

Armor Basic Officer Leader - Branch Individual Student Assessment Plan
Course Number 2-17-C20B, Program of Instruction Version (03.0)

This ISAP Contains

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1. ISAP Purpose: The ISAP details the training methodology, assessment, retraining/retesting plan, recycle policy and Graduation Requirements for the Armor Basic Officer Leader Course (ABOLC). If there is a conflict between this ISAP and the Course Program of Instruction (POI), the POI takes precedence.

2. Course Expectations: ABOLC students are expected to be disciplined, professional, physically fit, and mentally prepared for training. Professional Army Officers should be educated (possessing the ability to write and speak effectively), eager to learn and succeed (motivated and confident), and accountable for proficiency at BOLC-A (commissioning source) tasks.

3. Standards of Conduct (Honor Code). Students are expected to follow basic good order and discipline to include timeliness and appearance. Failure to meet basic standards could result in being dropped from the course. A Soldier will not lie, cheat, steal, nor tolerate those who do. Any student who knows of an Honor Code violation but fails to report it is in direct violation them self. Any student found guilty of an Honor Code violation will be immediately referred to the OIC or NCOIC / Senior Instructor for administrative action or possible UCMJ. The honor code is not designed to stifle individual academic freedom or deny sharing of knowledge or interaction with fellow students. The Honor Code does not preclude students from working together in or out of the classroom in a collaborative effort when directed to do so by the instructor. Instructors will inform students when they are permitted to work together to complete an examination, evaluation, or assignment.

Students suspected of conducting or participating in academic dishonesty will be required to appear in front of a board chaired by the Squadron Commander. If the board substantiates the offense the student will receive a Failed to Achieve Course Standards DA 1059 with supporting comments annotated on their AER and any additional administrative disciplinary action by the Squadron Commander. The board will subsequently forward the board's recommendation to the Brigade Commander who has the authority to impose judicial or non-judicial punishment and/or course dismissal.

Academic misconduct definitions:

a. Aiding and abetting academic misconduct: Knowingly helping, procuring or encouraging another person to engage in academic misconduct.

b. Cheating: Any dishonesty or deception in fulfilling an academic requirement such as:

(1) Use or possession of unauthorized material or technological devices during an examination, an "examination" meaning any written, oral work or assessment submitted for evaluation or grade.

(2) Obtaining assistance with, or answers to, examination questions from another person with or without that person's knowledge.

(3) Furnishing assistance with, or answers to, examination questions to another person.

(4) Possessing, using, or distributing unauthorized copies of an examination.

(5) Representing as one's own, an examination taken by another person.

(6) Obtaining unauthorized access to the computer files of another person or agency or altering or destroying those files.

c. Fabrication: The falsification of any information, research statistics, or citation in an academic exercise.

d. Plagiarism

(1) Submitting another's published or unpublished work in whole, in part or in paraphrase, as one's own without fully and properly crediting the author with footnotes, quotation marks, citations, or bibliographic references.

(2) Submitting as one's own original work, material obtained from an individual, agency, or the internet without reference to the person, agency or webpage as the source of the material.

(3) Submitting as one's own original work material that has been produced through unacknowledged collaboration with others without release in writing from collaborators.

(4) Submitting one's own previously written, oral, or creative work without modification and instructor permission.

e. Violating ethical or professional standards will be determined by the Course Commander or appointed investigating officer.

