mandatory training.

4. The 010-11C30-C45 Indirect Fire Infantryman Advanced Leaders Course is a two-phased course. Phase 1 is 7 days virtual learning (VL), and phase 2 is 28 days resident. The course will challenge learners to think critically, generate creative ideas, and learn to build and enhance their technical and tactical skills. The conduct of the course involves synchronous VL (Non-Resident), collaborative classroom learning (Resident).

Course Outcomes:

- a. NCOs capable of applying the four professional NCO attributes: lead; train and educate; care for Soldiers and equipment; maintain and enforce standards.
- b. NCOs capable of adaptive and critical thinking to communicate effectively (orally or written) and take appropriate action.

5. Special Information

a. Refer to https://www.benning.army.mil/MCoE/ncoa/index.html?_3750 and click on the link for IN ALC from the "Courses" drop down menu on the left for the Welcome Letter, Student Documents, and Class Course Dates.

b. AC 11C ALC Phase 1 VL:

(1). Phase 1 (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. The maximum allowable time between phases 1 & 2: is no more than 3 days (travel to Resident/ADT Phase 2).

c. 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.

d. 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.

e. Course Critical Events are defined as Graduation Requirement.

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

6. Training includes:

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

b. Module B (NCO_C3) 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; Physical Fitness Program; Training Management; The Army's Maintenance Program; Contemporary Issues; Talent Management; Financial Readiness.

c. Module C (CMF 11 Common) - Land Navigation Evaluation; Land Navigation

Written PE; Forward Observer Procedures; Forward Observer Procedures Evaluation; NCOER; Risk Management; Wear and Appearance of the Army Uniforms; Army / Infantry History; Combat Identification; Combat Identification assessment, SHARP.

d. Module D (Weapons / STX) - Range Operations; Marksmanship Training; Marksmanship Pre and Post Assessments.

e. Module E (Platoon Tactics) - Patrolling; Large Scale Combat Operations (LSCO) Defensive Operations and Offensive Operations; Troop Leading Procedures / Combat Orders; Operational Graphics; Conduct Individual Training; and Tactics Assessment.

f. Module F (CMF 11C) – Fire Support Planning; Gunners Certification; M2 Aiming Circle; Tactical Employment of Mortars; Mortar Tactics Assessment; Fire Direction Center Procedures – M16 Plotting Board; FDC Procedures – M16 Plotting Board Assessment; Mortar LFX.

7. 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 or RTI equivalent 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 their course ISAP and in response to student questions, 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 instructors alone 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.

(5). Fairness and Equity are demonstrated so that every student can experience an academic environment that is free from the injustices caused by any form of intellectual dishonesty.

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

f. 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.

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

a. Successful completion of the record ACFT is mandatory for course graduation. Soldiers attending the identified PME schools and courses will be administered an ACFT. For PME courses with multiple phases, the initial ACFT will be administered during the first phase of the resident course. One ACFT retest is allowed and will be administered no earlier than 7 and no later than 24 days after the initial failure of the ACFT. Students must score a minimum of 60 points in each ACFT event to pass. All subsequent failures of the ACFT will result in the removal from the

course. The record ACFT will be uploaded into Defense Training Management System (DTMS). Additionally, any Student who receives a temporary profile after failing the initial ACFT, which hinders the administration of any retest (ACFT), 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.

