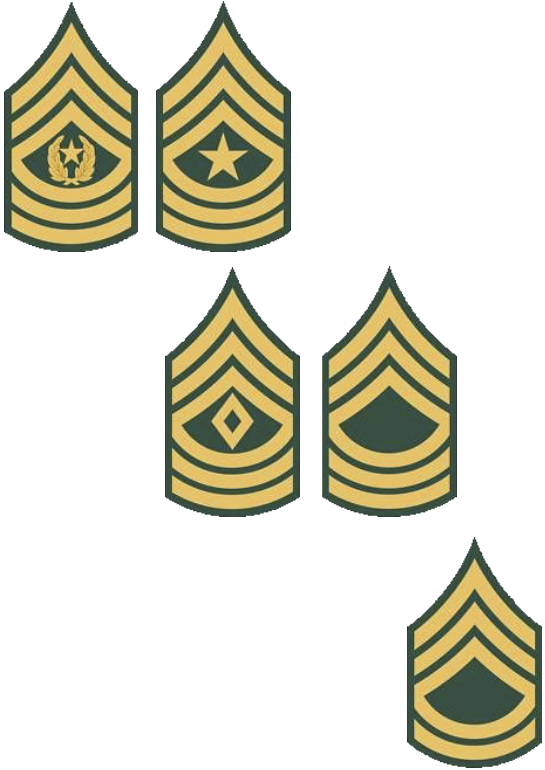
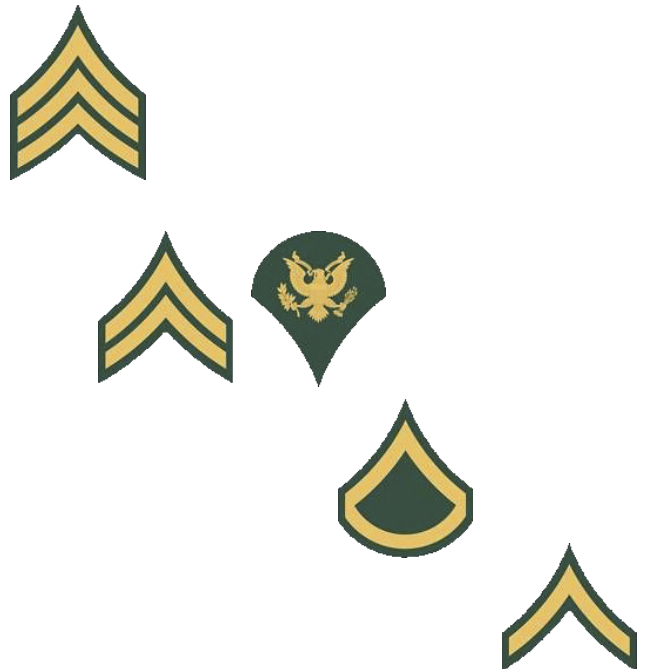


