

PART I - ADMINISTRATIVE DATA

a. LAST NAME FIRST NAME MIDDLE INITIAL <b>MCPHERSON, MARVIN D.</b>			b. SSN [REDACTED]	c. GRADE <b>CW4</b>	d. DATE OF RANK Year: <b>86</b> Month: <b>08</b> Day: <b>01</b>	e. BR <b>AV</b>	f. DESIGNATED SPECIALTIES	g. PMOS (WO) <b>152GC</b>	h. STA CODE <b>01767</b>
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND <b>A Co, 7th Avn Tng Bn, Avn Tng Bde Fort Rucker, AL 36362-5225</b>					j. REASON FOR SUBMISSION <b>03   Change of Rater</b>			k. COMD CODE <b>TC</b>	
l. PERIOD COVERED			m. NO. OF MONTHS <b>4</b>	n. MILPO CODE <b>TD17</b>	o. RATED OFFICER COPY (Check one and date)		p. FORWARDING ADDRESS		
FROM			THRU			<input type="checkbox"/> 1. GIVEN TO OFFICER		<input type="checkbox"/> 2. FORWARDED TO OFFICER	
Year	Month	Day	Year	Month	Day				
<b>87</b>	<b>05</b>	<b>04</b>	<b>87</b>	<b>11</b>	<b>15</b>				
q. EXPLANATION OF NONRATED PERIODS <b>870504-870630, Chg of Rater; 870701-870714, Chg of Rater</b>									

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)

a. NAME OF RATER (Last, First, MI) <b>DEAL, BLAKELY A.</b>	SSN [REDACTED]	SIGNATURE <i>Blakely A Deal</i>	DATE <b>23 Nov 87</b>
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>CPT, AV, Avn Tng Bde, Operations/Executive Officer, A Co, 7th Avn Tng Bn</b>			DATE
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	SIGNATURE	DATE
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT			DATE
c. NAME OF SENIOR RATER (Last, First, MI) <b>KLINE, KEENAN J.</b>	SSN [REDACTED]	SIGNATURE <i>Keenan J. Kline</i>	DATE <b>30 Nov 87</b>
GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT <b>CPTP, AV, Avn Tng Bde, Commander, A Co, 7th Avn Tng Bn</b>			DATE
d. SIGNATURE OF RATED OFFICER <i>Marvin D. McPherson</i>	DATE <b>20 Nov 87</b>	f. RATED OFFICER MPO INITIALS <i>MD</i>	g. SR MPO INITIALS
h. NO. OF INCL		i. NO. OF INCL	
<b>0</b>		<b>0</b>	

PART III - DUTY DESCRIPTION (Rater)

a. PRINCIPAL DUTY TITLE <b>Gunnery Instructor/Assistant Operations Officer</b>	b. SSI/MOS <b>152GC</b>
c. REFER TO PART IIIa, DA FORM 67-8-1	
<p>Gunnery instructor pilot conducting daily flight training of DA selected aviators in the AH-1S Instructor Pilot Course and internal Method of Instruction Course. Instruction includes aviator base tasks, aircraft emergency procedure training, combat skills, aerial gunnery, and night vision goggles training. Maintains records documenting aviator training progress and proficiency. Responsible for preparing and conducting daily academic and flight briefings. Major additional duty as assistant operations officer responsible for daily operations and planning for all phases of AH-1S flight training operations.</p>	