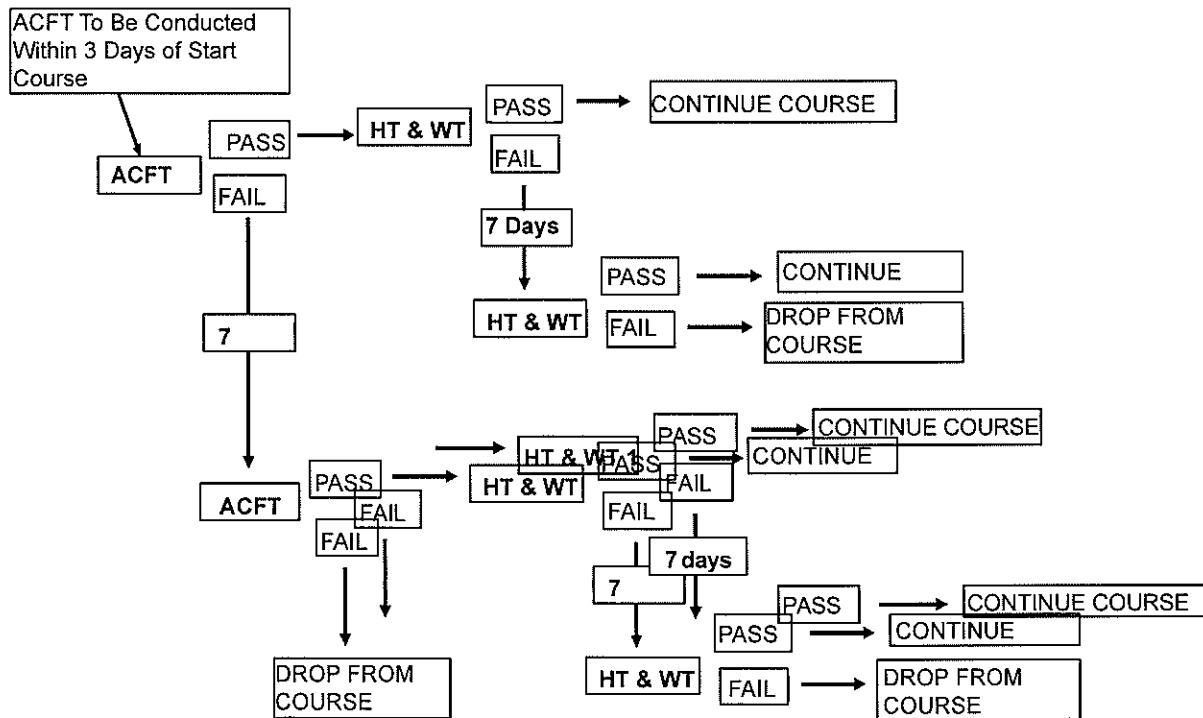
f. Individuals 40 years of age and older must be medically cleared before they can be enrolled in the ALC. Individuals must have in their possession a completed Pre-execution Checklist (dated April 2018) with the physical date from the SF 88 or DD Form 2808 annotated to include the Cardiovascular Screening. Soldiers arriving at Infantry 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. (See Figure 1.)

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



9. 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 six events, with a cumulative score of 540 points or more on the record Army Combat Fitness Test (ACFT), 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 ACFT.

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 ACFT 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 111, block a, it will be annotated "Failed to Achieve Course Standards".

j. The Student's DA Forms 1059 (Evaluation Report) will show "YES" to mean "within standard" and include the following statement in the comment section: "Soldier scored 540 points or more on the ACFT with minimum of 80 points in each event and, IAW AR 600-9, is exempt from Army body fat assessment.

10. Academic Remedial/ Re-Testing Policy. 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. 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.

11. 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 ACFT 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.

12. 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 three or more adverse counseling is considered a habitual offender including but not limited to; negative attitude, or lack of motivation, 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. ACFT and HT/WT will not be included.

(b) Fail three or more initial assessments. ACFT and HT/WT will not be included.

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

(d) Compassionate reasons.

13. Processing Relief Actions

a. Students considered for dismissal must be counseled by the chain of command (usually the assigned Small Group Leader (SGL), 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.

14. 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 "1". 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 IN ALC graduates can achieve course standards in accordance with the desired end state. Students are required to pass all Course Critical Events to graduate IN 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
ACFT	360 pts; 60 per event DA705	Yes	Yes	See scale
Height/Weight	AR 600-9	Yes	Yes	AR 600-9
Phase 1 Exam	70% to pass	No	No	Written Evaluation
Land Navigation	5/7 points in 5 hours, Night into day Test	Yes	Yes	See scale
Forward Observer Exam	70% to pass	Yes	Yes	Written Evaluation
Tactics Exam	70% to pass	Yes	Yes	Written Evaluation
Marksmanship Exam	70% to pass	Yes	Yes	Written Evaluation
M16 Plotting Board	70% to pass	Yes	Yes	Written Evaluation
MTR Tactics	70% to pass	Yes	Yes	Written Evaluation
Vehicle ID	70% to pass	Yes	Yes	Written Evaluation
Battle Brief	70% to pass	No	No	See Rubric
1009A	70% to pass	No	No	See Rubric

d. COMPO 1: (Regular Army)

- (1). Written Assessments – 30%.
- (2). M16 Plotting Board – 15%.
- (3). Leadership Performance Evals – 25%.
- (4). Peer Evaluation – 10%.
- (5). Land Navigation – 20%.

e. COMPO 2 / 3: (National Guard / Reserve) Training Phases

- (6). Written Assessments 20%.
- (7). Garrison Phase – 15%.