KANSAS ARMY NATIONAL GUARD

Enlisted Career Plan

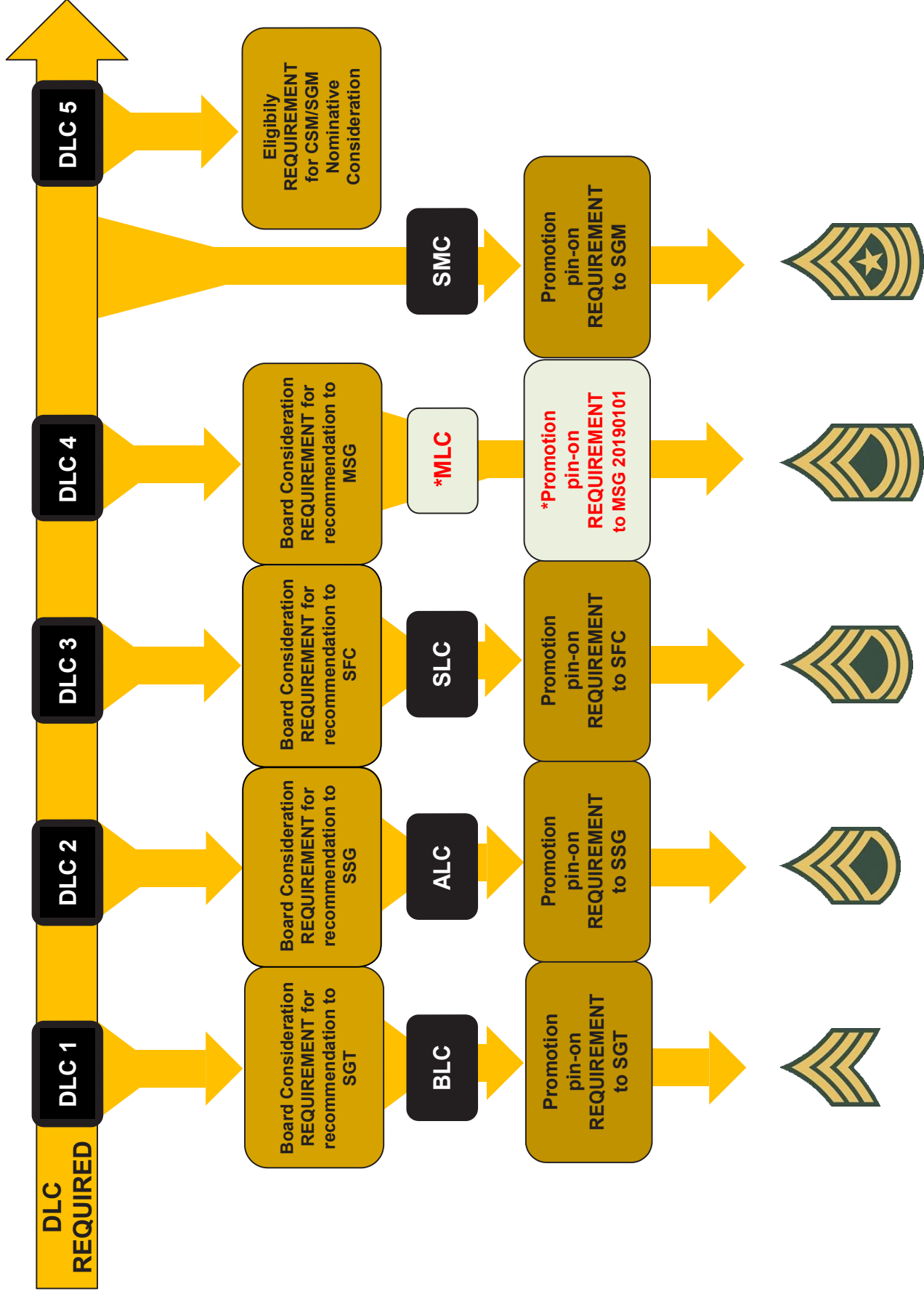


***YOUR
PATHWAY
TO THE TOP***



STEP Requirements

Promotion – NCOES Deliberate, Continuous, Sequential, Progressive



STEP Program

SELECTION for promotion is based on individual performance & potential demonstrated over time.

The culmination of **TRAINING & EDUCATION** resulting in certification / validation that a Soldier is fully qualified in their MOS / grade.

PROMOTION eligible to next rank upon completing Professional Military Education.

DESIRED END STATE

Appropriate training, education, and experience is completed before promotion in order to best prepare our NCOs to fight and win in a complex world as adaptive and agile leaders and trusted professionals for Force 2025.

Soldier qualified for **SELECTION:**

- ✓ APFT/Ht & Wt
- ✓ Weapons Qual
- ✓ MOS Qualified
- ✓ DLC Complete
- ✓ Demonstrated Character

Soldier participates in **TRAINING:**

- ✓ Individual, collective, unit
- ✓ MOS Specific
- ✓ Warrior Tasks and Battle Drills
- ✓ Leader Tasks
- ✓ Civilian Ed

Soldier attends Professional Military **EDUCATION:**

- ✓ BLC
- ✓ ALC
- ✓ SLC
- ✓ MLC
- ✓ SMC

PROMOTION once Soldier is eligible to pin on (cut-off scores/sequence #).



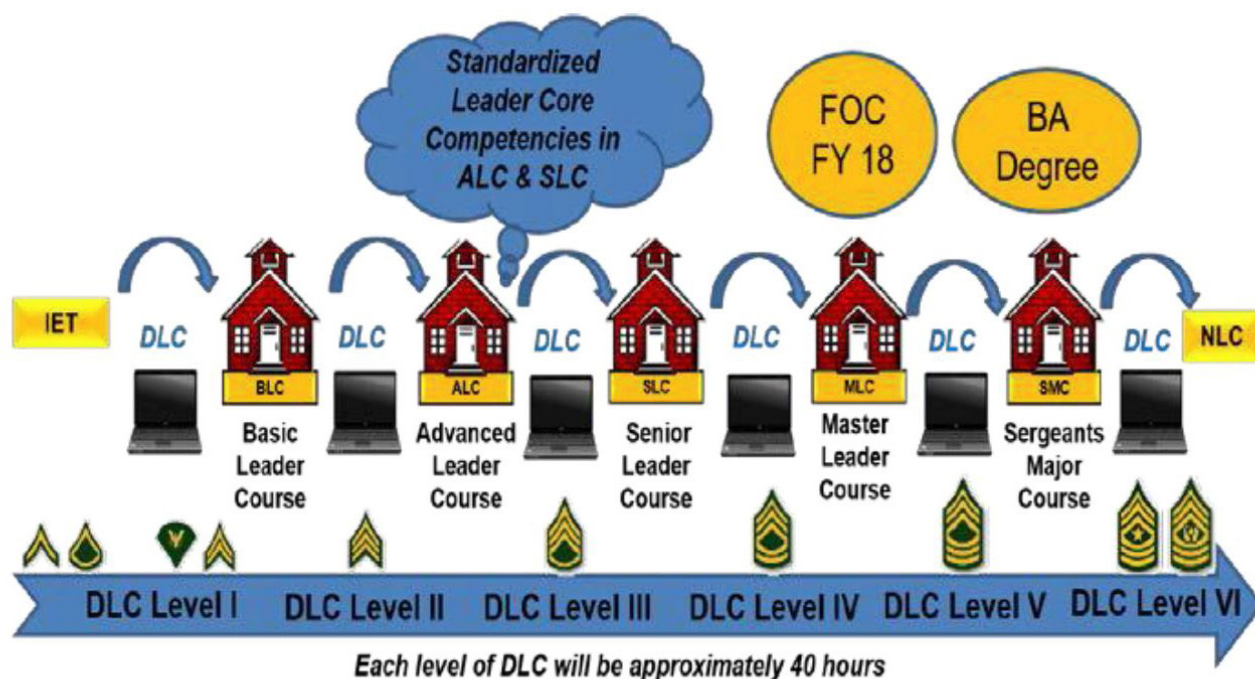
Distributed Leader Courses

The Army's NCO Education System has not been updated as an entire system for over 40 years. Army Executive Order (EXORD 236-15) directed the Army-wide implementation and change of the Noncommissioned Officer Professional Development System (NCOPDS) from the NCO Education System during the last quarter of FY17.

