



DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND SQUADRON 16TH CAVALRY
199TH INFANTRY (LEADER DEVELOPMENT) BRIGADE
BLDG 5144, 13TH ARMORED REGIMENT ROAD
FORT BENNING, GA 31905

ATZK-SBB

21 October 2016

MEMORANDUM FOR RECORD

SUBJECT: Armor Basic Officer Leader Course Individual Student Assessment Plan (ISAP)

1. References.

- a. Army Regulation 25-50 Preparing and Managing Correspondence, 17 May 2013
- b. Army Regulation 40-501 Standards Of Medical Fitness, 14 December 2007, (*RAR 003, 08/04/2011)
- c. Army Regulation 600-9 The Army Body Composition Program, 28 June 2013
- d. DA Pamphlet 611-21 Military Occupational Classification And Structure, 22 January 2007
- e. TRADOC Regulation 350-10 Institutional Leader Training and Education, 12 August 2002
- f. TRADOC Regulation 350-18 the Army School System, 21 July 2010
- g. TRADOC Regulation 350-36 Basic Officer Leader Training Policies and Administration, 1 September 2015
- h. TRADOC Regulation 350-70 Army Learning Policy and Systems, 6 December 2011
- i. TRADOC Pamphlet 350-70-5 Systems Approach to Training: Testing, 20 August 2004
- j. ATP 6-22.1 The Counseling Process, 01 July 2014
- k. FM 3-23.25 Combat Training with Pistols, 12 August 2008
- l. FM 7-22 Army Physical Readiness Training (INCL C1), 26 October 2012
- m. TC 3-20.31 Training And Qualification, Crew, 17 March 2015

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n. TC 3-20.31-1 Gunnery Skills Test, 10 November 2015

o. TC 3-22.9 Rifle and Carbine, 13 May 2016

p. AR CMTD Memorandum: Physical Demands for Armor Basic Officer Leader Course, Area of Concentration (AOC) 19A, (Undergoing Revision)

2. Purpose. This memorandum outlines the training methodology and assessment plan for the Armor Basic Officer Leaders Course (ABOLC).

3. 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.

4. Training. ABOLC follows a logical progression of training from investing the students with doctrinal knowledge (teaching), through the practical application of that knowledge to concrete situations (coaching), and, finally, to the application of knowledge and skills to tactical situations (mentoring). This training progression develops skills and abilities that support a positive development of professional attributes.

5. Assessment Plan. ABOLC students are professionally evaluated by subject matter experts (SMEs) on performance in academics, Soldier tasks, and leader skills during each phase of training. Evaluated events may be graded, course critical, or both. All graded events will contribute to the student's Order of Merit List (OML) score. There is a maximum of 1000 OML points available in the course.

a. Recycle Policy. Students must achieve a passing evaluation on all course critical events to graduate. Course critical events will be designated with an asterisk (*) on the table below. Students MUST achieve a minimum of 700 OML points to graduate. However, students can be recommended for recycle for disciplinary reasons by Troop Commanders even if their academic score is above the graduation requirement.

b. A student's performance will be characterized in accordance with (IAW) the "Five Categories of Performance Assessment".

(1) Unsatisfactory (1 point): Fails to demonstrate the competency. Unwilling or unable to take actions to develop or improve. Efforts often do not have any effect or may have negative impacts.

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(2) Needs Improvement (2 points): Inconsistently demonstrates the competency. Requires guidance and mentorship to take actions to develop or improve. Efforts have minimal positive impact on unit or mission.

(3) Capable (3 points): Demonstrates the competency and frequently applies it. Actively learning to apply it at a higher level or in more situations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration.

(4) Proficient (4 points): Consistently demonstrates a high level of the competency. Proactive in applying it in challenging situations. Actions have a positive impact on unit and mission.

(5) Excels (5 points): Readily demonstrates a high level of the competency. Shows initiative and adaptability even in the most unusual and difficult situations. Actions have significant, enduring, and positive impacts on mission, the unit and beyond.

