

INFANTRY CAREER NOTES



INFANTRYMAN'S EXPERIENTIAL ASSESSMENT

The Chief of Infantry and the Command Sergeant Major of the Infantry Center are responsible for linking professional development to leader development in the areas of institutional and operational employment.

The Infantryman's Experiential Assessment has been designed to correlate an Infantryman's institutional performance with his operational position. The completion of any course in the Non-commissioned Officer Education Sys-

tem is a critical progressive gateway, which requires simultaneous alignment with a solid unit leader development program and continuous self-study. The transfer of the building and mastering Infantry skills from the schoolhouse to the field takes a tremendous amount of time, and this institutional assessment for the Infantry's squad leaders, section leaders, and platoon sergeants will help reduce the time spent. The sample assessment sheet shown here is a portion of the Infantryman Critical Task List.

Institutionally, each soldier is being

trained and evaluated against a number of critical tasks that will enable him to perform his duties and execute missions in an operational setting. Our Combat Training Centers give units a take-home package to facilitate an in-depth assessment, determining or exposing strategies to improve training proficiency on specific weaknesses and to plan sustainment training on demonstrated strengths. This evaluation will serve the same purpose for our Basic and Advanced NCO Course Infantrymen.

In accordance with Army Regulation

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NAME: _____ RANK: _____ MOS: _____ SSN: _____																			
CLASS NUMBER: _____						INSTRUCTOR/FACILITATOR _____													
CRITICAL TASK LISTS		LEADERSHIP COMPETENCIES E = EXCELLENCE S = SUCCESS N = NEEDS IMPROVEMENT				BATTLEFIELD OPERATING SYSTEM T = TRAINED P = NEEDS PRACTICE U = UNTRAINED				STRATEGY									
		COMMUNICATIONS	SUPERVISION	TEACHING/COUNSELING	SOLDIER TEAM DEVELOPMENT	TECH/TACTICAL PROF	DECISION MAKING	PLANNING	USE OF SYSTEMS	PROFESSIONAL ETHICS	INTELLIGENCE	MANEUVER	FIRE SUPPORT	MOB/COUNTER MOB/SURV	AIR DEFENSE	CMBT SERV/SUPPORT	COMMAND AND CONTROL		
INFANTRYMAN CRITICAL TASK LIST																			
REQUEST SUPP/LOG SERVICES																			
PROCESS CAPTURED MATERIAL																			
PLAN/SUPERVISE CHEM ALARM																			
CONTROL RADIATION EXPOSURE																			
PLAN DECON OPS																			
EMPLOY NBC DEFENSE TEAM																			
CONDUCT ZONE RECON BY PLT																			
CONDUCT AREA RECON BY PLT																			
CONDUCT ROUTE RECON																			
PREPARE OPS OVERLAY																			
PREPARE SITUATION MAP																			
PREPARE STRIP MAP																			
PREPARE OPERATION PLAN																			
EXTRACT INFO FROM RECON																			
CONDUCT BREACH OF MINEFLD																			
CONDUCT MOVEMENT BY PLT																			
PREPARE PLT SECTOR SKETCH																			
COORD W/ADJ PLT																			
ESTAB HELIO LANDING POINT																			
CONDUCT TACTICAL RD MARCH																			
OCCUPY ASSEMBLY AREA																			
PLAN USE SUPPORTING FIRE																			

350-41, paragraph 6-2 (Training in Units), the Unit Leader Development Program must be battle focused; be tailored to support training the leader skills demanded by units and the professional development needs of the leaders; and be linked to a common framework, such as the nine leadership competencies and the battlefield operating systems.

The Infantryman Experiential Assessment embraces these aspects of professional development. This gives a complete picture of the soldier's performance to determine his level of proficiency against his institutional MOS critical task list.

Presently, BNCOC/ANCOC critical task lists consist of Common Core Leader Tasks, Common Infantry Tasks, and MOS Tasks. The battlefield operating systems and the nine competencies of leadership may then be applied to compare the soldier's performance against the Course Critical Task List.

The Experiential Assessment format and criteria can be modified to fit unit requirements. The assessment adds a degree of exactness to the input for an Infantryman's NCO evaluation report. The rater and the senior rater can include this evaluation with unit critical tasks, efficiency report counseling report requirement, the commander's quarterly/yearly guidance for NCOs, and build a leader development action plan for developing Infantrymen.

The Infantry Center's aim is to link professional development (institutional training) to leader development (unit training/self development). The Assessment will help correlate an Infantryman's institutional training appraisal with his operational position to support his continuous development.

AIRBORNE INSTRUCTORS

The 11th Infantry Regiment is looking for motivated soldiers to serve as instructors at the U.S. Army Airborne School at Fort Benning.

Noncommissioned officers in MOSs 11B, 11C, 11M, 11H, 11Z, and 71L can make their mark in history by training future paratroopers.

All volunteers must be Active Duty, United States citizens, and Airborne qualified (Senior or Master Parachutist). Advanced parachutist rating may be waived for NCOs with at least three years experience in an airborne assignment if they are willing to attend the Jumpmaster Course. All Jumpmasters are assigned jump status and hazardous duty pay.

There is a special need for female instructors, who can be in any MOS and are not required to be 71L. Details can be worked out with their branches.

A soldier currently serving at an Army installation may submit, through his or her chain of command, a completed DA Form 4187, requesting reassignment to the 11th Infantry Regiment for duty as an instructor at the U.S. Army Airborne School. A copy of the form, along with copies of DA Forms 2A and 2-1, should be sent to U.S. Total Army Personnel Command, ATTN: TAPC-EPK-I, 2461 Eisenhower Avenue, Alexandria, VA 22331.