The NCOPDS initiatives involved renaming the Warrior Leader Course to the Basic Leader Course and adding a Master Leader Course for Sergeants First Class selected for promotion to Master Sergeant. Subsequent fragmentary orders added the implementation of Deferment policy updates, the Select, Train, Educate, and Promote (STEP) policy, the delivery of the Digital Ruck Sack, and enhancing the Army Career Tracker.

These directives guided change to the entire NCO Professional Military Education (PME) learning continuum. These changes consist of the creation of the Distributed Leader Courses (DLC), which is the complete overhaul of the legacy Structured Self-Development-(SSD) program, linking the DLC to the resident NCO PME, and ensuring the entire learning continuum is sequential and progressive.

In addition, curriculum for all levels of NCO PME is formatted in the Army's new Experiential Learning Model (ELM) that is more conducive to student centered, adult education.



Promotion Criteria



Time in Service: 6 Months



Time in Grade: 18 Months
Time In Service: N/A
NCOES: ALC
DLC-2



Time in Grade: 4 Months
Time in Service: 12 Months



Time in Grade: 36 Months
Time in Service: 8 Years
NCOES: SLC
DLC-3



Time in Grade: 6 Months
Time in Service: 24 Months



Time in Grade: 36 Months
Time in Service: 12 Years
NCOES: SLC
DLC-4
*Effective 1 Jan 2019 MLC is required to pin E-8



Time in Grade: 12 Months
Time In Service: N/A
NCOES: BLC, DLC-1



Time in Grade: 36 Months
Time in Service: 16 Years
NCOES: Module 2 of Phase 1
Non-Resident USASMA is required to pin E-9
DLC-5

NCO Creed

No one is more professional than I. I am a noncommissioned officer, a leader of Soldiers. As a noncommissioned officer, I realize that I am a member of a time honored corps, which is known as “The Backbone of the Army”. I am proud of the Corps of noncommissioned officers and will at all times conduct myself so as to bring credit upon the Corps, the military service and my country regardless of the situation in which I find myself. I will not use my grade or position to attain pleasure, profit, or personal safety.

Competence is my watchword. My two basic responsibilities will always be uppermost in my mind—accomplishment of my mission and the welfare of my Soldiers. I will strive to remain technically and tactically proficient. I am aware of my role as a noncommissioned officer. I will fulfill my responsibilities inherent in that role. All Soldiers are entitled to outstanding leadership; I will provide that leadership. I know my Soldiers and I will always place their needs above my own. I will communicate consistently with my Soldiers and never leave them uninformed. I will be fair and impartial when recommending both rewards and punishment.

Officers of my unit will have maximum time to accomplish their duties; they will not have to accomplish mine. I will earn their respect and confidence as well as that of my Soldiers. I will be loyal to those with whom I serve; seniors, peers, and subordinates alike. I will exercise initiative by taking appropriate action in the absence of orders. I will not compromise my integrity, nor my moral courage. I will not forget, nor will I allow my comrades to forget that we are professionals, noncommissioned officers, leaders!

Goals

Goals for the Next 1-5 Years (Circle One)



Action Plan to Reach Goal: _____

Goals for the Next 6-10 Years (Circle One)



Action Plan to Reach Goal: _____

Goals for the Next 11-15 Years (Circle One)



Action Plan to Reach Goal: _____

Goals for the Next 16 Years to Retirement (Circle One)



Action Plan to Reach Goal: _____

Individual Readiness Criteria

The following criteria will rate your Individual Readiness in the Kansas Army National Guard. You need to ensure you do NOT have any of these deficiencies. To determine your Readiness, place a number 1 in the area that applies to you; the lower the total number, the better.

ETS Expired	_____
ETS Within 90 Days	_____
ETS Within 365 Days	_____
Medically Non-Deployable	_____
No PHA	_____
PHA Expires in 30 Days	_____
Dental Expired/Expires in 30 Days	_____
Non MOS Qualified	_____
PMOS Does Not Equal DMOS	_____
MOS In Training	_____
NCOES Not Qualifies for Current Grade	_____
NCOES Not Qualified for Next Grade	_____
Flag APFT	_____
Flat Non-APFT	_____
APFT Expired or Not Taken	_____
APFT Not Taken - Medical	_____
APFT Failure	_____
QRB SRB 1 Year	_____
Security Clearance Expires within 365 Days	_____
Senior NCO/Officer No Security Clearance	_____
Weapons Non-Qualified	_____
Total: _____	

You as the individual Soldier need to ensure you correct any deficiencies in the above areas.

Soldier Signature, Date

Supervisor Signature, Date

Individual Readiness Criteria Plan of Action

From items on previous page:

ITEM 1: _____

ITEM 2: _____

ITEM 3: _____

ITEM 4: _____

ITEM 5: _____

Soldier Signature, Date

Supervisor Signature, Date

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General Promotion Scoring Definitions at Enlisted Promotion Board

1. SUPERIOR PERFORMER (6 POINTS). Very few Soldiers achieve a superior score. Soldiers in this category exceed standards in multiple evaluated areas, and are recognized at academic service schools. The senior rater potential comments establishes a mental picture that supports promote immediately. Soldiers in this category excel in both leadership and staff positions as assigned. This Soldier has attained both a high military and civilian educational goal and continues to seek ways to improve as a lifelong learner.