- (8). Tactical Phase – 15%.
- (9). M16 Plotting Board – 10%.
- (10). Peer Evaluation – 15%.
- (11). Land Navigation – 15%.
- (12). Leader Core Competencies – 10%.

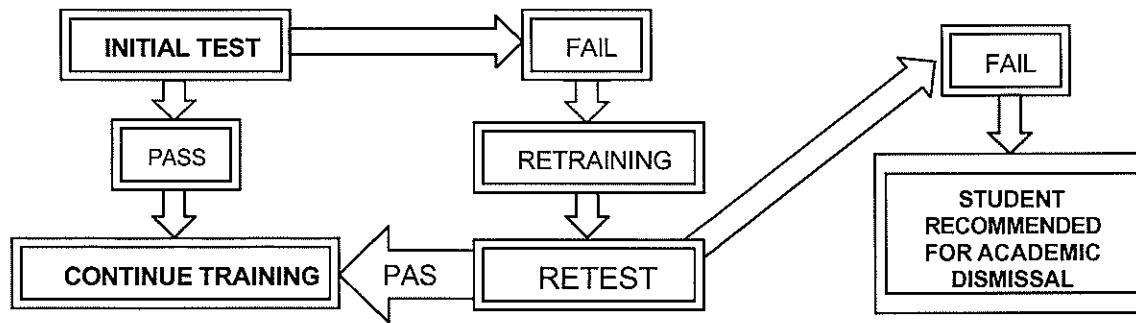
(Phased Training is when a Soldier attends phase 1 of this course at one RTI then returns later to complete phase 2 either at the same RTI or a different RTI.)

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

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

- f. For class standing, the GPA averages and ACFT score 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.
- g. Students who received any "Did Not Meet Standard" assessment within the DA Form 1059 PART II 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 III, block a.
- h. 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.
- i. ACADEMIC TEST/ RETEST FLOW CHART WRITTEN ASSESSMENT ACADEMIC TIME



j. 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.

k. Instructors will provide a student with an individual assessment. In addition to the areas listed, Infantry 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.

l. 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. During Mortar Live Fire Exercise (LFX) and Conduct Individual Training the students will be monitored and assessed while performing training Common Leader Combat Skills (CLCS). 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 the students' ratings on the students' attributes and competencies rubric.

m. Peer Evaluations – 10% of Composite Score. Each Student will enumerate every student in their small group. Students will not rate themselves during peer evaluations. Each Small Group Leader will evaluate each Student based on the observations throughout the course while participating in required training.

n. Written / Oral Performance Assessments - there are written and oral performance assessments. Instructors will provide a rubric as a reference by which students will be assessed. This may include an OPORD or patrol brief, battle brief, persuasive essay, writing an NCOER, and Conduct Individual Training. The research for these assignments will be conducted on the student's time, after class, and throughout the course. All work must be your own.

o. Students involved in pilot or accelerated courses will be given the same opportunity to be evaluated for their attributes and competencies. Students in these situations will be evaluated on the areas they perform in, and given an assessment based on their overall performance. Students will not be given credit for evaluations they did not perform. For any attribute or competency in Part II, Blocks f through k of DA Form 1059 that was not actually performed by the student will be given a "not evaluated" rating. Restrictions for honors will not be made regardless of course length or number of evaluations performed.

15. Grading and Test Plan. The minimum performance standard that must be achieved is 70 percent on each written assessment. Students must pass all assessments to graduate. The written assessments count toward 35% of the Students Composite Score. Performance assessments are graded on a GO or NO-GO scoring criteria.

a. Module C CMF 11. This assessment point consists of one Performance Assessments and one Written test. All written assessments are multiple choice assessments and are book.

b. Land Navigation (Course Critical Event) assessment counts toward 20% of students composite score. This is a performance evaluation where the students will be evaluated on their ability to navigate from point to point during the hours of darkness and daylight while dismounted beginning 2 hours before begin morning nautical twilight (BMNT). Students will have five hours to locate seven points.

