

|   |  |   |  |
|---|--|---|--|
| RATED NCO'S NAME (Last, First, Middle Initial)<br>HIGHTSBERG, SCOTT E.  |  | SSN (or DOD ID No.)<br>[REDACTED]   | THRU DATE<br>20170731                          |
| <b>PART IV - PERFORMANCE EVALUATION, PROFESSIONALISM, ATTRIBUTES, AND COMPETENCIES (Rater)</b>  |  |   |  |
| <b>d. PRESENCE:</b> (Military and professional bearing, Fitness, Confidence, Resilience)  |  | <b>COMMENTS:</b><br>o scored a 300 on most recent APFT; far exceeded 80% in each event and maintained the Army Physical Fitness Badge<br>o selected over 20 other Master Sergeants to fill the Aco ISG position; unanimously recognized as a go to leader in the Group<br>o hand selected by the Special Forces Proponent SGM to write an article on Special Forces JTACs for Special Warfare magazine                          |  |
| FAR EXCEEDED STANDARD <input checked="" type="checkbox"/>   | EXCEEDED STANDARD <input type="checkbox"/> | MET STANDARD <input type="checkbox"/>   | DID NOT MEET STANDARD <input type="checkbox"/> |
| <b>e. INTELLECT:</b> (Mental agility, Sound judgement, Innovation, Interpersonal tact, Expertise)   |  | <b>COMMENTS:</b><br>o selected to serve as the Group CSM during his absence; ensured zero loss in productivity or degradation in discipline<br>o scored a 1/1+ on his DLPT V; exceeded the 1st SFC(A) standard of 1/1<br>o improved efficiency of SWMIG administrative operations; increased the timeliness of NCOER and awards processing  |  |
| FAR EXCEEDED STANDARD <input checked="" type="checkbox"/>   | EXCEEDED STANDARD <input type="checkbox"/> | MET STANDARD <input type="checkbox"/>   | DID NOT MEET STANDARD <input type="checkbox"/> |
| <b>f. LEADS:</b> (Leads others, Builds trust, Extends influence beyond the chain of command, Leads by example, Communicates)  |  | <b>COMMENTS:</b><br>o led SWMIG(A) through 3 Static Line and Military Freefall Airborne Operations; trained 334 Soldiers with zero injuries<br>o led 400 Soldiers, NCOs, and Officers in a Brigade level Command; maintained standards and ensured mission success<br>o established relationships outside of the organization to extend SWMIG(A) influence and create opportunities for subordinates                            |  |
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| <b>g. DEVELOPS:</b> (Creates a positive command/workplace environment, Fosters esprit de corps, Prepares self, Develops others, Stewards the profession)  |  | <b>COMMENTS:</b><br>o created a PD model for all SWMIG NCOs; allowed NCOs to make more informed decision on their lives and careers<br>o conducted NCOPD briefings with all enlisted cadre; articulated the new NCOER and DA PAM 600-25 requirements to all NCOs<br>o mentored three SF NCOs to return to an Operational Group and take over as Team Sergeants; ensured quality of SF NCOs                                      |  |
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| <b>h. ACHIEVES:</b> (Gets results)  |  | <b>COMMENTS:</b><br>o oversaw the purchase of \$1.7 million of new class VIII and training aids; ensured maximum value for unit expenditures<br>o reviewed risk assessments for all training and ensured adherence; resulted in zero training accidents<br>o completed six credit hours during this rating period; maintained a 3.84 GPA while attending Norwich University   |  |
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| <b>RATER OVERALL PERFORMANCE</b>  |  |   |  |
| i. Select one box representing Rated NCO's overall performance compared to others in the same grade whom you have rated in your career. I currently rate <u>3</u> Army NCOs in this grade.  |  |   |  |
| FAR EXCEEDED STANDARD <input checked="" type="checkbox"/>   | EXCEEDED STANDARD <input type="checkbox"/> | MET STANDARD <input type="checkbox"/>   | DID NOT MEET STANDARD <input type="checkbox"/> |
| j. COMMENTS: <u>3</u> <span style="float: right;">Total Ratings: <u>5</u></span><br>o exhibited phenomenal leadership during this rating period; best First Sergeant I have ever worked with<br>o demonstrated extraordinary competence and aptitude; a highly capable leader who understands strategic impact<br>o exceeded requirements and produced results on a daily basis that surpassed expectations |  |   |  |
| <b>PART V - SENIOR RATER OVERALL POTENTIAL</b>  |  |   |  |
| a. I currently senior rate <u>4</u> NCOs in this grade.<br><br>HIGDA SENIOR RATER PROFILE COMPARISON<br><br><b>HIGHLY QUALIFIED</b><br><br>RNCID: [REDACTED]<br>SER: [REDACTED]<br>DATE: 2017-06-01<br>TOTAL RATINGS: 3<br>RATINGS THIS NCO: 1  |  | b. COMMENTS:<br>ISG Hightenberg is the #1 First Sergeant in Special Warfare Medical Group (A) and is one of the top 5 NCOs I have served with in 26 years. Scott has demonstrated unparalleled leadership potential and is ready to serve at the highest levels of the NCO Corps. Promote immediately and send to the Joint Special Operations Forces Senior Leader Academy and assign him to a SF Company. A future Group CSM. |  |
| c. List two successive assignments and one broadening assignment (3-5 years).<br>Successive Assignment: 1) <b>Company SGM</b> 2) <b>Group S-3 SGM</b> Broadening Assignment: <b>TSOC G-3 SGM</b>  |  |   |  |