4. Attendance. Students attend all instruction unless released by the Troop (Phase) Commander to include medical and emergency issues. Absences in excesses of one day will

require Squadron Commander approval. Excessive absences from training may result in recycle.

a. Medical limitations. Commanders will determine participation in ABOLC following a medical evaluation and accompanying recommendations. The first colonel (or designated lieutenant colonel) in the chain of command will make the decision to recycle the student immediately or hold him/her at the Reserve Component of ABOLC location pending medical treatment and recovery. In the case of Reserve Component (RC) students, consultation with USAR/ARNG liaison is required. Students who are not medically capable of completing ABOLC will be referred for the Medical Evaluation Board and/or military occupational specialty/Medical Retention Board process.

b. Pregnancy. Due to the physical requirements and the occupational hazards associated with ABOLC, Soldiers that are pregnant or become pregnant will notify the commander and be removed from the course and placed on a temporary T-3 pregnancy profile for the duration of the pregnancy IAW AR 40-501 para 7-9 line (c). Active Duty Soldiers that are pregnant, or become pregnant, will be placed in a hold status until cleared by their privileged provider to continue ABOLC. National Guard/Reserve Soldiers will either be placed in a hold status or dropped from the course if their state is unable to extend their orders.

5. Physical Fitness Standards. All students must meet height and weight standards established in AR 600-9 to graduate. All students must pass either the Army Physical Fitness Test (APFT) or Army Combat Fitness Test (ACFT) to graduate per AR 350-1. All students must pass the APFT IAW the standards of FM 7-22 until 30 September 2020. The Army will transition to the ACFT 1 October 2020. All students must achieve the minimum ACFT requirements for each event to graduate.

6. Student Grievances and Redress. Students may challenge any examination or evaluation in this course. A student wishing to challenge an evaluated event will prepare a memorandum detailing the nature of his grievance. The Squadron Commander will review the request and make a determination on the appropriate redress.

7. Course Training Methodology:

Instructors/Cadre will facilitate student education using a variety of methods. Training follows a logical progression from technical to doctrinal subjects that equip the student with the knowledge, skills and abilities to lead a Tank Platoon.

8. Course Overview: Provide Commanders in the field with Armor Leaders trained in the fundamentals of tank platoon weapon systems and capabilities, combined arms maneuver and wide area security tactics, and instill in them the warrior spirit, preparing them to assume leadership of a mounted platoon.

During the 19 week Armor Basic Officer Leader Course, the Armor officer will receive training in the following subject areas:

(Foundational): During Block I, lieutenants will receive training IAW AR 350-1 and the Common Core Task List (CCTL).

(Technical): During Block II, lieutenants must: employ platoon movement formations and techniques; operate within the capabilities and limitations of the combat platform; integrate, and control organic direct fire control systems; manage platoon property IAW the Command Supply Discipline Program (CSDP); conduct maintenance IAW the Command Maintenance Discipline

Program (CMDP); plan, prepare, and execute platoon-level sustainment operations such as: fuel, fix, arm, and resupply.

(Tactical I): During Block III, lieutenants must: communicate effectively and doctrinally – orally, written, graphically, and digitally; plan and prepare offensive, defensive, and reconnaissance and security operations; conduct intelligence preparation of the battlefield; analyze and apply the effects of the mission and operational variables to a mission; plan, integrate, and control indirect fires; demonstrate knowledge of combat vehicles, equipment, and weapons capabilities and their application in combat (friendly/threat).

(Tactical II): During Block IV, lieutenants must: pass a record APFT (ACFT when implemented); lead a platoon under combat conditions; demonstrate situational understanding and agility in adapting to changes within a complex operational environment; conduct Troop Leading Procedures (TLPs) at the platoon level; analyze and apply Relative Combat Power Analysis (RCPA) to achieve a tactical advantage; conduct platoon missions in the context of a Decisive Action Training Environment (DATE).

The POI accomplishes its mission in 5 modules. Module A – consists of non-academic activities; In-Processing, Physical Readiness Training, APFT/ACFT, Senior Leader Seminars and Out-Processing. Module B – focuses on directed Common Core Task List (CCTL) Training. Module C – consists of Technical, Gunnery and Recovery Training. Module D – focuses on Doctrinal Training. Module E - provides the Armor Officer the opportunity to apply the knowledge, skills and abilities learned in the previous modules to lead a tank platoon during a Field Training Exercise (FTX), and Supervise Recovery of the Platoon upon completion of the FTX.