2. EXCELLENT PERFORMER (5 POINTS). Soldiers in this category exceed standards in one or more evaluated areas and receive excellent comments from academic service schools. The senior rater potential comments establishes a mental picture that supports promote ahead of peer group. This Soldier has served in a variety of assignments (operationally diverse) successfully. The Soldier is a progressive military learner.

3. GOOD PERFORMER (4 POINTS). The largest group. The Soldier meets minimum individual readiness standards to be considered for promotion. Soldier has no derogatory or disciplinary actions pending. Mental picture established is a fully capable performer in their primary military occupational specialty. The mental picture from senior rater commentary supports successful achievement and promote with peer group.

4. WEAK PERFORMER (3 POINTS). Soldier is lacking in one rated area of competence, leadership, or is a newly assigned member in a position that has not quite grasped the concept of their new job. Soldier may be a solid or excellent performer, but does not meet individual readiness requirements. Senior Rater comments establish to promote if room, or after individual standards are met.

5. UNDER PERFORMER (2 POINTS). Few Soldiers fall in this category. Soldiers in this category are marginal performers in individual readiness and their MOS. Soldiers received official derogatory comments for character. Senior Rater comments support do not promote, or not ready to promote.



SSG Baseline Criteria

Norming criteria EXAMPLE used to give each Soldier a point value during EPS board.

Vote Score	Vote Line	Vote Verbiage
6	1	Promote Immediately
	2	Quantifiable Leadership Comments
	3	Justifying Excellence for Past 3 Years
	4	Senior Rater "1" Block/Most Qualified
	5	1059 Exceeds Course Standards
	6	Completed ALC

Vote Score	Vote Line	Vote Verbiage
5	1	Promote Ahead of Peers
	2	Quantifiable Leadership Comments
	3	Senior Rater "2" Block/Highly Qualified
	4	No Marginal/Fail NCOES 1059 for 5 Years
	5	Documented Additional Duties

Vote Score	Vote Line	Vote Verbiage
4	1	Promote With Peers
	2	SR Rater Supports "3" Block/Qualified
	3	No Marginal NCOES 1059 for 4 Years

Vote Score	Vote Line	Vote Verbiage
3	1	Promote If Room
	2	Needs Improvement Past 3 Years/Did Not Meet Standard
	3	Needs More Quantifiable Leadership Experience
	4	Marginal 1059 NCOES Within Past 3 Years

Vote Score	Vote Line	Vote Verbiage
2	1	Current Year Needs Improvement/Did Not Meet Standards
	2	Justified No Values/Did Not Meet Standard (Character) Past 5 Years
	3	SR Supports "4" or "5" Past 3 Years/Not Qualified
	4	1059 Fail for NCOES Past 2 Years



SFC Baseline Criteria

Norming criteria EXAMPLE used to give each Soldier a point value during EPS board.

Vote Score	Vote Line	Vote Verbiage
6	1	Promote Immediately
	2	2 Excellence for 5 years for 2 far exceeds standards
	3	Senior Rater supports "1" or "2" 3 years/most qualified
	4	Senior Rater supports superior potential
	5	1059 exceed course standards any NCOES
	6	Completed SLC

Vote Score	Vote Line	Vote Verbiage
5	1	Promote Ahead of Peers/Highly Qualified
	2	1 Quantifiable Excellence Each Year for 5 Years/Exceeds Standards
	3	Senior Rater supports "2" for 3 years/ highly qualified
	4	Current DA Photo

Vote Score	Vote Line	Vote Verbiage
4	1	Promote With Peers
	2	Meet Standard or Successful for 5 Years
	3	Senior Rater Supports "3" Block/Qualified
	4	No Marginal 1059 within 5 Years

Vote Score	Vote Line	Vote Verbiage
3	1	Needs More Experience/Promote If Room
	2	1 Needs Improvement Within 5 Years or Did Not Meet Standards
	3	No Quantifiable Leadership or Staff Experience in 3 Years

Vote Score	Vote Line	Vote Verbiage
2	1	Has Needs Improvement 3 Years
	2	SR Rater Supports "4" or "5" Block
	3	Misconduct/"NO" Values/Character 5 Years
	4	Fail/Marginal 1059 on Last NCOES



MSG Baseline Criteria

Norming criteria EXAMPLE used to give each Soldier a point value during EPS board.

Vote Score	Vote Line	Vote Verbiage
6	1	Promote Immediately
	2	3 Excellences Annually for 5 Years/Far Exceeds Standards
	3	Senior Rater supports Superior Potential 5 Years
	4	1059 Exceeds Course Standards Last 5 Years
Vote Score	Vote Line	Vote Verbiage
5	1	Promote Ahead of Peers
	2	2 Quantifiable Excellence Each Year for 5 Years/Exceeds Standards
	3	Senior Rater supports "2" for 3 years/ highly qualified
Vote Score	Vote Line	Vote Verbiage
4	1	Promote With Peers
	2	SR Supports "3" Block/Qualified for 3 Years
	3	Meets Standards/Successful for 5 Years
	4	Current DA Photo 5 Years
Vote Score	Vote Line	Vote Verbiage
3	1	Promote If Room
	2	No Quantifiable Leadership or Staff Experience in 3 Years
	3	1 Needs Improvement/Did Not Meet Standards
	4	Marginal 1059 for SLC
Vote Score	Vote Line	Vote Verbiage
2	1	Do Not Promote
	2	1 Needs Improvement in 3 Years/Did Not Meet Standards
	3	Justified "NO" in 5 years in Character/Did Not Meet Standards
	4	SR Supports "4" or "5" Block/Not Qualified Within 3 Years
	5	Failed NCOES in 5 Years



1SG Baseline Criteria

Norming criteria EXAMPLE used to give each Soldier a point value during EPS board.

