

PART I - ADMINISTRATIVE DATA													
a. LAST NAME FIRST NAME MIDDLE INITIAL MCPHERSON, MARVIN D.			b. SSN [REDACTED]	c. GRADE CW3	d. DATE OF RANK Year: 79 Month: 10 Day: 04			e. BR AV	f. DESIGNATED SPECIALTIES	g. PMOS (WO) 100EC	h. STA CODE 01767		
i. UNIT, ORGANIZATION, STATION, ZIP CODE OR APO, MAJOR COMMAND A Co, 7th Avn Tng Bn, Avn Tng Bde, Ft Rucker AL 36362-5000 TRADOC						j. REASON FOR SUBMISSION 22 Senior Rater Option			k. COMD CODE TC				
l. PERIOD COVERED		m. NO. OF MONTHS	n. MILPO CODE	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								
85	07	19	86	06	17	11				TD17			
q. EXPLANATION OF NONRATED PERIODS													

PART II - AUTHENTICATION (Rated officer signature verifies PART I data and RATING OFFICIALS ONLY)											
a. NAME OF RATER (Last, First, MI) TURNER, RODNEY D.			b. SSN [REDACTED]	c. SIGNATURE <i>Rodney D. Turner</i>							
d. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT CPT, AV, Avn Tng Bde, Platoon Commander, A Co, 7th Avn Tng Bn										e. DATE 7 Jul 86	
f. NAME OF INTERMEDIATE RATER (Last, First, MI)			g. SSN	h. SIGNATURE							
i. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT										j. DATE	
k. NAME OF SENIOR RATER (Last, First, MI) MCGLOTHLIN, RICHARD L.			l. SSN [REDACTED]	m. SIGNATURE <i>Richard L. McGlothlin</i>							
n. GRADE, BRANCH, ORGANIZATION, DUTY ASSIGNMENT MAJ, AV, Avn Tng Bde, Commander, A Co, 7th Avn Tng Bn										o. DATE 7 Jul 86	
p. SIGNATURE OF RATED OFFICER <i>Marvin D. McPherson</i>			q. DATE 3 JUL 86	r. DATE ENTERED ON DA FORM 21	s. RATED OFFICER MPO INITIALS <i>hpl</i>	t. SR MPO INITIALS	u. NO. OF INCL 0				

PART III - DUTY DESCRIPTION (Rater)											
a. PRINCIPAL DUTY TITLE Gunnery Instructor						b. SSI/MOS 100EC 1M					
c. REFER TO PART III, DA FORM 67-8 1 Responsible for the daily flight training of DA selected aviators in the AH-1S(MC) attack helicopter. Instruction includes aircraft transition, combat skills, and aerial gunnery. Insures all training is conducted in accordance with appropriate publications. Maintains records to document aviator progress and proficiency. Responsible for organizing and conducting daily briefings. Major additional duties: Acting Section Leader, responsible for the supervision, scheduling, and monitoring of flight training for 10 aviators at any given time and the supervision of the performance of 4 instructor pilots; Assistant Operations Officer, responsible for the long and short range planning to support the training of 66 AQC students and 6 IPC students.											

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 checked in 5 below)						HIGH DEGREE			LOW DEGREE			
						1	2	3	4	5		
1. Possesses capacity to acquire knowledge/grasp concepts	[REDACTED]					1	8. Displays sound judgment					1
2. Demonstrates appropriate knowledge and expertise in assigned tasks	[REDACTED]					1	9. Seeks self-improvement					1
3. Maintains appropriate level of physical fitness	PASS 8603					1	10. Is adaptable to changing situations					1
4. Motivates, challenges and develops subordinates	[REDACTED]					1	11. Sets and enforces high standards					1
5. Performs under physical and mental stress	[REDACTED]					1	12. Possesses military bearing and appearance					72/171 YES
6. Encourages candor and frankness in subordinates	[REDACTED]					1	13. Supports EO/ERO					1
7. Clear and concise in written communication	[REDACTED]					1	14. Clear and concise in oral communication					1
b. PROFESSIONAL ETHICS (Comment on any area where the rated officer is particularly outstanding or needs improvement)												

1. DEDICATION	(a1) This officer's ability to acquire knowledge and grasp concepts was clearly demonstrated by his completion of the Instructor Pilot Course with no difficulties.
2. RESPONSIBILITY	
3. LOYALTY	
4. DISCIPLINE	
5. INTEGRITY	
6. MORAL COURAGE	
7. SELFLESSNESS	
8. MORAL STANDARDS	
(a6) This officer was very receptive to his subordinates' ideas and concerns.	
(a8) This officer was frequently required to make decisions affecting student training; his judgment was always solid.	
(b1) This officer has a keen sense of the Army's mission and he is dedicated to train to fight.	

Info removed by VNCA

PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

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

3 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

4 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! As a gunnery instructor pilot, Assistant Operations Officer, and Acting Section Leader, CW3 McPherson has been challenged with difficult duties requiring a disproportionately large amount of responsibility, maturity, and leadership ability; he seized the opportunity and performed exceptionally well. He successfully completed the Instructor Pilot Course with no difficulty due to his determination, technical proficiency, and exceptional preparation. As a gunnery instructor pilot, his instruction has been motivating and challenging. In this way, he has developed his students to realize their full potential. As Acting Section Leader, he scheduled and supervised the training of 22 aviators in the AH-1S(MC) attack helicopter qualification course. This included predicting and scheduling all resource requirements involved with the training. Additionally, he supervised the performance of 5 instructor pilots to include performing daily mission briefings, monitoring student progress, assigning aircrews, and subjectively evaluating the instructors' performances during training. As the Assistant Operations Officer, he forecast, coordinated, and scheduled the training resources for 3 Aviator Qualification Courses and the Instructor Pilot Course. CW3 McPherson is a diligent, resourceful, and productive officer who gets the mission accomplished.

5 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)

6 COMMENT ON POTENTIAL CW3 McPherson has infinite potential. He can achieve positive results in the most demanding assignments. His performance and potential warrant immediate promotion to the permanent rank of CW4.

PART VI - INTERMEDIATE RATER

7 COMMENTS

PART VII - SENIOR RATER

8 POTENTIAL EVALUATION (See Chapter 4, AR 621-105)

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A COMPLETED DA FORM 67-8-1 WAS RECEIVED WITH THIS REPORT AND CONSIDERED IN MY EVALUATION AND REVIEW

YES NO (Explain in 9)

9 COMMENTS CW3 McPherson has demonstrated outstanding leadership and professional dedication in every aspect of his assigned duties as an AH-1S(MC) instructor pilot. His presence in his platoon has provided expertise, maturity, and enthusiastic support for the mission and has had significant impact on the operational capabilities of the organization. He has consistently exhibited sound judgment, initiative, and technical competence while training students in a very demanding environment; many times carrying 3 students under a program of instruction designed for a 2:1 student/pilot ratio. Many times he has been mentioned on student end-of-course critiques for his selfless dedication and outstanding instructional abilities. Clearly a top performer deserving of immediate promotion to CW4.