COURSE EVALUATION EVENTS	
<i>*course critical events students must pass to graduate</i>	
Order of Merit List (OML) – 1000 Points possible	Score
*Initial Army Physical Fitness Test	pass/fail
PHASE 1: Foundations	
Obstacle Course	pass/fail
*Land Navigation	50
Graphic Training Analysis Overlay (GTAO)	10
OPORD #1: Offense	10
OPORD #2: Defense	15
OPORD #3: Reconnaissance and Security	25
*OPORD #4: BCT Specific	100
Written Test: Fundamentals of the Offense	50
Written Test: Fundamentals of the Defense	50
Written Test: Fundamentals of Recon/Security	50
*Written Test: Doctrine Exam	100
*M4 Weapons Qualification	50
M9 Weapons Qualification	20
*M67 Hand Grenade Course	pass/fail
PHASE 2: Mounted Leadership	
AGTS / COFT-SA	pass/fail
*Platform Weapons Skills Test	100
Tank Live Fire	35
Bradley Live Fire	35
*High Physical Demands Tests	pass/fail
o Drag a Casualty to Safety (Dismounted)	
o Employ Hand Grenade	
o Remove a Casualty from an Armored Vehicle (Mounted)	
o Lift and Move the 25mm Feeder	
o Stow Ammunition on an Abrams Tank	
o Load the 120mm Main Gun	
o Conduct a 12 Mile Foot March	
PHASE 3: Platoon Leadership	
Final Army Physical Fitness Test	100
*Phase III OPORD	100
*Phase III Mission Execution	100

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6. Assessment Plan by Phase.

a. Phase I: (Foundation Phase). During Phase I, lieutenants must: Pass the Initial Army Physical Fitness Test (APFT) during in-processing; 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 direct and indirect fires; demonstrate knowledge of combat vehicles, equipment, and weapons capabilities and their application in combat. The events in Phase I include:

(1) Initial Army Physical Fitness Test. (course critical). The Initial APFT will be administered IAW FM 7-22 during in-processing. The standard is 180 out of 300. The score on the APFT may contribute to further favorable actions. Students who fail to pass the Initial APFT will be subject to recycle or dropped from the course.

(2) Obstacle Course. ABOLC students will conduct obstacle course training/negotiation one time during the course. Students are allotted three attempts to complete each obstacle.

(3) Land Navigation (course critical). Students must correctly locate 5 out of 7 points within 5 hours in daylight and limited visibility conditions to receive a GO. Students are allowed two retests.

(4) Graphic Terrain Analysis Overlay (GTAO). Students will be evaluated on producing a GTAo worth 10 points.

(5) Operations Order (OPORD) Briefs. Students must achieve a grade of "3" or better on the following OPORDS IAW the "Five Categories of Performance":

- (a) OPORD #1 – Offense
- (b) OPORD #2 – Defense
- (c) OPORD #3 – Reconnaissance / Security
- (d) OPORD #4 – BCT Specific (course critical). (Students may be authorized up to two retests)

(6) Written Quizzes/Exam. Students will be evaluated on written quizzes worth 50 points each and an exam worth 100 points. A minimum score of 70% must be achieved to pass these events. Students scoring lower than 70% will be given a second opportunity to take the quiz/exam; however, the maximum points a student can receive on a retake is 70%.

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- (a) Fundamentals of the Offense Quiz
- (b) Fundamentals of the Defense Quiz
- (c) Fundamentals of Reconnaissance and Security Quiz
- (d) Doctrine Exam (course critical)

(7) M4 Weapons Qualification (course critical). Each student must qualify with the M4 assault rifle IAW standards outlined in TC 3-22.9, Rifle and Carbine, 13 May 2016. The standard is 23 out of 40.

(8) M9 Weapons Qualification. Each student may qualify with the M9 pistol IAW standards outlined in FM 3-23.25, Combat Training with Pistols, 12 August 2008. The standard is 16 out of 30.

(9) M67 Hand Grenade Course (course critical). Each student must qualify with the M67 Hand Grenade IAW standards outlined in TC 3-23.30, Grenades and Pyrotechnic Signals, 25 November 2013. Students must successfully engage targets with two out of three grenades at four stations.

