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IDENTIFICATION DATA (Read AFM 36-10 carefully before filling out any item.)					
1. LAST NAME—FIRST NAME—MIDDLE INITIAL <b>Houston, Donald L.</b>		2. AFSN/SSAN		3. ACTIVE DUTY GRADE <b>Capt</b>	4. PERMANENT GRADE <b>2d Lt</b>
5. ORGANIZATION, COMMAND AND LOCATION <b>480 Twp Ftr Sq Ftn Gpt AB, RMH (FACAF)</b>		6. AERO RATING <b>Low</b>	CODE <b>1</b>	7. PERIOD OF REPORT FROM: <b>14 Jul 70</b> THRU: <b>1 Jan 71</b>	
		8. PERIOD OF SUPERVISION <b>115</b>	9. REASON FOR REPORT <b>CRD</b>		
II. DUTIES—PAFSC <b>15590</b> . DAFSC <b>15590</b> . Present Duty: <b>Sq Navigator, F-4D. Operates radar system, inertial navigation system, weapons release computer system, and provides other necessary assistance to the aircraft commander. Uses radar heading and heading equipment and Electronic Counter Measures equipment to counter threat radars. Maintains proficiency in conventional low altitude and radar navigation skills. Is responsible for weapons preflight, navigational and tactical mission planning, and assists in mission debriefing. Additional Duty: Sq Radar Strike Officer.</b>					
III. RATING FACTORS (Consider how this officer is performing on his job.)					
1. KNOWLEDGE OF DUTIES					
NOT OBSERVED <input type="radio"/>	SERIOUS GAPS IN HIS KNOWLEDGE OF FUNDAMENTALS OF HIS JOB. <input type="checkbox"/>	SATISFACTORY KNOWLEDGE OF ROUTINE PHASES OF HIS JOB. <input type="checkbox"/>	WELL INFORMED ON MOST PHASES OF HIS JOB. <input type="checkbox"/>	EXCELLENT KNOWLEDGE OF ALL PHASES OF HIS JOB. <input type="checkbox"/>	EXCEPTIONAL UNDERSTANDING OF HIS JOB. EXTREMELY WELL INFORMED ON ALL PHASES. <input checked="" type="checkbox"/>
2. PERFORMANCE OF DUTIES					
NOT OBSERVED <input type="radio"/>	QUALITY OR QUANTITY OF WORK OFTEN FAILS TO MEET JOB REQUIREMENTS. <input type="checkbox"/>	PERFORMANCE MEETS ONLY MINIMUM JOB REQUIREMENTS. <input type="checkbox"/>	QUANTITY AND QUALITY OF WORK ARE VERY SATISFACTORY. <input type="checkbox"/>	PRODUCES VERY HIGH QUANTITY AND QUALITY OF WORK. MEETS ALL SUSPENSES. <input type="checkbox"/>	QUALITY AND QUANTITY OF WORK ARE CLEARLY SUPERIOR AND TIMELY. <input checked="" type="checkbox"/>
3. EFFECTIVENESS IN WORKING WITH OTHERS					
NOT OBSERVED <input type="radio"/>	INEFFECTIVE IN WORKING WITH OTHERS. DOES NOT COOPERATE. <input type="checkbox"/>	SOMETIMES HAS DIFFICULTY IN GETTING ALONG WITH OTHERS. <input type="checkbox"/>	GETS ALONG WELL WITH PEOPLE UNDER NORMAL CIRCUMSTANCES. <input type="checkbox"/>	WORKS IN HARMONY WITH OTHERS. A VERY GOOD TEAM WORKER. <input type="checkbox"/>	EXTREMELY SUCCESSFUL IN WORKING WITH OTHERS. ACTIVELY PROMOTES HARMONY. <input checked="" type="checkbox"/>
4. LEADERSHIP CHARACTERISTICS					
NOT OBSERVED <input type="radio"/>	OFTEN WEAK. FAILS TO SHOW INITIATIVE AND ACCEPT RESPONSIBILITY. <input type="checkbox"/>	INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY ADEQUATE IN MOST SITUATIONS. <input type="checkbox"/>	SATISFACTORYLY DEMONSTRATES INITIATIVE AND ACCEPTS RESPONSIBILITY. <input type="checkbox"/>	DEMONSTRATES A HIGH DEGREE OF INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY. <input type="checkbox"/>	ALWAYS DEMONSTRATES OUTSTANDING INITIATIVE AND ACCEPTANCE OF RESPONSIBILITY <input checked="" type="checkbox"/>
