INDIVIDUAL STUDENT ASSESSMENT PLAN
(ISAP)
ARNG Officer Candidate School

1. References. TRADOC Regulation 350-70, Army Learning Policy and Systems, and TRADOC Pamphlet 350-70-5.

2. Requirements. The ISAP will be presented to candidates as part of initial counseling/inprocessing. TRADOC 350-70 and TRADOC PAM 350-70-5 requires the ISAP be provided in writing and explains evaluation methods, counseling, exams, retesting policy, nonacademic assessment requirements and graduation requirements. The ISAP will be posted in common areas for the students to review.

3. Individual Student Assessment Plan (ISAP) Per TR 350-18.

The ISAP details how the proponent school determines if a candidate has demonstrated the required level of competency to pass the course or training. It identifies course completion requirements to include the minimum passing score or a (GO/NO-GO) for each written or performance examination, final grade requirements, minimum course attendance requirements (if applicable) and specific assessments that must be satisfactorily completed to graduate. It identifies how the candidate's performance must be assessed. Specific lessons assessed in each assessment are identified. Counseling and reassessment policy are delineated. Other evaluations that affect graduation, such as the Army Weight Control Program and Army Physical Fitness tests are identified, and their requirements included.

4. You will be administered two (2) written exams and one (1) hands on evaluation during Phase I; Leadership, Army Training Management and a Land Navigation Practical (Night into Day). You will be administered five (5) written exams during Phase II; Military History, Supply, Tactics and Operations, Justice, Call for Fire and a Leadership Evaluation Report (LER). During Phase III, you will be evaluated on the Troop Leading Procedures, while conducting a squad training exercise.

a. Each written exam is given equal weight (weighted the same—100 points).

b. Exams are closed book; notes or reference will not be allowed during exams.

c. Exams consist of both multiple choice questions and scenarios. Candidates must select the best possible answer of the options available. In order to receive a passing score, you must answer the required percentage of the questions correctly.

d. Candidates who fail an exam will be counseled in writing on DA Form 4856, will receive remedial training and be retested. Candidates must pass all written examinations or retests with the score required on the lesson plan or higher depending on the exam requirement. Only one (1) retest will be given per exam. A second retest is given only under exceptional circumstances and must be recommended by the Company Commander and approved by the Battalion Commander. The Candidate who passes the retest will be awarded the minimum passing score per the lesson plan regardless of actual score they receive; all test scores will be annotated on the End of Course Summary.

e. Candidates cannot fail more than three (3) written exams. Failing three (3) written exams in both Phase I and Phase II combined, will result in academic probation. A fourth failure will result in a recommendation to the Battalion Commander for possible dismissal from the course. The candidate must be counseled on a DA Form 4856 of the consequences of the academic probation. See ANNEX-A for flow chart included with this ISAP.

f. If you feel your exam was graded incorrectly or a question on the exam had an error, you may bring it to your Instructor's attention during the exam review. Your Instructor will review your concern with the Senior Instructor and/or the Test Control Officer.

After the review you will be advised if a retest will be permitted. All identified errors will be submitted to the OCS Subject Matter Expert (SME) and forwarded to the Maneuver Center of Excellence (MCoE), Fort Benning, GA.

5. Leadership Position Evaluations. Each Candidate will be evaluated a minimum of one Leadership Position during Phase I, and a minimum of two (2) during Phase II. Phase III Candidate's will receive an evaluation during the LRC and FLX II operations. Leadership evaluation and counseling in OCS measures observed performance, not potential. Assessment is purposely subjective using Actions, Skills and Attributes from ADP 6-22 /ADRP 6-22. Candidates must pass one (1) LER in Phase II & one (1) FLER in Phase III with an "E' or "S" using the E-S-N scale (Excellent, Satisfactory or Needs Improvement).

