

Lt Col DOE, MATTHEW A. (123456789)		SYSTEM GENERATED PAGE X / Y OFFICER PERFORMANCE BRIEF (O-1 THRU O-6)	
DUTY TITLE Commander	DAFSC 12F3F	REASON Annual	PERIOD 1 Jun 20 THRU 31 May 21
	DAYS SUPERVISED 243	DAYS NON-RATED 0	RATEE ACKNOWLEDGEMENT \\signed, mad, 1234567890, 20 Jun 21\\
ORGANIZATION AND COMMAND 123d Fighter Squadron (ACC)		LOCATION Joint Base Langley-Eustis VA	
DUTY DESCRIPTION Commands an 80-person combat-coded F-15E squadron, manages and executes a \$107M flying hour program with 3.1K sorties & 5.1K hours and responsible for \$98K annual budget. Implements combatant command's operational plans and requirements; responsible for readiness and execution of daily flying operations for 60 aircrew, 20 support personnel, and 25 aircrafts worth \$1.4B. Combat fighter pilot qualified to evaluate and lead all F-15E mission sets.			
RATER ASSESSMENT #3/7 Lt Cols, #2/5 Sq/CCs			
EXECUTING THE MISSION EFFECTIVELY USES KNOWLEDGE, INITIATIVE, AND ADAPTABILITY TO PRODUCE TIMELY, HIGH QUALITY/QUANTITY RESULTS TO POSITIVELY IMPACT THE MISSION Matt executed the wing's high-visibility, "no fail" 400-member AGILE LION exercise that set a new AF-level precedent for successful agile combat employment. As the lead planner for Operation RED FLAG and RAZOR TALON; he led the integration of 8 wings, 15 aircrafts, and 30 pilots enabling 1K missions thus increasing coalition force lethality.			
LEADING PEOPLE FOSTERS COHESIVE TEAMS, EFFECTIVELY COMMUNICATES, AND USES EMOTIONAL INTELLIGENCE TO TAKE CARE OF PEOPLE AND ACCOMPLISH THE MISSION Matt led a 50-member joint all domain operation-large force exercise that provided exposure to joint assets worth \$185M and increased the squadron's understanding of strategic operations. He also developed Agile Combat Employment operations and maintenance training for 350 personnel elevating squadron readiness and resiliency for major operations.			
MANAGING RESOURCES MANAGES ASSIGNED RESOURCES EFFECTIVELY AND TAKES RESPONSIBILITY FOR ACTIONS/BEHAVIORS TO MAXIMIZE ORGANIZATIONAL PERFORMANCE Lt Col Doe oversaw maintenance and operations reorganization within 6 months, results saved 360 workhours weekly and increased sortie generation by 10%. Additionally, Matt stood-up wing's first fighter generation squadron 4 months early, overcoming maintainer shortage and enabling 3,100 sorties, 5,100 flying hours, and \$107M flying-hour program.			
IMPROVING THE UNIT DEMONSTRATES CRITICAL THINKING AND FOSTERS INNOVATION TO FIND CREATIVE SOLUTIONS AND IMPROVE MISSION EXECUTION Matt overhauled squadron's inspection program, eliminated over 100 workhours with reorganization, improved the unit's quality of life, and saved \$50K. He revolutionized COVID-19 operations setting an ACC benchmark for record low number of cases that saved 200 work hours, \$73K for 68 Airmen, and maintained 100% squadron combat readiness.			
MANDATORY COMMENTS (CLIMATE) The Ratee meets all command climate requirements. Matt's command climate is emulated by his peers at the wing and should be benchmarked across the Air Force.			
RATER NAME, GRADE, AND BRANCH OF SERVICE JOHN A. DOE, Col, USAF		RATER SIGNATURE \\signed, jad, 1234567890, 10 Jun 21\\	
RATER DUTY TITLE Commander	RATER ORGANIZATION AND COMMAND 123d Operations Group (ACC)		
HIGHER LEVEL REVIEWER ASSESSMENT #5/36 Lt Cols, #4/21 Sq/CCs RATER ASSESSMENT Concur Combat-proven commander; Matt decisively led my premier fighter squadron through Russia deployment. Following Senior Developmental Education, Matt needs to command a group.			
HIGHER LEVEL REVIEWER NAME, GRADE, AND BRANCH OF SERVICE JANE A. DOE, Brig Gen, USAF		HIGHER LEVEL REVIEWER SIGNATURE \\signed, jad, 1234567890, 15 Jun 21\\	
HIGHER LEVEL REVIEWER DUTY TITLE Commander	HIGHER LEVEL REVIEWER ORGANIZATION AND COMMAND 123d Fighter Wing (ACC)		

Officer Performance Brief (AF Total Force - Lt thru Col) Performance Information

Rater Assessment

- Stratification (Current Policy)
 - If no stratification, then block populates with "THIS SECTION NOT USED"
- 4x Major Performance Areas (MPA)
 - Performance Statements (2-3 per MPA)
 - Encouraged to refer to ALQs when writing Performance Statements
 - Search "ALQ Writing Guide" on myFSS for writing examples
 - Up to 350 characters per MPA block completed by Rater

Rater Mandatory Comments Module (if applicable)

- Block displayed on Brief **only** if Ratee meets specific criteria required by law/policy (e.g., Climate, Housing Oversight, Voting Assistance Officer)
- If criteria not met, block **will not** be displayed on Brief; only the 4x MPA blocks will be visible in the Rater Assessment section
- Up to 350 characters completed by Rater

Higher Level Reviewer (HLR) Assessment

- Stratification (Current Policy)
 - If no stratification, then block populates with "THIS SECTION NOT USED"
- Indicates concurrence/non-concurrence with Rater's Assessment
- HLR Performance Statement (No Policy Change)
 - Narrative-style statement(s), overall assessment, may include assignment and/or developmental education recommendations
 - Up to 250 characters completed by HLR
- When Rater is also the HLR, Rater/HLR completes **both** the Rater and HLR Assessment sections but only enters stratification during HLR Assessment

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HIGHER LEVEL REVIEWER DUTY TITLE Commander	HIGHER LEVEL REVIEWER ORGANIZATION AND COMMAND 123d Fighter Wing (ACC)		

Officer Performance Brief (AF Total Force - Lt thru Col)

Administrative Information

- 1 ALQ Evaluation - built on the fundamental experience for Airmen of all ranks/specialties
- 2 2x Evaluators - evaluators closest to Ratee; provides meaningful/actionable evaluation
- 3 Stratification - no policy change; allows narrative sections to focus on performance
- 4 MPAs/ALQs - defines and incentivizes the behaviors and outcomes we value
- 5 Performance Statements - optimizes clear, accurate communication
- 6 Mandatory Comments - criteria-based assessment (only visible if required by law/policy)
- 7 Higher Level Reviewer - final evaluator in rating chain who closes out the evaluation
- 8 HLR Performance Assessment - Performance Statement and narrative assessment
- 9 Functional Examiner/AF Advisor - no policy change; if required, drives additional page(s)
- 10 Referral Reports - no policy change; if required, drives additional page(s)
- 11 No Acronym Section - reinforces clarity and readability
- 12 White Space - system design drives forced white space; encourages quality vs. quantity

Talent Management Impact

- ✓ Value - clearly defines what the AF values, measures performance against those values
- ✓ Drives Behavior - develops behavioral skills and growth in desired AF competencies
- ✓ Growth & Development - delivers meaningful & actionable feedback driving development
- ✓ Agile and Iterative - enables advantage through ability to adapt/build the force we need