9. Assessment Plan. Soldiers will be assessed using a combination of methods. The assessment method will be determined by the event. Established doctrinal standards will be used where they exist and rubrics are used in the absence of doctrinal standards.

11. Field Training Exercise: Soldiers are challenged to apply the skills and knowledge learned in Blocks 1-3 during a Field Training Exercise (FTX) in Block 4. During the FTX Soldiers will be assessed at least once as a Tank Platoon Leader.

12. Assessments (Graduation Requirements):

To graduate from ABOLC, students must meet or exceed the requirements for the following Course Critical Events:

Physical Fitness Requirements:

- a. Army Physical Fitness Test (APFT). Achieve 60 points minimum for each event until 30 Sept 20.
- b. Army Combat Fitness Test (ACFT). Achieve 60 points minimum for each event beginning 1 Oct 20.
- c. Meet Height and Weight Standards IAW AR 600-9.

Common Core Task List (CCTL) Requirements:

- a. M4 Carbine. Qualify (with CCO) by obtaining a minimum of 23 hits during Record Fire (Table VI) IAW TC 3-20.40 qualification standards for Rifle/Carbine.
- b. Hand Grenade Qualification Course (HGQC). Pass 5 of 7 Stations IAW TC 3-23.30.

- c. Land Navigation Day/Night (Dismounted). Find 6 of 8 Points within 5 hours (2 and ½ hours per condition).

High Physical Demand Tasks (HPDT) Requirements:

- a. 12 Mile Foot March. Complete the march in under 5 hours without running.
- b. Drag a Casualty to Safety. Drag 188lb SKED 15 meters in under 1 minute.
- c. Engage a Target with a Hand Grenade at 35 meters. Grenade must pass the 30 meter line.
- d. Lift and Move a 69lb Duffle Bag. Lift duffle bag up 38 inches and place on ground in under 10 seconds.
- e. Lift and Carry 120mm MPAT Training Rounds. Move 12 rounds 5 meters within 5 minutes.
- f. Load 120mm MPAT Training Rounds. Load 5 rounds, each round must be loaded in under 7 seconds.

Branch Specific Requirements:

- a. Gunnery Skills Test (GST). Pass all Tasks IAW TC 3-20.31-1, Chapter 3.
- b. Doctrine Exam (Written Test). Obtain a minimum score of 70 points IAW the grading rubric.
- c. OPORD Development. Obtain a minimum score of 70 points on GATE OPORD IAW the OPORD grading rubric.
- d. M17 Pistol. Qualify by obtaining a minimum of 21 target hits during Record Fire (Table VI, Stage 1 Day Fire) IAW TC 3-20.40 qualification standards for Pistol.
- e. FTX Mission Execution. Obtain a minimum score of 70% IAW the FTX grading rubric.
- f. Order of Merit List (OML). Obtain a minimum of 700 out of 1,000 possible OML points.

13. Order of Merit List (OML) Point Distribution: (Note: The bolded events are graduation requirements as listed in paragraph 12. Assessments).

- a. Professional Officer Quality Points. Students will receive 30 POQ points towards the OML and graduation. POQs are used to evaluate a student's performance and attitude outside of their academic examination scores. With troop commander approval, Cadre can assess minor POQ violations (worth five points) for infractions such as, but not limited to, being late for formation, missing a homework deadline for turn in and uniform infractions. With troop commander approval, major POQ violations (worth ten points) will be issued for infractions such as, but not limited to, missing movement, disrespect to any Cadre and any other discipline issues. A student will be officially notified they have lost POQs through counseling on DA Form 4856 and placed in the students' performance folder for use towards graduation. POQ points, once lost, will not be earned back. Loss of 15 POQ points will result in the student appearing before an academic board. Loss of all POQ points may lead to non-judicial punishment.
- b. Physical Fitness.
 - a. Initial APFT/ACFT. 25 points are awarded if the Student passes the event.
 - b. **Final APFT/ACFT**. 50 points are awarded if the Student passes the event.
- c. M4 Carbine Back Up Iron Sight (BUIS) Weapon Qualification.
 - a. Marksman = 11 points.