(10) Writing Assignment # 1. Each student will submit a 1-2 page paper written in correct formatting IAW AR 25-50. The topic for this paper will be, "How I will Integrate and Establish Myself as a Leader in My Future Platoon".

(11) Peer Evaluations. 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 fellow Officers. Repeated negative peer evaluations may result in counseling with the Troop or Squadron Commander.

a. Phase II: (Mounted Leadership). During Phase II, lieutenants must 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 OPS (fuel, fix, arm, resupply); demonstrate the ability to execute mission orders; control Platoon sized elements; and achieve mission success in the Close Combat Tactical Simulator (CCTT). The events in Phase II include:

(1) Advanced Gunnery Training System (AGTS) / Conduct of Fire Trainer – Situational Awareness (COFT-SA) (Familiarization). The student receives a performance assessment on his/her ability to apply the fundamentals of M1A1/A2 and M3A2/A3 gunnery utilizing the Advanced Gunnery Training System and Conduct of Fire Trainer – Situational Awareness simulators. Each student must demonstrate proficiency

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to safely and accurately engage and destroy enemy targets; to control his/her platform; and to assess and report BDA as the TC and VC in the simulator prior to conducting tank and Bradley live fire.

(2) Platform Weapons Skills Test (course critical). The student will conduct a hands-on performance exam covering two common tasks, six M1A1/A2 SEP, and six M3A2/A3 tasks IAW standards published in TC 3-20.3-1. Successful completion of all tasks is a prerequisite to participating in the tank and Bradley live fire exercises.

(3) Tank Live Fire Exercise. As a Gunner/Vehicle Commander, students conduct 5 engagements during daylight, limited visibility, and degraded conditions from a mounted platform (tank). Each student must proficiently demonstrate their ability to safely, accurately, and proficiently command a crew as a TC or VC to engage and destroy enemy targets in both the offensive and defensive posture prior to progressing to Phase III.

(4) Bradley Live Fire Exercise. As a Gunner/Vehicle Commander, students conduct 5 engagements during daylight, limited visibility, and degraded conditions from a mounted platform (Bradley). Each student must proficiently demonstrate their ability to safely, accurately, and proficiently command a crew as a TC or VC to engage and destroy enemy targets in both the offensive and defensive posture prior to progressing to Phase III.

(5) High Physical Demands Test/Retest (HPDT) (course critical). The HPDT measures an individual's ability to conduct common and armor specific physical requirements. There are seven HPDT tasks that will be assessed in Phase II. Aside from the foot march, all events will be conducted at the same location. Each student will be afforded two opportunities to retest each failed task. The 12 Mile Foot March retests will occur during Phase III.

- (a) Drag a Casualty to Safety (Dismounted)
- (b) Conduct a 12 Mile Foot March
- (c) Employ Hand Grenades
- (d) Remove a Casualty from an Armored Vehicle (Mounted)
- (e) Lift and Move the 25mm Feeder
- (f) Stow Ammunition on an Abrams Tank
- (g) Load the 120mm Main Gun

(6) Writing Assignment #2. Each student will submit an initial counseling for their future Platoon Sergeant on a DA Form 4856 written in correct Army formatting IAW ATP 6-22.1.

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(7) Peer Evaluations. 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.

b. Phase III: (Platoon Phase). During Phase III, students must conduct Troop Leading Procedures; maneuver mounted/dismounted as a platoon; employ and control platoon direct fire and indirect fire assets; and command and control at the platoon level. The events in Phase III include:

(1) Lead a Platoon in Simulated Combat Operations (course critical). Students must demonstrate the ability to execute mission orders; control Platoon-sized elements; and achieve mission success in simulated combat environments. These events include: the Situational Training Exercise (STX); the Competitive Maneuver Exercise (CME); or the Combined Competitive Maneuver Exercise (CCME). Students will be evaluated on their ability to brief an OPORD and Mission Execution IAW the "Five Categories of Performance Assessment." 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 either the OPORD or Mission Execution evaluation and passes a subsequent attempt, the minimum passing score (3/5) will be recorded. Students with a score below a 3.5 may be subject to recycle.

(2) Writing Assignment #3. Each student will submit an introduction letter to their future Squadron/Battalion Commander written in correct Army formatting IAW AR 25-50.