6. Medical Recycle / Dismissal: Inability to complete the course because of poor health is grounds for dismissal from the course. Mental Health difficulties, other than situational maladjustment are included in this category.

a. A Candidate may be recycled if a profile is issued. If the profile causes limited participation or missing mandatory training. Candidates missing an excess of eight hours of training or are unable to participate in PRT in any capacity may be relieved, and must start that phase of training over.

b. Candidates who receive one or more profiles, limiting participation or missed training while in OCS may be dismissed from the course.

c. If the Candidate's physical condition has changed and the candidate can no longer meet the commissioning physical requirements. After the OCS Board reviewed their application and during their attendance in OCS, the candidate may be relieved from the course.

7. If you miss or cannot actively participate in eight (8) or more hours of scheduled training you may be recommended for recycle. Only the Battalion Commander can make exceptions to this policy, for all three (3) phases.

8. **Phase I**. The following training events and exams must be successfully completed prior to the end of Phase I to be a graduate of this phase.

a. Examinations. You must score the required passing percentage on each exam. You are required to pass the two (2) written exams or retests and the Land Navigation individual Practical Exam (Night into Day). Phase I written exams include: Army Training Management at (70% or better), and Leadership at (70% or better). Phase I, practical exam includes the Land Navigation Practical (Night into Day), you must find 4 out of 5 points in five (5) hours. All exams and retests must be completed prior to the end of Phase I. Failure of any exam must be annotated on a DA Form 4856 Developmental Counseling Form.

b. Six-mile foot march. Successful completion of the six-mile foot march is a Phase I requirement. Officer Candidates must complete the six-mile foot march without assistance (pulled, pushed, carried, or helped in any way) with a 35 lb. ruck sack, excluding water, (with minimum basic packing list IAW OCS SOP), within 105 minutes. Uniform will be as listed in the lesson plan. A six-mile foot march retest must be completed by the Candidate prior to the end of Phase I. Failure of the six-mile foot march will be annotated on a DA Form 4856 Developmental Counseling Form.

c. Peer Evaluation #1 is completed at the end of Phase I. Peer Evaluations provides you with the opportunity to assess the demonstrated leadership in other Soldiers.

d. Program of Instruction (POI) Training. You must attend all POI training.

e. APFT/Height/Weight. All Candidates will take and pass a standard APFT within 60 days (with NO alternate events) prior to the start of Phase I. All Candidates will meet and maintain height and weight standards IAW AR 600-9.

f. Leadership Evaluation Report. During Phase I, you will receive and complete a minimum of one leadership position evaluation during Phase I by your Platoon Trainer Officer /NCO. The leadership positions

are as follows Company Commander, First Sergeant, Executive Officer, Platoon Leader, Platoon Sergeant, and Squad Leader.

9. **Phase II**. The following training events and exams must be successfully completed prior to the end of Phase II to be a graduate of this phase.

a. Examinations. You must pass all five (5) written exams and/or retests. You must score 70% as required by the lesson plan or greater on each exam. Phase II exams include: Military Justice, Military History, Call for Fire, Supply Activities, and Operations/Tactics. Candidates must score 70% or better on all written exams. Candidates who pass the retest are awarded the minimum passing score regardless of the score they attain. Failure of any exam must be annotated on a DA Form 4856 Developmental Counseling Form. All exams and retests must be completed prior to the end of Phase II.

b. Nine-mile foot march. Officer Candidates must complete the nine-mile foot march without assistance (pulled, pushed, carried, or helped in any way) with a 35 lb. ruck sack, excluding water, FLC, M16A2/M4 rifle (training aid or actual weapon system), boots, in any weather conditions (with minimum basic packing list IAW OCS SOP), within 157.5 minutes. Uniform and equipment is per the lesson plan. A candidate who fails to meet the standard will be given one (1) retest. The failure of the nine-mile foot march must be annotated on a DA Form 4856 Developmental Counseling Form.

c. Twelve-mile foot march. Officer Candidates must complete the twelve-mile foot march without assistance (pulled, pushed, carried, or helped in any way) with a 35 lb. ruck sack, excluding water, ACH, FLC, M16A2/M4 rifle (training aid or actual weapon system), boots, in any weather conditions (with minimum basic packing list IAW OCS SOP), within 210 minutes. Uniform and equipment is per the lesson plan. A candidate who fails to meet the standard will be given one (1) retest. The failure of the twelve-mile foot march must be annotated on a DA Form 4856 Developmental Counseling Form.

