

On 18 suggestions to improve NCO training...

# NCOES Process Action

By MSG Jaime Cavazos

**A** panel, called the NCOES Process Action Team, led by Sergeant Major of the Army Richard A. Kidd and TRADOC CSM Walton Woodall, who retired this summer after the team completed its study, met three times last year and came up with 18 recommendations that affect NCO training and professional development.

The NCOES PAT was called together by TRADOC commander GEN Frederick Franks, who recently retired. The group included command sergeants major from the Army's major commands and training sites. The following recommendations were presented to the Army's Chief of Staff, GEN Gordon Sullivan and approved by senior Army leaders:

1. Council of CSMs to serve as advisory panel on enlisted matters similar to senior decision makers. *STATUS: Approved. First meeting in January 1995.*

2. Physical fitness. Require APFT for NCOES/NCOPD enrollment; soldiers should always be able to pass the test. *STATUS: Approved; policy pending release.*

This has an immediate impact on soldiers attending NCOES courses. Currently, soldiers must pass the APFT before course graduation.

"The school isn't there to develop you in physical fitness, you should arrive there already physically fit," Kidd said. "We feel that anybody who is being sent to a leadership course should be setting the example by meeting all the military standards."

3. Service obligation. Increase service requirements upon completing school. *STATUS: Increased time from 19 to 24 months upon graduation from Sergeants Major Academy beginning with Class #48. Other courses under review.*

4. NCOES failure. Eliminate NCOES failures from promotion lists; recommend making this mandatory policy. *STATUS: Approved.*

5. Non-military instruction. Use chain teaching; Chain teaching is used to educate soldiers in the field on non-military programs such as family support and the new homosexual policy. *STATUS: Approved. The Council of CSMs will review topics being considered for Chain Teaching and make recommendation.*

6. Reserve Training. Support one standard for "America's Army"; already in effect, but more emphasis to be set. For example, one standard would affect NCOES entrance requirements. Currently, Reservists don't take a fitness test to attend school like the Active duty soldiers. Also, they take the APFT once a year versus twice a year for Active duty. *STATUS: No action needed.*

7. College for enlisted soldiers. Give college credit for NCOES; ultimate goal is for soldiers to have an associate degree by the time they complete SMC. *STATUS: Still working implementation.*

8. Reading levels for NCOES; ultimate goal is for reading grade level (RGL) to be a NCOES entrance requirement (9th grade-PLDC, 10th-BNCOC, 11th-ANCOC and 12th-SMC) and RGL placed on the AER. Soldiers will be tested earlier and get remedial instruction sooner. *STATUS: Early testing approved in September. Could eventually become NCOES entry requirement.*

9. Paying travel. Hold chain of command fiscally responsible if soldiers don't meet entry requirements (height/weight, APFT) in NCOES/NCOPD courses. *STATUS: Approved, implementation working.*

10. BNCOC attendance. DA selection control for BNCOC and above. Ensures fair and equitable schooling opportunities. *STATUS: Approved, implementation working.*

11. Consolidate BNCOC/ANCOC at proponent schools. Train soldiers at their branch schools. *STATUS: Approved, implementation working.*

12. Attendance philosophy (Select, Train, Promote, Utilize). *STATUS: No action needed. Affirms current policy.*

13. CareerMaps/Models. Change to provide clear definition among requirements, standards and career goals. *STATUS: Approved, implementation working.*

14. New commandant orientation. Orientation provided to newly assigned

## SMA Kidd

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**N**ext time you see the Sergeant Major of the Army in person, on videotape or in a photograph, if you look very closely you may notice something different about his uniform—his chevrons. They're different.

On October 17, SMA Richard Kidd introduced his new chevrons at the 1994 AUSA Annual Meeting held in Washington, DC.

"I thought the time and location for introducing the new chevrons was important," he explained. "All the command sergeants major representing the Army's major commands were there, as were many outstanding Noncommissioned Officers and junior soldiers from around the world."

The new stripes feature the original two stars, which were centered on the chevrons, but are now slightly smaller and flank the familiar eagle found in the SMA Shield, CSM collar brass and specialist rank.

"Redesigning the SMA's chevrons is an idea I've had for some time," said SMA Kidd. Although distinctive in its own right, the chevron was missing something, the sergeant major felt. That "something," it turned out, was the eagle.

"My staff played around [cutting and pasting] with several ideas before honing

# tion Team Gets A 'Go'

NCOA/Reserve Component Training Institution commandants to keep them up to par on policies. **STATUS: Approved. Gave first course in September.**

15. Tie training seats to need. Readiness requirements must dictate allocation of training needs. Attend when needed, not when seat is empty. **STATUS: Approved, implementation working.**

16. NCO-Officer training. Use of Shared/Collective Training. BCT soldiers get leadership from squad leaders attending BNCOC and by platoon leaders attending OBC during field training. **STATUS: No action needed.**

17. Broaden NCO training. Establish Joint/Multi-National/RC Training. **STATUS: Done for nine-month sergeants major course. Implementation working**

for other levels of NCOES.

18. Mandatory courses. No Waivers for Mandatory Course. **STATUS: Approved, implementation working.**

SMA Kidd said many of the actions restate current policy and add emphasis to current and new policies. ■

*Cavazos is the public affairs advisor to SMA Kidd.*

## Introduces New Chevrons at AUSA

in on this one," he recalled. "Once we had the chevron the way we wanted it, we faxed copies to CSMs throughout the Army and the former SMAs and solicited their opinions. Not surprisingly, most liked the design. I think the enlisted soldiers, who the SMA chevrons truly represent, will be pleased with the change," concluded Kidd.

And, in fact, soldiers do appear pleased with the change. An informal

survey garnered the following reactions:

"I always thought the old SMA stripes looked too generic; the new ones stand out a lot better. I like them," said SPC Mary Carter, an administrative specialist in the Under Secretary of the Army's office.

"I think the stars flanking the eagle more closely symbolize the association the SMA has with the Chief of Staff as his principle advisor on enlisted mat-

ters," said MG Kenneth Simpson, Recruiting Command's commanding general.

SGT Wayne Tipton of the Deputy Chief Staff for Operations said, "It makes the rank look more distinctive. I can relate it to the time it took the SMA to get to where he's at...and it represents all soldiers—privates, specialists, sergeants and sergeants major. It's classic!" ■



### SMA's New Chevron Symbolizes Linkage To Nation and Soldiers

Chief of Staff GEN Gordon R. Sullivan holds the new chevron next to the old for comparison. The stripes, stars and American eagle represent every enlisted rank in the Army. The eagle symbolizes the Army's linkage to the nation and the Sergeant Major's link to the Chief of Staff and to the enlisted soldiers. The eagle was chosen because of its prominence throughout the Army. It's found on the Army's hat brass, dress uniform buttons, unit colors, Secretary of the Army and Chief of Staff positional colors, centered on the Specialist rank, the CSM collar brass and on the SMA's distinctive shield. A portion of the American Eagle, our nation's symbol, is now depicted in the rank insignia of every service senior enlisted representative, symbolizing an era of increased joint operations.