- (1). Visit the minimum number of points required, 5 out of 7 points in five hours.
- (2). You must return to the end point within the time limit.
- (3). You must write the correct number and have the correct punch in the right space on the score sheet.
- (4). Students will receive a NO GO for the following reasons:
 - (a). Failing to meet the time standards.
 - (b). Possessing unauthorized items, if in doubt, ask first
 - (c). Non-military compass

- (d). Extra cell phones.
- (e). Personal map.
- (f). Any type of wireless device.
- (g). Any kind of personal GPS.
- (h). Talking to another student in a non-emergency situation.
- (i). Cheating, lying or disrespect to a cadre member.
- (j). Keeping course notes, answers, routes etc. after the end of course sterilization.
- (k). Loss of score sheet.

c. Combat ID Assessment (W): (Course Critical Event) counts toward 10% of student's composite score. Within the time and without references, you must identify 35 out of 50 threat / friendly vehicles and helicopters by nomenclature. All friendly equipment must be identified correctly to receive a GO rating. If a Soldier fails to receive a GO on first attempt, they will be retrained and retested. If the Student fails the retest, they will be recommended for dismissal from the course.

c. Module D Weapons. This assessment consists of two written evaluations and one performance assessment that encompasses all material presented in the Module C. All written evaluation is multiple choice and are closed book.

d. Module E Platoon Tactics. This assessment point consists of one written assessment and one performance assessment encompassing all material presented in the Module E, Platoon Tactics. All written assessments are multiple choice assessments and are closed book.

e. OPORD (Composite Score) This is a written and oral presentation covering all material presented in the Combat Orders, Troop Leading Procedures blocks of instruction. It is graded on a GO or NO-GO scoring criteria and requires the student to give an oral presentation to the class.

f. Module F 11C Specific Training: This assessment point consists of both written assessments (2) and (3) performance assessments encompassing all material presented in Module F, 11C Specific Training. All written assessments are multiple choice assessments and are closed book. The M16 Plotting Board Assessment counts toward 15% of students Composite Score.

16. Written and Oral Evaluations:

a. Conduct Individual Training: (Composite Score) This assessment will assess the student's ability to conduct individual training. Students will be assigned an individual task that they will be responsible to plan, prepare, and present to a small group. Students will have 40 minutes to present their training and will be evaluated IAW the Conduct Individual Training rubric. The score the student achieved will be added to the overall composite score as well will be used to assess competencies and attributes listed in blocks f thru k in part II, Academic Achievement on your DA Form 1059, Service School Academic Evaluation Report.

b. Integrated Military History Briefing: (Composite Score) This is a written and oral presentation covering all material presented in the Military History blocks of instruction. It is graded on a point scoring system and requires the student to give an oral presentation to the class. This briefing 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.

17. Academic Probation.

a. If a student fails a test, he/she will be placed on academic probation and re-trained before taking a retest. The SGL will refer students who fail the re-test to the Company 1SG 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 Company 1SG for an honor violation dismissal from the course.

18. Counseling. 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.

a. The Small Group Leader (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.

b. Adverse Counseling. Three or more adverse counseling's qualifies the student for dismissal from this course. The Small Group Leader (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, effort (such as failing initial exams), 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.

c. Student Grievances and Redress. Grievances that are non-academic in nature must first be discussed with the SGL, SSGL, and then the 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.

19. Academic Performance. 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:

a. Commandants List. (Limited to the top 20% of the class) To be on the commandants list a student must:

(1). Receive a cumulative attributes and competencies score of 540 or higher of a possible 600 points from the Assessing Attributes and Competencies rubric.

(2). Must pass all initial assessments and receive an average score of 80% on all assessments/evaluations.

(3). Successfully find 6 out of 7 points on Land Navigation.

(4). Pass the ACFT with a minimum of 540 on the initial attempt.

(5). Receive no negative counseling statements.

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

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

(1). Receive a cumulative attributes and competencies score of 480 – 539 of a possible 600 points from the 1009A.

(2). Pass all initial assessments and with an average of score of 80% on all assessments/evaluations (GPA of 3.2 or higher).