Vote Score	Vote Line	Vote Verbiage
6	1	Promote Immedately
	2	Senior Rater supports 1 block / 1 most qualified on 4 of last 5 NCOERS
	3	1059 exceed course standards last 2 NCOES
	4	
	5	

Vote Score	Vote Line	Vote Verbiage
5	1	Promote Ahead of Peers
	2	Highly Qualified
	3	3 excellence / 3 exceeds annually last 5 years
	4	Senior Rater supports superior leadership potential
	5	Senior Rater supports 2 / highly qualified for last 5 years
	6	Documented leadership assignments

Vote Score	Vote Line	Vote Verbiage
4	1	Promote with Peers
	2	2 excellence / exceeds standards on 4 NCOERS within 5 years
	3	Senior Rater supports 3 block / qualified for 5 years
	4	Current DA Photo

Vote Score	Vote Line	Vote Verbiage
3	1	Promote if Room
	2	1 excellence / exceeds standards on 4 NCOERS within 5 years
	3	No 1SG recommendation on any of last 5 NCOERS
	4	No PSG or Equivalent Experience
	5	No Quantifiable Leadership Comments
	6	1 needs improvement / did not meet standards within 5 years

Vote Score	Vote Line	Vote Verbiage
2	1	Do Not Promote
	2	Multipule needs improvement / did not meet standards within 5 years
	3	Justified No Values / did not meet standard (character) past 5 years
	4	Senior Rater supports 4/5 block / not qualified within 5 years
	5	Fail/Marginal 1059 on last NCOES



SGM Baseline Criteria

Norming criteria EXAMPLE used to give each Soldier a point value during EPS board.

Vote Score	Vote Line	Vote Verbiage
6	1	Promote Immediately
	2	3 excellence / far exceeds annually for 5 years
	3	Senior Rater comments quantify superior potential
	4	USASMC Graduate

Vote Score	Vote Line	Vote Verbiage
5	1	Promote ahead of Peers
	2	3 excellence / 3 exceeds annually last 5 years
	3	Senior Rater supports 2 / highly qualified for last 5 years

Vote Score	Vote Line	Vote Verbiage
4	1	Promote with Peers
	2	Meets standards / successful for 5 years
	3	Senior Rater supports 3 block / qualified for 5 years
	4	Current DA Photo
	5	Current APFT and HT/WT

Vote Score	Vote Line	Vote Verbiage
3	1	Promote if Room
	2	Needs more experience
	3	Marginal 1059 past 5 years
	4	Marginal NCOES/NCOPDS at ANCOC/SLC/MLC
	5	No quantifiable leadership or staff experience within 5 years
	6	Corrected Fail 1059 on ANCOC/SLC any phase.

Vote Score	Vote Line	Vote Verbiage
2	1	Do Not Promote
	2	Multiple needs improvement / did not meet standards within 5 years
	3	Justified No Values / did not meet standard (character) past 5 years
	4	Senior Rater supports 4/5 block / not qualified within 5 years
	5	Fail 1059 last 3 years
	6	Uncorrected Fail Last NCOES



CSM Baseline Criteria

Norming criteria EXAMPLE used to give each Soldier a point value during EPS board.

Vote Score	Vote Line	Vote Verbiage
6	1	Promote Immediately
	2	Doc Progressive Leadership Skills
	3	Bach Degree or equivalent hours
	4	USASMC Exceed Standard
	5	Active Duty Leadership Experience

Vote Score	Vote Line	Vote Verbiage
5	1	Promote ahead of Peers
	2	Associate Degree or equivalent hours
	3	USASMC Graduate
	4	SR recommends CSM on last 2 NCOERs

Vote Score	Vote Line	Vote Verbiage
4	1	Promote with Peers
	2	NCOER Majority Exceed Standard
	3	Current DA Photo

Vote Score	Vote Line	Vote Verbiage
3	1	Promote if Room
	2	Needs improvement in an NCOER within 5 years
	3	No Quantifiable Leadership Comments
	4	Pass all APFT&HT/WT for the last 5 years
	5	NCOER Majority Success
	6	Prior 1SG Time

Vote Score	Vote Line	Vote Verbiage
2	1	Do Not Promote
	2	Documented Misconduct
	3	Marginal/Fail 1059 NCOES other than BLC
	4	Needs Improvement on an NCOER a leadership position
	5	Rater/S.Rater does not recommend CSM
	6	Justified No Values on NCOER 5 yr

Enlisted Promotion Board Checklist

- NGB 4100 Signed
- Correct Career Progression (CPMOS) Selected
- Request for Consideration Outside of PMOS Completed
- Request for 1SG Consideration Submitted
- iPerms File Reviewed
- NCOERs Processed
- All DA 1059s Processed
- DA Photo Current for E-6 and Above
- Civilian Education Transcripts Processed
- Enlisted Record Brief Validated