d. Peer Evaluation # 2 and # 3 – Peer Evaluation # 2 is completed in the middle of Phase II and Peer Evaluation # 3 is completed at the end of Phase II.

e. APFT. Traditional Candidates must pass the standard APFT within 60 days (with NO alternate events) of the Phase III start date. Accelerated Officer Candidates must pass a standard APFT within 20 days of the Phase III start date.

f. Graduation Run. Candidates will conduct a four (4) mile release run. The standard pace for this run is nine (9) minute per mile, or 36 minutes for completion. A candidate who fails to meet the standard will be given one (1) retest prior to the end of Phase II. Uniform will be the APFU.

g. Program of Instruction (POI) Training. You must attend all POI training.

h. Leadership Evaluations Report. All students must have a minimum of two (2) Garrison leadership position during Phase II and be counseled using the Leadership Evaluation Report (LER). You must receive an “E” or “S” on one leadership position to graduate Phase II.

i. Basic Rifle Marksmanship. This will be conducted using the EST 2000 and is familiarization training for Basic Rifle Marksmanship and implementation of basic fundamentals in upcoming field exercises in Phase II and in Phase III.

10. **Phase III**. The following training events must be successfully completed prior to the end of Phase III to be a graduate of this phase and the OCS course.

a. Obstacle Course. You must attempt each obstacle in order to graduate. The Company Commander may close some obstacles based on climatic or safety conditions. Failure to attempt each obstacle will result in recycle or elimination from the course.

b. Leadership Reaction Course (LRC). You must participate as a squad member and as a squad leader at LRC training. You will receive an evaluation on the Leadership Reaction Course Report (LRCR).

c. Field Leadership Exercise (FLX II). You will be evaluated during FLX II. In a simulated combat environment, given a squad size element, you must demonstrate your ability to successfully lead Soldiers throughout the planning, preparation, and execution phases of your assigned mission. You will be evaluated on your use/understanding of the Eight (8) TLPs, within the allotted time (1 Hr and 45 Min). You will be granted one additional evaluation if you fail to meet the standard during the initial assessment. You must receive an "E" or an "S" on one Field Leadership Evaluation Report (FLER) in order to graduate Phase III.

d. POI Training. You must attend all Phase III POI training.

e. Must be recommended by the OCS Company Commander (by signature on End of Course Summary Sheet/ Phase III) as possessing the leadership skills, attitudes and knowledge required of a newly commissioned Second Lieutenant prior to graduating Phase III and OCS.

11. Academic Evaluation Report (AER). The ARNG End of Course Summary is used to track the completion of all test scores and training events in all phases of OCS.

12. Honor Code violations. An Officer Candidate will not lie, cheat, steal, nor tolerate those who do. A violation of this code may result in a recommendation for dismissal. See ARNG OCSOP for detailed information concerning the Honor Code.

13. Determining Class Honors/Awards. Any system that awards honors must be devoid of any impropriety or any appearance of impropriety. To avoid this, the ARNG OCS program uses an objective system to determine each state OCS Honor graduate and the next two candidates that will graduate with honors. While the leadership evaluations are subjective and comprise a portion of an Officer Candidate's score, collectively they are numbered evaluations, and when considered together create an objective opinion of that Officer Candidate's leadership abilities as compared to his or her peers. There are three (3) different Honor Awards given individually: the Distinguished Honor Graduate (who is the Erickson Trophy recipient), the Second Honor Graduate, and the Third Honor Graduate. There are three (3) other awards given; the Academic Award, the Physical Fitness Award, and the Leadership Award.

14. Components of the Honor Awards System. Officer Candidates receive honor awards based on their performance in four (4) major areas of the course: Academics, APFT #2, leadership evaluations, and peer evaluations. Any Officer Candidate that failed any of the three (3) major areas and had to retest, excluding leadership evaluations, will not be in the running for an honor award. A "Not Satisfactory" on a leadership evaluation does not disqualify an Officer Candidate from being considered for honor awards.