(3). Successfully find 5 out of 7 points on Land Navigation.

(4). Pass the ACFT with a minimum score of 480 on the initial attempt.

(5). Receive no negative counseling statements.

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

c. 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 5 out of 7 points on Land Navigation.

(4). Pass the ACFT with a minimum of 60% in each event.

(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). Meet the body fat standard listed in AR 600-9.

d. 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.

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

(4). If any "Did Not Meet Standards" rating is selected in any areas listed in blocks f through k in part II, 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.

20. Assessing Attributes and Competencies

- a. The form 1009A (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 point, 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. 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 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 II, blocks f thru k. The following scale will determine the overall rating:
 - (1). Far Exceeds: 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.

21. Award Standards

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

b. 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%).

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

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

(1). Possessed the highest overall grade point average (GPA) within the class, but not less than 90 percent.

(2). Successfully completed all phases of assessments and evaluations the first time administered.

(3). Did not receive any derogatory or adverse counseling, (e.g., being late for formation).

(4). Remained in compliance with AR 600-9, The Army Body Composition Program.

(5). Received a "Far Exceeds" rating on all leadership evaluations.

(6). Received a "Far Exceeds" rating on the Small Group Leaders (SGL) End of Course Evaluation.

(7). Score at least 540 points on the Assessing Attributes and Competencies rubric.

e. Leadership Award. Students competing for the award must be eligible for the Commandants list. It is based on demonstrated leadership excellence. Candidates for this award are selected by their peers to compete at a standardized board, which will select the overall winner of each award.

f. Physical Fitness Award (Iron Warrior). The Iron Warrior Award is presented to the student who achieves the highest overall score during the Iron Warrior Challenge. Students who receive a referred report will be ineligible for this award.

g. Volunteer Service Award: The Volunteer Service Award is presented to the student who participates the most in volunteer opportunities in the local community while attending IN ALC. Students who "Did Not Meet Course Standards" will be ineligible for this award.

22. The point of contact for this document is the Branch Chief, 706-545-0986.

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JASAN K. WEAVER
CSM, USA
Commandant, NCOA

PHILLIP KINIERY
Brigadier General, USA
Commandant, U.S. Army Infantry School



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ATZB-NC

19 September 2025

MEMORANDUM FOR RECORD

SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman ALC 010-11C30-C45 Phase 2 Individual Student Assessment Plan (ISAP), the Course Management Plan (CMP), and Program of Instruction (POI) Army Fitness Test and Army Body Fat Assessment Exemption for Army Fitness Test Score.

1. References.
 - a. Army Directive (AD) 2025-06 (Army Fitness Test), dated 17 April 2025.
 - b. Army Directive (AD) 2025-17 (Army Body Fat Standard for Army Fitness Test Score), dated 4 September 2025.
 - c. 010-11C30-C45 Phase 1 (VL), dated 27 January 2025.
 - d. 010-11C30-C45 PH2 CMP, dated 27 January 2025.
 - e. Individual Student Assessment Plan for the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45 dated 18 March 2025.
 - f. Indirect Fire Infantryman ALC 010-11C30-C45 Phase 2 Version 12 POI.
2. AD 2025-06 directs the AFT as the physical fitness test of record and replaced the Army Combat Fitness Test (ACFT) on 1 June 2025. Professional Military Education courses that administer a fitness test after 31 May 2025 must administer an AFT.
3. AD 2025-17 directs the AFT to be completed prior to a HT/WT screening. Effective immediately, all Soldiers who score 465 points or more on the record general standard or combat standard Army Fitness Test (AFT), with a minimum of 80 points in each event, are deemed in compliance with the Army body fat standard. This policy applies to Soldiers who complete all five primary events of the AFT; no alternate events are authorized. This body fat standard modification is not retroactive. All Soldiers will still conduct height and weight screening. Soldiers who meet the requirements do not require the one-site circumference-based tape assessment.
4. To implement this change in the Indirect Fire Infantryman ALC, add the following to both CMPs which can be found on CMP page 2 (pdf p. 3), para 2d:
“Meet height and weight standards IAW AR 600-9. NCOAs will facilitate an initial AFT prior to HT/WT screening, IAW Army Directive 2025-17 (Army Body Fat Standard for Army Fitness Test Score) to determine if Soldiers meet the 465 points or more with a minimum of 80 points in each event. This policy applies to Soldiers who complete all five primary events of the AFT; no alternate events are authorized.”