Soldier Signature, Date

Supervisor Signature, Date

KANSAS ARMY NATIONAL GUARD | ENLISTED CAREER PLAN

KANSAS ARNG RETENTION DATA CARD

Data cards will be filed in the Unit Retention Binder by ETS month

Appendix B

NAME: _____ **UNIT:** _____ **SSN:** _____
GRADE _____ **DOR:** _____ **PMOS:** _____ **DMOS:** _____ **PEBD:** _____
ETS: _____ **LATEST DD FORM 4 DATE:** _____ **TERM OF SERVICE(DD4):** _____
NUMBER OF EXTENSIONS PREVIOUSLY GRANTED TO CURREN DD 4: _____ **CIVILIAN OCCUPATION:** _____
SPOUSE NAME: _____ **NUMBER OF CHILDREN:** _____ **AGES:** _____
PHONE:H: _____ **C:** _____ **ADDRESS:** _____
EMAIL: AKO: _____ **CIVILIAN:** _____

MINIMUM RETENTION INTERVIEW CRITERIA

TYPE OF INTERVIEW	INTERVIEWER	DISCUSSION CRITERIA
ANNUAL & 365 - 271 DAYS FROM ETS	FIRST LINE LEADER (FLL)	SM career progression, job performance, mil and civ education opportunities, and eligibility for future extensions
270 - 181 DAYS FROM ETS	UNIT CAREER COUNSELOR	Retention eligibility, possible incentives, and possibility of extension
180 - 121 DAYS FROM ETS	FLL	Retention and career progression
120 - 91 DAYS FROM ETS	1SG	EPS, Goals, performance and importance of SM to the unit, any issues
90 - 61 DAYS FROM ETS	UNIT CDR	Alternatives to separation, importance of SM to the unit mission, clear any misunderstandings or problems
60 - 31 DAYS FROM ETS	FULL TIME BN CAREER COUNSELOR	ARNG opportunities, benefits and alternatives to discharge
30 - 1 DAYS FROM ETS	BN CSM	Encourage SM future membership in ARNG to clear any issues or problems that exist

POSSIBLE QUESTIONS TO ASK DURING INTERVIEWS

1. What are your plans/goals while in the KSARNG? (Off, WO, MOS Change)
2. Did you have any expectations when you first joined the NG? What were they? Have they been met so far?
3. Does your Family support you decision to be in the NG? If No why? May someone speak to your Family members?
4. How have you been treated by the unit, CDR, 1SG, others? Are there any issues?
5. Do you have any Military education goals?
6. Do you enjoy your current unit and MOS? If No why? Would you consider changing your MOS/Unit?
7. Do you plan on extending if eligible? If no Why? If yes, How long would you like to extend? Do you want a ceremony with your Family?
8. Do you have any questions about any benefits you might be receiving or you think you are eligible for?
9. Are you or a family member currently going to college? Have you been using TA or the GI Bill if eligible?
10. Do you have any current issues/concerns or questions about you current or future enlistment?

EXTENSION/REENLISTMENT CRITERIA

1. SM must be 365 days from current ETS to be eligible for extension (unless extending for a promotion or to attend a school)
2. Must meet HT/WT and APFT Standards (**Only 1 Wavier will be granted if Command chooses to request. Formal counselings will be completed**)
3. If unable to take APFT due to pending medical board (PEB/MEB) SM can only extend with a medical waiver length of extension is determined by G1 Med.
4. SM must not be in an AWOL status
5. SM who are eligible to extend may extend 1, 2, 3, 4, 5, or 6 years at a time.
6. SM who are currently assigned to WTU will be extended by the WTU

Interviews will be formal and conducted IAW FM 22-101 and will be recorded on this form.

KANSAS ARMY NATIONAL GUARD | ENLISTED CAREER PLAN

RETENTION INTERVIEW AND ACTIONS

TIPS FOR CONDUCTING SUCCESSFUL INTERVIEWS

1. Schedule interviews, including time and place interview will be held
2. Prepare for each interview. (Use information from previous interviews to get any background information. Talk to Unit Career Counselor)
3. Ask follow up questions (Do you plan on extending? Yes How long? 6 years Would you like a ceremony? No When would you like to extend? Now)
4. Be prepared to discuss features and benefits of being in the Guard (Pay & entitlements, Retirement benefits, Commissary/PX privileges, Insurance (TRICARE), Space A Travel, Education (TA, GI Bill), Re-enlistment benefits, Training opportunities, Awards and recognition, VA Loan eligibility, Access to Physical Fitness Facilities, Military Discounts, Officer/WO Opportunities)

RETENTION INTERVIEW

##

DATE: _____ LOCATION: _____ TYPE OF INTERVIEW: _____
(Annual, 365, 270, 180, 90, 60, 30)

COMMENTS (Write detailed notes of retention interview here): **Does SM meet requirements to extend? Y/N** _____

Does SM want to extend? Y/N (if No, why get as much detail as possible. List any issues, concerns, or questions the SM may have): _____

Does the SM Family support them? Y/N Why if No? _____

If SM wishes to extend how long? When? Does the SM want a ceremony and would they like Family at the ceremony?