5. JUDGEMENT					
NOT OBSERVED <input type="radio"/>	DECISIONS AND RECOMMENDATIONS OFTEN WRONG OR INEFFECTIVE. <input type="checkbox"/>	JUDGEMENT IS USUALLY SOUND BUT MAKES OCCASIONAL ERRORS. <input type="checkbox"/>	SHOWS GOOD JUDGEMENT RESULTING FROM SOUND EVALUATION OF FACTORS. <input type="checkbox"/>	SOUND, LOGICAL THINKER. CONSIDERS ALL FACTORS TO REACH ACCURATE DECISIONS. <input type="checkbox"/>	CONSISTENTLY ARRIVES AT RIGHT DECISION EVEN ON HIGHLY COMPLEX MATTERS. <input checked="" type="checkbox"/>
6. ADAPTABILITY					
NOT OBSERVED <input type="radio"/>	UNABLE TO PERFORM ADEQUATELY IN OTHER THAN ROUTINE SITUATIONS <input type="checkbox"/>	PERFORMANCE DECLINES UNDER STRESS OR IN OTHER THAN ROUTINE SITUATIONS. <input type="checkbox"/>	PERFORMS WELL UNDER STRESS OR IN UNUSUAL SITUATIONS. <input type="checkbox"/>	PERFORMANCE EXCELLENT EVEN UNDER PRESSURE OR IN DIFFICULT SITUATIONS. <input type="checkbox"/>	OUTSTANDING PERFORMANCE UNDER EXTREME STRESS. MEETS THE CHALLENGE OF DIFFICULT SITUATIONS. <input checked="" type="checkbox"/>
7. USE OF RESOURCES					
NOT OBSERVED <input type="radio"/>	INEFFECTIVE IN CONSERVATION OF RESOURCES. <input type="checkbox"/>	USES RESOURCES IN A BARELY SATISFACTORY MANNER. <input type="checkbox"/>	CONSERVES BY USING ROUTINE PROCEDURES. <input type="checkbox"/>	EFFECTIVELY ACCOMPLISHES SAVINGS BY DEVELOPING IMPROVED PROCEDURES. <input type="checkbox"/>	EXCEPTIONALLY EFFECTIVE IN USING RESOURCES. <input type="checkbox"/>
	<input type="checkbox"/> MATERIEL <input type="checkbox"/> PERSONNEL	<input type="checkbox"/> MATERIEL <input type="checkbox"/> PERSONNEL	<input type="checkbox"/> MATERIEL <input type="checkbox"/> PERSONNEL	<input type="checkbox"/> MATERIEL <input checked="" type="checkbox"/> PERSONNEL	<input checked="" type="checkbox"/> MATERIEL <input type="checkbox"/> PERSONNEL
8. WRITING ABILITY AND ORAL EXPRESSION					
NOT OBSERVED <input type="radio"/>	UNABLE TO EXPRESS THOUGHTS CLEARLY. LACKS ORGANIZATION. <input type="checkbox"/>	EXPRESSES THOUGHTS SATISFACTORYLY ON ROUTINE MATTERS. <input type="checkbox"/>	USUALLY ORGANIZES AND EXPRESSES THOUGHTS CLEARLY AND CONCISELY. <input type="checkbox"/>	CONSISTENTLY ABLE TO EXPRESS IDEAS CLEARLY. <input type="checkbox"/>	OUTSTANDING ABILITY TO COMMUNICATE IDEAS TO OTHERS. <input type="checkbox"/>
	<input type="checkbox"/> WRITE <input type="checkbox"/> SPEAK	<input type="checkbox"/> WRITE <input type="checkbox"/> SPEAK	<input type="checkbox"/> WRITE <input type="checkbox"/> SPEAK	<input checked="" type="checkbox"/> WRITE <input type="checkbox"/> SPEAK	<input type="checkbox"/> WRITE <input checked="" type="checkbox"/> SPEAK
IV. MILITARY QUALITIES (Consider how this officer meets Air Force standards.)					
NOT OBSERVED <input type="radio"/>	BEARING OR BEHAVIOR INTERFERE SERIOUSLY WITH HIS EFFECTIVENESS. <input type="checkbox"/>	CARELESS BEARING AND BEHAVIOR DETRACT FROM HIS EFFECTIVENESS. <input type="checkbox"/>	BEARING AND BEHAVIOR CREATE A GOOD IMPRESSION. <input type="checkbox"/>	ESPECIALLY GOOD BEHAVIOR AND BEARING. CREATES A VERY FAVORABLE IMPRESSION. <input type="checkbox"/>	BEARING AND BEHAVIOR ARE OUTSTANDING. HE EXEMPLIFIES TOP MILITARY STANDARDS. <input checked="" type="checkbox"/>