(3) Final Army Physical Fitness Test (APFT). The Final APFT will be administered IAW FM 7-22. The standard is 180 out of 300. The score on the APFT will reflect in the student's OML and may contribute to favorable actions and the selection to compete for the "Iron Soldier Award". The student's final APFT score will be divided by three to determine allocation of OML points. Failure to pass the final APFT will result in a "Marginally Met Course Standards" annotation on the student's DA 1059 (Service School Academic Evaluation Report).

(4) Peer Evaluations. 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.

7. Self-Study and Professional Development Requirements. During Phase I, students will be tasked with completing administrative requirements essential to future success

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as an Army Officer. The student must demonstrate understanding and use of the following Army Web Based Knowledge Centers: Army Knowledge Online (AKO) <https://www.us.army.mil/suite/designer> Army Training Requirements and Resource System (ATRRS) <https://www.atrrs.army.mil/> and the Army Learning Management System <https://www.lms.army.mil/Saba/Web/Main>. Cadre will assist in registering students for online training. The student must research, complete training, and provide certificates of training to receive credit for the following courses/training at the completion of Phase I:

- a. Additional Duty Safety Officer Course
- b. Composite Risk Management Operational Course
- c. Army Traffic Safety Program Course
- d. Information Awareness Training
- e. Army Specific Phishing Training

8. Administrative Requirements.

a. Attendance. Students attend all instruction unless released by the Troop Commander to include medical and emergency issues. Depending on the length of the absence, any absence from class requires Troop Commander Approval and/or Squadron Commander Approval. Excessive absences may result in recycle.

b. Height and Weight. All students reporting to their ABOLC classes must meet height and weight standards IAW AR 600-9. Any student who does not meet this requirement during in-processing will not be allowed to start training. Active duty students will be placed in a hold status and recycled to a following class. National Guard/Reserve students will either be placed in a hold status and recycled to a following class, or dropped from the course if their state is unable to extend their orders.

c. APFT. Students must pass an initial APFT IAW FM 7-22 during in-processing prior to beginning Phase I of training. Any student who does not meet this requirement during in-processing will not be allowed to start training. Active duty students will be placed in a hold status and recycled to a following class. National Guard/Reserve students will either be placed in a hold status and recycled to a following class, or dropped from the course if their state is unable to extend their orders.

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9. Medical Limitations.

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 ABOLC location pending medical treatment and recovery. In the case of 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.

10. Opportunities to Excel. The following are additional awards presented during graduation that demonstrate a student's commitment to excellence. To qualify for the Distinguished Honor Graduate, Honor Graduate, 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 counselings during the course.

a. Distinguished Honor Graduate. The Distinguished Honor Graduate is the student with the highest academic point total in their class IAW the ISAP.

b. Honor Graduate. The Honor Graduate is the student with the second highest academic point total in their class IAW the ISAP.

c. Commandant's List. The Commandant's List recognizes exceptional performance during ABOLC and is limited to the top 20 percent of all students within a class. Students are selected for the Commandant's List based on their score IAW the ISAP. 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.

d. Iron Soldier. The students with the highest final APFT scores (in their age group) during Phase III will compete in the Iron Soldier Competition during out-processing. If

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multiple 300 scores are recorded, all students who score a 300 may compete for the award.

e. 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.

f. Class Leadership Positions. Successful execution of class leadership positions (such as class leader, class 1SG, and IMSO sponsors) may result in a rating of "Superior" on the student's DA Form 1059 at the end of ABOLC. The class leader and class 1SG leadership positions may result in a "Superior" rating on Leadership Skills, Contribution to Group Work, and Oral Communication. The IMSO sponsor leadership position may result in "Superior" rating on Contribution to Group Work.

g. The Ranger Physical Assessment. Passing of the Ranger Physical Assessment will determine eligibility of students to attend Ranger School.

11. Counseling. Senior Platoon Trainers (Black 6s) will conduct written counseling with each of their assigned students at mid-point and the end of every phase. 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.

12. Point of Contact. The POC for this memorandum is the 2-16 CAV Squadron S3 at 706-626-8333.


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Commanding