- b. Sharpshooter = 13 points.
 - c. Expert = 15 points.
- d. **M4 Carbine Close Combat Optic (CCO) Weapon Qualification.**
- a. Marksman = 7 points.
 - b. Sharpshooter = 8 points.
 - c. Expert = 10 points.
- e. **M17 Pistol Weapon Qualification.**
- a. Marksman = 18 points.
 - b. Sharpshooter = 20 points.
 - c. Expert = 25 points.
- f. **Knowledge & Expertise (Gunnery Skills Test).** 100 points are awarded if the student passes all tasks with a first time GO on all events. The minimum score required to pass the GST is 70 points total.
- g. **Leadership & Expertise (Tank Live Fire (LFX) Exercise).** 100 points are awarded if the student demonstrates the ability to safely, accurately, and proficiently command a crew as a Vehicle Commander to engage and destroy enemy targets in both the offensive and defensive posture. As a gunner and vehicle commander, students conduct engagements during daylight, limited visibility, and degraded conditions from a mounted platform while conducting a modified Table VI.
- h. **Knowledge & Expertise (Preventive Maintenance Checks and Services (PMCS)).**
- a. Hull Maintenance Evaluation = 40 points.
 - b. Turret Maintenance Evaluation = 40 points.
- i. **Knowledge & Expertise (Land Navigation-Dismounted).**
- a. Check on Learning = 5 points.
 - b. **Day Land Navigation** = 25 points.
 - c. **Night Land Navigation** = 25 Points.
- j. **Communication (OPORD Development).**
- a. OPORD 1 = 20 points.
 - b. OPORD 2 = 30 points.
 - c. OPORD 3 = 45 points.
 - d. **OPORD 4 GATE OPORD** = 100 points.
- k. **Communication & Knowledge (Practical Exercise).** Students are awarded 15 points.
- a. Defense PE = 5 points.
 - b. Offense PE = 5 points.
 - c. MTC/Breach PE = 5 points.
- l. **Knowledge (Doctrine Exam-Written Test).** Students are awarded 50 points if they obtain a minimum score of 70 on the test.

- m. Complex Thinking (Battle Analysis). Throughout the course each student will write a battle analysis paper in type 12 Arial font double spaced with one inch margins written in the proper battle analysis format. The paper will include a cover page, sources, and four to six pages of content. Students are awarded 30 points.
- n. Leadership (Peer Assessment). Students will formally assess their peers based on performance, participation, and motivation. Peer evaluations will be conducted transparently and professionally with the intent of enabling students to assist in the professional development of their fellow Officers. Repeated negative peer evaluations may result in counseling with the Troop or Squadron Commander. Peer evaluations are worth 20 OML points.
- o. Leadership & Expertise (FTX Mission Execution). A total of 200 points are available. Students will be evaluated on their ability to execute Platoon Battle Tasks within a simulated tactical environment (Tactical Mission context-Attack/Defend/MTC). Students will be evaluated as a Platoon Leader for at least one mission, but may be evaluated for as many as three. If a student fails the Mission Execution evaluation and passes a subsequent attempt, the minimum passing score requirement will be recorded.

14. Career-Long Assessments and Leader Development. (PME Assessment Batteries Place Hold). Intent is to address how ABOLC produces confident leaders who possess the character, competence and commitment required as members of the profession, and will win decisively in MD-LSCO; while meeting the needs of the Army and capitalizing on individual talents.

15. Academic Grading.

Remediation on every TLO not mastered on the first test administration is mandatory. Students that fail an assessment or graduation requirement will be retrained and retested at least once per TRADOC PAM 350-70-5. Additional retraining and retesting above the mandated amount is not required but may be conducted if time and resources allow. The determination on additional retraining/retesting above the mandated TRADOC PAM 350-70-5 requirement will be made by the Troop Commander where the event resides.