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

a. PROFESSIONAL COMPETENCE	(In Items 1 through 14 below indicate the degree of agreement with the following statements as being descriptive of the rated officer. Any comments will be reflected in b below.)	HIGH DEGREE	LOW DEGREE
		1	2 3 4 5
1. Possesses capacity to acquire knowledge/grasp concepts	<b>1</b>	8. Displays sound judgment	<b>1</b>
2. Demonstrates appropriate knowledge and expertise in assigned tasks	<b>1</b>	9. Seeks self improvement	<b>1</b>
3. Maintains appropriate level of physical fitness <b>PASS 8710</b>	<b>1</b>	10. Is adaptable to changing situations	<b>1</b>
4. Motivates, challenges and develops subordinates	<b>1</b>	11. Sets and enforces high standards	<b>1</b>
5. Performs under physical and mental stress	<b>1</b>	12. Possesses military bearing and appearance <b>72/170 YES</b>	<b>1</b>
6. Encourages candor and frankness in subordinates	<b>1</b>	13. Supports EO/EEO	<b>1</b>
7. Clear and concise in written communication	<b>1</b>	14. Clear and concise in oral communication	<b>1</b>
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)			
1. DEDICATION 2. RESPONSIBILITY 3. LOYALTY 4. DISCIPLINE 5. INTEGRITY 6. MORAL COURAGE 7. SELFLESSNESS 8. MORAL STANDARDS	<p>(a2) Extremely knowledgeable and meticulous in the performance of his duties. (a8) Logical planner and thinker, adept at making sound and timely decisions. (b1) This officer is totally dedicated to the unit and its mission. (b3) Completely loyal officer who fully supports the chain of command. (b7) Habitually subordinated his personal interests to those of his unit and its mission.</p>		

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

4 RATED OFFICER'S NAME **MCPHERSON, MARVIN D.** SSN [REDACTED]  
 RATED OFFICER IS ASSIGNED IN ONE OF HIS/HER DESIGNATED SPECIALTIES/MOS:  YES  NO

5 PERFORMANCE DURING THIS RATING PERIOD. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1

ALWAYS EXCEEDED REQUIREMENTS     USUALLY EXCEEDED REQUIREMENTS     MET REQUIREMENTS     OFTEN FAILED REQUIREMENTS     USUALLY FAILED REQUIREMENTS

6 COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE. REFER TO PART III, DA FORM 67-8 AND PART III a, b, AND c, DA FORM 67-8-1. DO NOT USE FOR COMMENTS ON POTENTIAL!

CW4 McPherson has proven himself to be a totally professional and selflessly determined AH-1S(MC) gunnery instructor whose performance in every aspect of his assigned duties has been consistently outstanding. A high level of technical expertise and demonstrated superb instructional abilities are trademarks of his daily professional performance and conduct. He set the example for all to emulate. While performing the duties of section leader on a regular basis, CW4 McPherson demonstrated the ability to manage resources effectively in a very challenging environment, dealing with instructor pilot shortages and constrained resources. His performance in the completion of the many daily administrative tasks required to ensure both safe and professional training was consistently superior. He set the highest of standards for his subordinates in all areas and led by example. An articulate and knowledgeable officer, he has provided considerable assistance to the company through innovative recommendations for improving student training. While grounded for an extended period, CW4 McPherson assumed an active role as assistant operations officer where his efforts were instrumental in the smooth and efficient operation of the unit. He demonstrates an enthusiasm and dedication that are unequalled, earning continued praise from all levels.

7 THIS OFFICER'S POTENTIAL FOR PROMOTION TO THE NEXT HIGHER GRADE IS:

PROMOTE AHEAD OF CONTEMPORARIES     PROMOTE WITH CONTEMPORARIES     DO NOT PROMOTE     OTHER (Explain below)

8 COMMENT ON POTENTIAL

CW4 McPherson's potential as an aviator and officer is demonstrably superior. He will excel in all positions requiring technical virtuosity and leadership. CW4 McPherson's value to Army aviation exceeds those far senior to him, promote accordingly. His ability to maintain an even keel in trying situations recommends him for demanding positions requiring maturity and impeccable judgment. Should be among the first promoted to Master Warrant Officer. CW4 McPherson has currently attained the highest rank possible within the Warrant Officer Corps.

PART VI - INTERMEDIATE RATER

9 COMMENTS

PART VII - SENIOR RATER

10 POTENTIAL EVALUATION (See Chapter 4, AR 623-105)

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11 A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW:  YES  NO (Explain in b)

12 COMMENTS

CW4 McPherson is an exceptional officer, one of few words, many deeds, and rock solid judgment. He has provided outstanding service in my operations section and as an instructor pilot. He is an effective trainer and exceptionally skilled aviator. He flawlessly managed daily operations and administration in a turbulent, crisis-rich training environment. His extraordinary good judgment, sound counsel, and thoughtful analysis have proved indispensable in my decision making process. CW4 McPherson has the potential to perform admirably at the highest levels of Army aviation. An ideal candidate for AH-64 transition and leadership in those newly formed units.