**V. OVER-ALL EVALUATION (Compare this officer ONLY with officers of the same grade.)**

SPECIFIC JUSTIFICATION REQUIRED FOR THESE SECTIONS						SPECIFIC JUSTIFICATION REQUIRED FOR THESE SECTIONS		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
UNSATISFACTORY	MARGINAL	BELOW AVERAGE	EFFECTIVE AND COMPETENT			VERY FINE	EXCEPTIONALLY FINE	OUTSTANDING

**VI. PROMOTION POTENTIAL**

1. DOES NOT DEMONSTRATE A CAPABILITY FOR PROMOTION AT THIS TIME. <input type="checkbox"/>	2. PERFORMING WELL IN PRESENT GRADE. SHOULD BE CONSIDERED FOR PROMOTION ALONG WITH CONTEMPORARIES. <input type="checkbox"/>
3. DEMONSTRATES CAPABILITIES FOR INCREASED RESPONSIBILITY. CONSIDER FOR ADVANCEMENT AHEAD OF CONTEMPORARIES. <input checked="" type="checkbox"/>	4. OUTSTANDING GROWTH POTENTIAL BASED ON DEMONSTRATED PERFORMANCE. PROMOTE WELL AHEAD OF CONTEMPORARIES. <input type="checkbox"/>

**VII. COMMENTS**

**FACTS AND SPECIFIC ACCOMPLISHMENTS:** I have observed Capt Houston's performance on a daily basis. I consider him to be an outstanding officer, a true professional. He is a sincere, dedicated individual whose aggressive approach to any task insures its completion in a prompt, precise manner. His thorough and perceptive knowledge of the F-4 weapon systems marks him as one of the top "GIB's" (Guy In Back) in the squadron. Due to the exceptional understanding of his duties he has been instrumental in training newly assigned personnel in the intricacies of the weapon system with consistently superior results. His courage and ability to perform his duties while in a hazardous combat environment have contributed significantly to this squadron's effectiveness and safety record. As a member of a two man combat team, Capt Houston has the ability to analyze an air strike situation and keep his aircraft commander informed of all contingencies. His judgment has been infallible and his performance under these high stress situations has been outstanding. Also, during this period he has displayed exceptional judgment and achievement in accomplishing his additional duty as the Squadron Radar Strike Officer. He willingly expended numerous overtime hours monitoring and grading all squadron radar film from practice and live ordnance delivery runs. He posted and kept current the required aircraft radar qualification and currency records and generated reports on all live ordnance deliveries and the squadron's radar strike capabilities. He has been instrumental in the creation of a "GIB" book which is used on all strike missions involving radar photography. He briefs all new aircrews on radar strike and assists them in target study. **GENERAL COMMENTS:** Capt Houston should be retained in fighter operations where his ingenuity and adaptability can be best exploited in this demanding environment. He should be strongly considered for attendance at SOB. **OTHER COMMENTS:** He has demonstrated superior progress in his radar specialty while serving as a weapon systems operator during a combat tour in Southeast Asia.