If a student fails an assessment or written test, they will be counseled in writing on DA Form 4856 and provided remedial training prior to retesting.

Students that retest due to failure on the first test/assessment event and meet the standard will be awarded the minimum passing score.

16. Counseling. Students will sign a statement of course standards understanding at the beginning of the course. Students will be counseled during the course/ at the end of every phase/module as needed to review academic progress, performance and discuss personal development. When a student is formally counseled, a counseling form will be completed and filed in the student's file.

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

General Counseling: Platoon Trainers, Tactics Officers, or other Senior Cadre depending on Block of training will conduct written counseling with each of their assigned students at mid-point

and at the end of every Block. The counseling form will specifically cite each student's scores of graded events, individual strengths and weaknesses, and results of peer assessments. The counseling form must list a plan of action that enables the student to sustain or improve performance. Counseling will be documented on DA Form 4856, Developmental Counseling Form.

17. Procedures for Identifying Soldiers at Risk and Dismissal: The performance measures and expectations for the course are explained clearly to Soldiers during in-processing, as are individual student responsibilities and cadre responsibilities. Soldier expectations and responsibilities are reiterated throughout the course by cadre and further emphasized before each Course Critical Event, and providing a unifying focus for event AAR's. Criteria for identifying a student at risk due to failure to achieve course graduation requirements generally fall into three categories:

1. Apathy: Repeated failure to conduct themselves in a professional manner during the course, malingering, avoiding responsibility, lack of support to team, deliberate failure to follow instructions of designated student leaders, failure to respond to corrective "plan of action" by cadre as documented on DA Form 4856.

2. Indiscipline: Repeated failure to do what the student knows must be done. Clear evidence that student has knowledge, but willfully or through culpable neglect fails to fulfill personal responsibilities – failure to follow instructions, failure to complete individual work, failure to maintain discipline, failure to respond to corrective "plan of action" by cadre as documented on DA Form 4856.

3. Academic Failure: All academic failure counseling will include retraining actions, and actions if retest is passed or retest is failed. Repeated inability to comprehend and apply course content to new situations and responsibilities is clear evidence that the student cannot understand what he/she must do, cannot adapt to new circumstances, cannot communicate with others, or cannot perform the requisite universal 19A Soldier Skills. Behavior is not an isolated incident and is unchanged by remedial instruction and counseling. Soldier requires excessive remedial education and cadre attention in comparison to reasonable skill and knowledge expectations of a responsible and mature individual.

18. Student Recycle/Dismissal Procedures and Appeal Process. In all cases, the Chain of Command must consider the student under the "whole person" concept and consider all relevant facts as well as the long-term impact to the student. Students that exhibit any of the criteria listed per AR 350-1; inappropriate personal conduct, negative attitude or lack of motivation, academic deficiency, illness or injury, and compassionate reasons can be dismissed from the course. Students being considered for dismissal must have been counseled and given an opportunity to correct deficiencies prior to consideration for dismissal. An Academic Board is held in order to determine if the Soldier should be Recycled/Dismissed from the course. Student Dismissal Procedures (Course Drop and Appeal Process) are outlined in the Course Management Plan (CMP), the 316th Cavalry Brigade Course Manager SOP & Desk Reference and AR 350-1.

1. **Academic Recycle/Dismissal:** Students failing to achieve a passing score on any course critical event (graduation requirement), given retraining and at least one retest, will be recommended by the Troop Commander responsible for that Block of training to appear before an academic board. Loss of more than 15 Professional Officer Quality (POQ) points will result in the student appearing before an academic board.

2. Academic Board. The board is generally comprised of the Squadron Commander, K Troop Commander, Chief of Tactics, the Block Troop Commander(s) and any other individuals that the Squadron Commander deems relevant to the Board process. During the board proceedings, the board will approach all students that appear on a case by case basis by reviewing the student's overall performance in the course.