Were all issues resolved during interview? Y/N If No what was done to try and resolve any issues? _____

Are there any unanswered questions that need to be followed up by Chain of Command or any of the Career Counselors? (please list who needs to answer any follow up questions or concerns)

SOLDIER NAME: _____ SOLDIER SIGNATURE: _____
 INTERVIEWER NAME: _____ INTERVIEWER SIGNATURE: _____
 INTERVIEWER RANK: _____ INTERVIEWER POSITION: _____

- * Data Cards will be maintained for each enlisted soldier assigned or attached to the unit.
- * Upon transfer to another unit within the KSARNG, the Retention Data Card will be forwarded to the gaining unit.
- * Data Cards will be maintained chronologically by Expiration of Term of Service (ETS) month in the retention binders.
- * Each time a SM extends or immediately reenlists a new retention interview card will be started. The previous card is stapled to the back of the new card.

KANSAS ARMY NATIONAL GUARD | ENLISTED CAREER PLAN

RETENTION INTERVIEW AND ACTIONS

TIPS FOR CONDUCTING SUCCESSFUL INTERVIEWS

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RETENTION INTERVIEW

DATE: _____ LOCATION: _____ TYPE OF INTERVIEW: _____
(Annual, 365, 270, 180, 90, 60, 30)

COMMENTS (Write detailed notes of retention interview here): Does SM meet requirements to extend? Y/N _____

Have any of the SM issues, concerns, or questions been addressed and answered? (Have all options to retain the SM been discussed)

SOLDIER NAME: _____ SOLDIER SIGNATURE: _____

INTERVIEWER NAME: _____ INTERVIEWER SIGNATURE: _____

INTERVIEWER RANK: _____ INTERVIEWER POSITION: _____

RETENTION INTERVIEW

DATE: _____ LOCATION: _____ TYPE OF INTERVIEW: _____
(Annual, 365, 270, 180, 90, 60, 30)

COMMENTS (Write detailed notes of retention interview here): Does SM meet requirements to extend? Y/N _____

Have any of the SM issues, concerns, or questions been addressed and answered? (Have all options to retain the SM been discussed)

SOLDIER NAME: _____ SOLDIER SIGNATURE: _____

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INTERVIEWER RANK: _____ INTERVIEWER POSITION: _____

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- * Each time a SM extends or immediately reenlists a new retention interview card will be started. The previous card is stapled to the back of the new card.

Important Links

DA PAM 600-25

<https://www.milsuite.mil/book/groups/smartbook-da-pam-600-25>

ARMY CAREER TRACKER

<https://actnow.army.mil/>

8 TIPS TO ENSURE A SUCCESSFUL MILITARY CAREER

<https://www.military.com/join-armed-forces/military-career-success-tips.html>

U.S. ARMY HUMAN RESOURCES COMMAND (iPERMS)

<https://iperms.hrc.army.mil/rms/login.jsp>

MY ARMY BENEFITS

<http://myarmybenefits.us.army.mil/EN/default.aspx>

SENIOR ENLISTED JOINT PROFESSIONAL MILITARY EDUCATION I & II

https://jkodirect.jten.mil/pdf/JKO_SEJPME_Instructions_Multi-National_Students.pdf

NCO JOURNAL

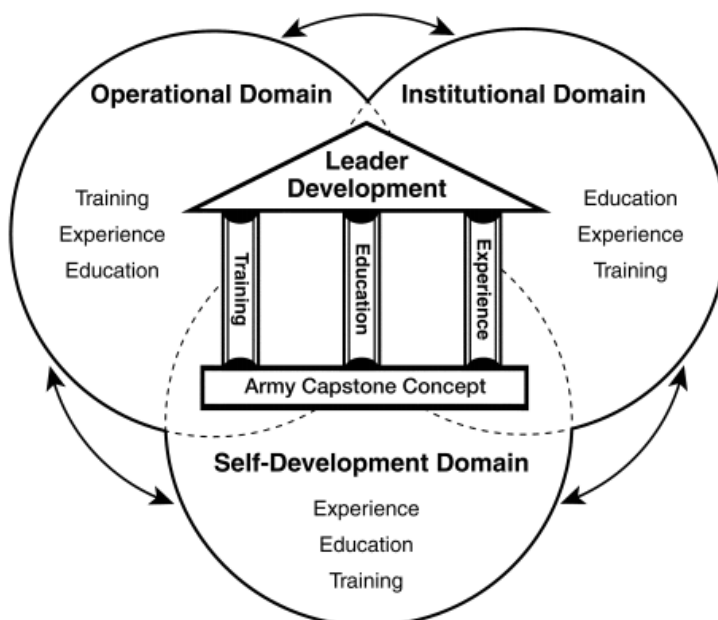
<http://ncojournal.dodlive.mil/>

SOLDIER FOR LIFE

<https://soldierforlife.army.mil>

GO ARMY ED

<https://www.goarmyed.com>



This page shows a screen shot of the Smartbook DA PAM 25 link. At the site it will show you and your leaders identify, from your individual proponent's perspective, the types of assignments, training, and achievements that best prepare you for success in your respective MOS.

WELCOME

Welcome to the Smartbook, DA-PAM-600-25, Noncommissioned Officer Professional Development Guide. This guide outlines noncommissioned officer development and career management fields. While this does not prescribe the path of assignment or educational assignments that will guarantee success, it does describe the full spectrum of developmental opportunities a noncommissioned officer can expect throughout a career.

DA PAM 600-25, Chapters 1-3 can be found in the Army Publishing Directorate (APD) website at <http://www.apd.army.mil>

Proponent Briefs are for Soldiers and leaders alike (from a Proponent's perspective), types of assignments, training, and performance/achievements that best prepare Soldiers for career success in their respective MOS. Board Briefs are approved for use beginning with the FY19 MSG Board (DA Pam 600-25) as a supplement to the Board MOI.