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SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman ALC 010-11C30-C45 Phase 2 Individual Student Assessment Plan (ISAP), the Course Management Plan (CMP), and Program of Instruction (POI) Army Fitness Test and Army Body Fat Assessment Exemption for Army Fitness Test Score.

5. The Soldier's DA Form 1059 Service School Academic Evaluation Report will show "YES" to represent "compliance with AR 600-9 standards" and include the following statement in the comments section:
"Soldier is in compliance with the Army body fat standard IAW AD 2025-17 and AR 600-9."
6. All remarks of ACFT will now be referred to as AFT.
7. The Point of Contact for this action is SGM Steven J. Zehender, at 706-464-7439 or steven.j.zehender.mil@army.mil.

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19 September 2025

MEMORANDUM FOR RECORD

SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45 Individual Student Assessment Plan (ISAP) criteria for commandant's list and superior academic achievement.

1. Reference: Individual Student Assessment Plan for the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45, dated 18 March 2025.
2. To ensure we will fill the percentage of students being recognized with honors we must change the criteria associated with commandant's list and superior academic achievement.
3. To implement this change in the Indirect Fire Infantryman ALC, use the criteria below to determine commandant's list and superior academic achievement which can be found in the ISAP on page 16 (pdf p.16), para 19a and para 19 b:
 - a. Commandant's List (Limited to the top 20% of the class). To be on the commandant's list a 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 3.6 cumulative GPA.
 - (7) Must meet the body fat standards listed in AR 600-9 on the initial test (if required).
 - b. Superior Academic Achievement (Limited to the top 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).

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SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45 Individual Student Assessment Plan (ISAP) criteria for commandant's list and superior academic achievement.

(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).

c. In the event of a tie due to GPA the AFT score will be used as the discriminating event.

4. The Point of Contact for this action is SGM Steven J. Zehender, at 706-464-7439 or steven.j.zehender.mil@army.mil.

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19 September 2025

MEMORANDUM FOR RECORD

SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45 Individual Student Assessment Plan (ISAP) criteria for Leadership Award, Physical Fitness Award (Iron Warrior), and removal of the Volunteer Service Award.

1. Reference: Individual Student Assessment Plan for the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45, dated 18 March 2025.
2. To ensure we give all students a greater likelihood of being eligible to be recognized as the Iron Warrior or earn the Leadership Award we must change the criteria associated with those. We are also removing the Volunteer Service Award from being mentioned in the ISAP.
3. To implement this change in the Indirect Fire Infantryman ALC, use the criteria below to determine the Leadership Award and Physical Fitness Award (Iron Warrior) which can be found in the ISAP on page 20 (pdf p.20), para 21e and para 21f:
 - a. 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

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SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman Advanced Leader Course (ALC) 010-11C30-C45 and 071-11C30-C45 Individual Student Assessment Plan (ISAP) criteria for Leadership Award, Physical Fitness Award (Iron Warrior), and removal of the Volunteer Service Award.
required).

(4) In the event of a tie due to AFT score the students' GPA will be used as the discriminating event.

4. The Point of Contact for this action is SGM Steven J. Zehender, at 706-464-7439 or steven.j.zehender.mil@army.mil.

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19 September 2025

MEMORANDUM FOR RECORD

SUBJECT: Errata Sheet – Changes to the Indirect Fire Infantryman ALC 010-11C30-C45 Phase 2 Program of Instruction (POI) Land Navigation Assessment.

1. Reference: Indirect Fire Infantryman ALC 010-11C30-C45 Phase 2 Version 12 POI.
2. The POI states that the conditions for the land navigation assessment are “In a field environment, during the hours of daylight”. Currently we are conducting land navigation from darkness into daylight.
3. To implement this change in the Indirect Fire Infantryman ALC, replace what is listed above with the following to POI page 7-2 (pdf p. 51), Lesson ID 071-NRRAD000: “In a field environment, during the hours of darkness into daylight”
4. The Point of Contact for this action is SGM Steven J. Zehender, at 706-464-7439 or steven.j.zehender.mil@army.mil.

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