Anyone who needs more information may contact MSG Collins at (703) 325-7849 or DSN 221-7849; FAX: (703) 325-4880 or DSN 221-4880; E-mail: collinm1@hoffman.army.mil.

IOAC IS NOW ICCC

The Infantry Officer Advanced Course has changed its name to the Infantry Captains Career Course (ICCC). This change, effective 1 October 1998, represents the execution of Phase III of the Captains Professional Education Action Plan (CPT-PME).

For details of the overall plan, see the March-June 1997 issue of *Infantry*, pages 46-47.)

OCS PHASE III NOW OFFERED AT FORT BENNING

Senior National Guard officer candidates may now take the Total Army School System OCS Phase III in residence at Fort Benning, Georgia. Five consecutive two-week rotations were offered for the summer of 1998.

The program of instruction consists

of three major events: The Leadership Reaction Course, the Tactical Leaders Course, and the Capstone Field Training Exercise.

After in-processing on the first day, candidates are assigned to squads within the company, where uniform and equipment checks are completed. Cadre and candidate orientation briefings conclude the inprocessing activities.

Day 2 begins with a 2.5-mile road march to the Leadership Reaction Course. This course consists of 15 leadership tasks, six dry and nine over water, designed to challenge the leader's ability to evaluate a situation, devise and issue a plan, and then supervise its execution. The Leadership Reaction Course also serves to build teamwork among officer candidates, helps identify tentative leaders, and aids students in acclimatization. An extended time is allowed for the full implementation of the troop-leading procedures and an in-depth feedback by evaluation TAC officers.

The day's training events include the Confidence Obstacle Course and the Combat Water Survival Test. The confidence course consists of 16 obstacles, each demonstrated and supervised by the regional TAC officers. Candidates are encouraged to help each other complete each of these non-timed events. The Combat Water Survival Test familiarizes candidates with emergency procedures to follow upon encountering a water obstacle. (Weak swimmers and non-swimmers are identified and given basic swimming instruction.) Three events include a 15-meter swim in battle dress uniform, boots, and weapon; a blindfolded drop-and-swim from the three-meter board; and an emergency equipment removal while submerged.

The Combat Water Survival Course and the Confidence Obstacle Course are team-building and acclimatization exercises that also give the candidates a sense of confidence and accomplishment. These events mirror activities included in the Infantry School OCS program of instruction.

The three-day Tactics Leadership Course is a field exercise that begins with a 2.5-mile road march. During this

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event, the Tactics Leadership Branch trainer focuses on offensive squad-size operations. Each assigned squad leader trains and leads his squad through the various lanes. The evaluation criteria include the troop-leading procedures and leadership dimensions in accordance with Field Manual 7-8, *The Infantry Rifle Platoon and Squad*.

The nine squad lanes are designed to establish a common understanding of squad drill techniques. They include: *Perform a link-up, passage of lines, breach a wire obstacle, conduct a point ambush, bust a bunker, cross a danger area, react to a near ambush, clear a trench line, and react to indirect fire*. The multiple integrated laser system (MILES) is used to enhance realism as candidates train for the capstone exercise.

A staff ride to the Andersonville Confederate Prison is included on Day 7 of the training. The purpose of the staff ride is to instill Army values into officer candidates, based on the lessons learned in our nation's history. Three staff-led discussions focus on ethical conduct and its application to today's Army—Ethics of a Supervisor, Ethics of a Subordinate, and Ethics of a Peer. Candidates visit the National Cemetery where approximately 13,000 Union prisoner-of-war dead are interred.

The tactical exercise without troops begins on Day 8. Candidates conduct a 2.5-mile road march and then move into one of four tactical training sites. Troop-leading procedures are honed to a higher level in one of four platoon operation scenarios, which include *movement to contact, dismounted ambush, platoon raid, and vehicular ambush*.

The Capstone Field Training exercise concludes the second week of training with a company attack on a platoon defensive position. It is a scenario-based, force-on-force, small-unit tactical exercise using MILES equipment. The student leaders rotate throughout the exercise to maximize their opportunities for assessment in a challenging and realistic field environment.

Officer candidates are out-processed on Day 14 of the rotation and are transported back to their respective states, where graduation and commissioning exercises are held.

The rotations are manned by cadre from various Total Army School System regions around the country, Active Duty for Special Work National Guard soldiers, and selected soldiers from the 3d Battalion, 11th Infantry Regiment, Officer Candidate School, at Fort Benning. Command, control, and oversight are provided by the commander and staff of the 3d Battalion.

Billeting facilities and support for the

OCS Phase II course are provided by Fort Benning. Officer candidates are housed in the 3d Battalion, 11th Regiment barracks. The facility contains 68 two-to-four-person rooms with communal latrines and showers. In-house laundry facilities are available, along with office space for counseling and command and control. Rotational cadre are housed in a building that contains 30 individual rooms with communal latrines and showers. It is within walking distance of the officer candidate barracks. Dining facilities in the battalion area provide food service to candidates and battalion staff. Medical services are provided by two troop medical clinics, with additional services available from Martin Army Community Hospital when necessary.

The tactical operations center, near the battalion headquarters building, supports cadre, operations, service support, and visitor operations for the entire phase. The battalion establishes a 24-hour field operations center when candidates move into their field locations. Continuous communications through cellular phones, tactical radios, and hand-held radios ensure that the training conforms to the OCS motto—"Standards, No Compromise." (Submitted by Major Walter N. Dyky, a member of the 70th Regiment, Maryland Army National Guard.)