DCS-G-1, DAPE-MPE-PD



This guide outlines noncommissioned officer development and career management fields. While this does not prescribe the path of assignment or educational assignments that will guarantee success, it does describe the full spectrum of developmental opportunities noncommissioned officers can expect throughout a career.

Owned by:
General P. J. Ramio
Landers

Group Type:
Open

Created:
Sep 8, 2017

CMF RECOMMENDED CHANGES

CMF-specific content is the responsibility of the respective Proponent. Recommendations, comments or changes should be directed to the Proponent for consideration. Proponents are responsible to submit formal changes (through TRADOC) for approval and posting to this website.

CAREER MANAGEMENT FIELDS

CMF 11 thru CMF 37	Last Update	Proponent Briefs	Board Briefs	CMF 38 thru CMF 94 and MOS 00Z	Last Update	Proponent Briefs	Board Briefs
CMF 11 Infantry	29 Nov 18	CMF 11	CMF 11	CMF 38 Civil Affairs	4 Dec 18	CMF 38	CMF 38
CMF 12 Engineer	30 Nov 18	CMF 12	CMF 12	CMF 42 Human Resources and Musician	29 Nov 18	CMF 42	CMF 42
CMF 13 Artillery	29 Nov 18	CMF 13	CMF 13	CMF 46 Public Affairs	6 Dec 18	CMF 46	CMF 46
CMF 14 Air Defense Artillery	29 Nov 18	CMF 14	CMF 14	CMF 51 Branch Acquisition, Logistics, and Technology	6 Dec 18	CMF 51	CMF 51
CMF 15 Aviation	29 Nov 18	CMF 15	CMF 15	CMF 56 Religious Affairs Specialist	29 Nov 18	CMF 56	CMF 56
CMF 17 Cyber	29 Nov 18	CMF 17	CMF 17	CMF 58 Army Medical Department	29 Nov 18	CMF 58	CMF 58
CMF 18 Special Forces	4 Dec 18	CMF 18	CMF 18	CMF 74 Chemical, Biological, Radiological, and Nuclear	29 Nov 18	CMF 74	CMF 74
CMF 19 Armor	29 Nov 18	CMF 19	CMF 19	CMF 79 Recruiting and Retention	29 Aug 18	CMF 79	CMF 79
CMF 25 Communications and Info Systems	29 Nov 18	CMF 25	CMF 25	CMF 88 Transportation	29 Nov 19	CMF 88	CMF 88
CMF 27 Paralegal	3 Dec 18	CMF 27	CMF 27	CMF 89 Ammunition	29 Nov 18	CMF 89	CMF 89
CMF 29 Electronic Warfare	12 Dec 17	CMF 29	see CMF 17	CMF 91 Mechanical Maintenance	29 Nov 18	CMF 91	CMF 91
CMF 31 Military Police	29 Nov 18	CMF 31	CMF 31	CMF 92 Supply and Services	29 Nov 18	CMF 92	CMF 92
CMF 35 Military Intelligence	29 Nov 18	CMF 35	CMF 35	CMF 94 Electronic Maintenance	29 Nov 18	CMF 94	CMF 94
CMF 36 Financial Management	29 Nov 18	CMF 36	CMF 36	MOS 00Z Nominative CSM SGM	12 Dec 17	N/A	
CMF 37 Psychological Operations	4 Dec 18	CMF 37	CMF 37				

ACTIONS

- [Start a discussion](#)
- [Write a document](#)
- [Upload a file](#)
- [Write a blog post](#)
- [Create a poll](#)
- [Create a project](#)
- [Create a status update](#)
- [Invite people to join this group](#)
- [Group feeds](#)
- [Create a video](#)
- [Create an event](#)
- [Create an idea](#)
- [Create a Training Scenario](#)
- [Embed YouTube Video](#)

ASK SMARTBOOK DA-PAM 600-25

Type your question

Ask it

Hard Lessons for New Sergeants

The advice below is a combination of five senior NCOs' own words of what they think is important for Soldiers today and throughout their military careers :

- Stay motivated.
- Volunteer for assignments; don't ever quit. You will fail — get up and try again.
- Your reputation, the examples you set, will cast a long shadow. You will either inspire others or demotivate them by your actions.
- Be the guy with real experience, not just the theoretical or book knowledge.
- Don't go after the wounded, have them push themselves to you.
- You learn more from your mistakes and misses than you ever will from your successes.
- Maintain a warrior's mindset in everything you do.
- I cannot define what an act of valor is, but I do know what cowardice looks like.
- Yelling is not an effective training tool; your training should develop solid basics and initiative.
- Soldiers will do great things if there is trust.
- Every experience is important to an NCO's development, and every event is an opportunity to counsel.
- Good leaders are valued over time.
- As a leader you must constantly give hard problems to solve — this develops Soldiers.
- Lead from the front. It's everything.
- Focus on the things that matter: fitness, values and training.
- Humility: Don't just be the loud guy; it almost always identifies false bravado. Don't be afraid to bring up your own faults.
- Remember — it is never about you; it is always about the Soldiers.
- Never ever be the crab. Don't go sideways or backward, only move forward.
- Be honest in everything you do. Grow to hate liars.
- If more Soldiers did their jobs and demanded a higher level of execution, there would be significantly less need for valorous acts.
- Take responsibility, take charge and take the initiative. You must make it happen.
- Wear your body armor!