The Board has four possible outcomes whose final selection is the decision of the Squadron Commander:

- a. Students may be returned to their current class and allowed to continue.
 - b. Students may be provided another opportunity to retest a course critical event.
 - c. Students may be recycled into another class for additional training.
 - d. Students may be recommended for course dismissal.
3. Appeal Process:
 - a. The training supervisor will notify the student in writing of the proposed action, the basis for the action, the consequences of disenrollment, and the right to appeal. The supervisor will advise the student that any appeal must be submitted within 7 duty days after receipt of the written notification of the dismissal action.
 - b. The student will acknowledge by endorsement within 2 duty days receipt of the written notification of dismissal action. The endorsement must indicate whether or not the student intends to appeal the dismissal action. The written notification must advise the student of the right to appeal within 7 duty days to the school commandant or commander.
 - c. Students can appeal any decision of the Board directly to the Squadron Commander in writing within seven business days of the Academic Board.
 - d. International Military Student Officers (IMSO) will be afforded additional opportunities to retest failed events at the discretion of the unit commander. IAW AR 12-15 the total number of attempts given may exceed those provided to their U.S. counterparts. IMSOs can be dismissed and returned to the home IMSO office, or receive a letter of attendance and authorized continued of the course. Coordination will be made with the IMSO office for input to decisions being by the Board. The authority to dismiss IMSO officers is with the 316th Cavalry Brigade Commander. The Troop Commander may grant the appeal and allow the student to continue with the course.
 - e. National Guard students will be contacted by their home State and based upon their States recommendation the student may be returned to their unit, or retained and placed in another class.
 - f. Commander, 316th Cavalry Brigade will review the request and make a determination on the appropriate redress.
 - i. IAW AR 350-1, the Brigade Commander will refer the proposed action and the appeal to the Office of the Staff Judge Advocate to determine legal sufficiency of the dismissal decision.

- ii. The Brigade Commander will make the final determination on whether to grant the appeal or dismiss the student.

19. Student Recognition: The following are additional awards presented during graduation that demonstrate a student's commitment to excellence. In order to qualify for the Distinguished Honor Graduate, Honor Graduate, and Commandant's List, or the Draper Leadership award, students must not have any first-time "NO-GOs" during course critical events and must not have more than two negative counseling's during the course.

- a. Distinguished Honor Graduate. The Distinguished Honor Graduate is the student with the highest OML point total in the class.
- b. Honor Graduate. The Honor Graduate is the student with the second highest OML point total in the class.
- c. Iron Soldier. The students with the highest final APFT/ACFT scores (in their age) during Block IV will compete in the Iron Soldier Competition during out-processing. If multiple maximum scores are recorded, all students with a maximum score may compete for the award.
- d. Draper Leadership Award. This award is sponsored by the Armor Association and is presented to the student who demonstrated the best leadership throughout the course, based on peer evaluations, instructors' feedback, and a Squadron board.
- e. The Top Tank Crew Award. The award is given to the crew that achieves the highest score during Tank gunnery and receives first time goes on all course critical events
- f. International Military Student Officer (IMSO) Excellence Award. This award recognizes the top IMSO within each class and must also be ranked in the top 60 percent of the class OML.
- g. Commandants List. The Commandant's List recognizes exceptional performance during ABOLC and is limited to the top 20 percent of all students within a class. The ABOLC cadre select students for the Commandant's List based upon score on the Individual Student Assessment Plan. A student is ineligible for the Commandant's List for unprofessional or undisciplined behavior, first time failure of a course-critical event, and/or a previous course attempt.

20. Changes to this ISAP are restricted to the 2-16th Squadron Commander. Delegation of authority is not authorized.

21. The point of contact for this memorandum is Mr. John McDowell at (706) 545-8666.



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