# Ncoer Senior Rater Bullets Guidelines

**Frank Cox**



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NCO Guide Frank Cox,1995 This book is aimed at dedicated professionals the corporals sergeants first sergeants and sergeants major who will turn to it when they need self help guidance or information that will benefit fellow soldiers Also so that civilians may better relate to and understand noncommissioned service and the mechanics of developing maintaining and sustaining strong defenders of the Constitution      Soldiers ,1995      **The Army Lawyer** ,1996      **The NCO Journal** ,1996      **Quartermaster Professional Bulletin** ,2002      *Special Warfare* ,2007      *Career Progression Guide for Soldiers* Audie G. Lewis,2008 This fully updated and expanded third edition is an ideal how to book for soldiers wanting to attain rank in the service Includes advice and proven techniques for improving duty performance and increasing promotion points together with samples of forms and formats for applying for promotion and for appearing before promotion boards Includes requirements for warrant officer and commissioned officer opportunities and methods for overcoming obstacles to promotion      Occupational Stress and Well-Being in Military Contexts Peter D. Harms,Pamela L. Perrewé,2018-08-22 This volume examines the causes and consequences of stress in the military focussing on how stress and well being shape the experiences of military personnel both in and out of the combat zone      **Military Police** ,1987      **United States Army Aviation Digest** ,1993      United States Army Combat Forces Journal ,2007      **From Defending the Stars to Behind Bars** Carl Cooper,2018-02-06 When I began writing this book October 2010 I resided in the northeastern part of North Carolina in Barco a big city approximately forty eight miles west on Highway US 158 of the Outer Banks OBX NC I have since then moved March 2012 to Harlem GA approximately eight miles on Highway US 78 west of Fort Gordon GA where I reunited and remarried my spouse Dorothy on September 15 2012 I m currently waiting to hear from the presidential pardon attorney s decision to be made on my tireless effort in exonerating my wrongful conviction as a result of the miscarriage of justice and or prosecutorial misconduct malicious act against me I also plan to continue in pursuing my masters of science in criminal justice with Troy University for which I have already received a Certificate of Acceptance Hopefully those studies will help me to better understand the American jurisprudence as it relates to our We the People Constitution rights God be the glory

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