15. Each college or university makes the decision about assigning and accepting credits for Officer Candidate School (OCS). The American Council of Education, in Washington D.C., evaluated the curriculum for OCS. The Council's credit recommendations are in "A Guide to the Evaluation of Education Experiences in the Armed Forces.

16. Dismissal and Recycle from the OCS Course.

a. Non-academic dismissal. See attached diagram for Non-academic dismissal and recycle. This includes motivational and disciplinary dismissal from the current phase of training and /or the OCS Course.

b. Academic dismissal. See attached diagram for academic dismissal and recycle. Academic dismissal and recycle are conducted when a candidate fails an exam and retest with a score below 70% or after the 4th test failure.

c. Appeal process. The following appeal procedures apply in cases where dismissal is considered for **motivational, disciplinary, or academic reasons** IAW TR 350-18 and AR 350-1. See attached diagram for appeals. Appeals will be submitted to the School Commandant or Commander who will refer the proposed action and the appeal to the OSJA to determine legal sufficiency of the dismissal decision.

1. Students who elect to appeal will remain actively enrolled in the course pending disposition of their appeals.

2. All appeals must clearly provide new evidence not previously considered by the Approving Authority.

17. Any questions regarding this Individual Student Assessment Plan should be addressed through the chain of command.

INDIVIDUAL STUDENT ASSESSMENT PLAN

ARNG Officer Candidate School

(Students must complete and sign the acknowledgment. Completed acknowledgments are separated from the ISAP and filed in students' academic folder; students retain the ISAP for reference.)

By signing below, I acknowledge that I have received a copy of the ARNG OCS Individual Student Assessment Plan. I have read the criteria and I understand the requirements for graduation of each phase.

Signature _____

Printed name_____

Date_____

OC counseled by Platoon trainer

Plt Trainer counsels OC on a DA 4856 on proposed action, basis for action, consequences of disenrollment and right to appeal IAW AR 350-1

Co. CDR reviews student packet, counsels the OC on DA 4856

Dismissal from current phase of training recommended

NO → OC continues with training

YES → BN CDR reviews packet, counsels the OC, completes sec. V of CO CDR DA 4856 with decision

Concurs with Dismissal from current phase of TNG

NO → OC continues with training

YES → OC dismissed from the current phase of TNG, following appeal process & returns to home state unit for further disposition of Recycle or Dismissal from OCS program.

DD Form 785 is completed by school relieving OC from current phase of training, not home state.

APPEAL Process: IAW AR 350-1

OC has 2 days to acknowledge & 7 days to submit to School Commander. The 7 day process starts with the Bn Cdr counseling.

Appeal is forwarded to OSJA to determine legal sufficiency for dismissal action.

School Commander makes final decision once packet is returned from OSJA

All appeals must clearly provide new evidence not previously considered by the Approving Authority.

Non-Academic
Dismissal or Recycle process for
Motivational or Disciplinary reasons

APPEAL PROCESS

Bn CDR concurs with candidate being relieved

Candidate will acknowledge by endorsement within 2 days of receipt of Bn CDR counseling their intent to appeal or not appeal dismissal decision

Candidate will submit their appeal within 7 days of the Bn CDR counseling to the School Commandant

The appeal packet will be forwarded to the OSJA for review and returned to the School Commandant for the final decision for dismissal.

Candidate remains in training until the decision of the appeal is made

School Commandant will counsel the candidate on the appeal decision

Appeal denied: Candidate is dismissed and returned to their home state unit for further disposition of Dismissal or Recycle from the OCS program

Appeal approved:

Candidate returns to training. Any training missed must be made up

Close out DA 4856

NO → Candidates is dismissed from current phase of training and returns to home state for further disposition on dismissal from OCS program or recycled

YES → Candidate returns to training

Test Failure, Scored below Required 70% or 80%

Candidate counseled on a DA 4856, include score, remedial training time, location, instructor and retest time, location, test administrator

Candidate r
remedial tra
concurrent
training).
Retest is completed.

APPEAL PROCESS:

See non-academic diagram

NOTE:
Bn CDR can authorize one additional retest under exceptional circumstances

Academic dismissal/recycle