**VIII. REPORTING OFFICIAL**

NAME, GRADE, AFSN/SSAN, AND ORGANIZATION <b>JAMES R. HANBINE, Major</b> <b>274-35-5277R, 140 Tac Ftr Sq</b> <b>7th Cdt AB, HNM (PACAF)</b>	DUTY TITLE <b>Flight Commander</b>		SIGNATURE	
	AERO RATING <b>2r Pilot</b>	CODE <b>1</b>	DATE <b>2 Jan 71</b>	

**IX. REVIEW BY INDORSING OFFICIAL**

I strongly concur. Capt Houston is, without a doubt, an outstanding young officer. I have flown with him on numerous occasions and have observed firsthand the exceptional performance of his radar duties. He has aggressively and successfully employed his many talents towards both his aircraft responsibilities and his additional duty. The outstanding performance he displayed as the Squadron Radar Strike Officer has been instrumental in achieving the combat success this squadron has enjoyed. Capt Houston is a loyal, dedicated, and extremely capable young officer and should be promoted ahead of his contemporaries.

NAME, GRADE, AFSN/SSAN, AND ORGANIZATION <b>Charles J. KILPATRICK JR., Lt Col</b> <b>390-13-5523R, 140 Tac Ftr Sq</b> <b>7th Cdt AB, HNM (PACAF)</b>	DUTY TITLE <b>Operations Officer</b>		SIGNATURE	
	AERO RATING <b>Command Pilot</b>	CODE <b>1</b>	DATE <b>3 Jan 71</b>	

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LAST NAME-FIRST NAME-MIDDLE INITIAL <b>Houston, Ronald L.</b>		SSAN	ACTIVE DUTY GRADE <b>Capt</b>
(CHECK APPROPRIATE BLOCK AND COMPLETE AS APPLICABLE)			
<input checked="" type="checkbox"/> SUPPLEMENTAL SHEET TO RATING FORM WHICH COVERS THE FOLLOWING PERIOD OF REPORT		<input type="checkbox"/> LETTER OF EVALUATION COVERING THE FOLLOWING PERIOD OF OBSERVATION	
FROM <b>14 Jul 70</b>	THRU <b>1 Jan 71</b>	FROM	THRU
Precede comments by appropriate data, i.e. section continuation, indorsement continuation, additional indorsement, etc. Follow comments by the authentication to include: name, grade, AFSN, organization, duty title, date and signature.			
<b>ADDITIONAL INDORSEMENT</b> I definitely concur. Capt Houston has been an extremely valuable asset to this unit and has aided immeasurably the aircraft commanders with whom he has flown over 220 combat sorties to date. His calm analysis of the varied factors involved in each strike, and his sound recommendations as to the tactics to be employed have contributed considerably to the success of each mission. His efforts in the radar strike program have helped develop a pool of highly qualified and proficient "Back Seaters"; thus insuring our continuous all-weather radar bombing capability. Capt Houston has unhesitatingly given of his time to all assigned projects, resulting in their prompt and timely completion. I strongly recommend his promotion as soon as possible.			
<b>WILLIAM G. THOMAS, 1A Colonel, 538-20-3909R, 480 Tac Ftr Sq, Commander, 4 Jan 71, PACAF</b>			