



**DEPARTMENT OF THE ARMY**  
**HEADQUARTERS, 2<sup>ND</sup> BATTALION, 11<sup>TH</sup> INFANTRY REGIMENT**  
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ATSH-TPB

18 August 2016

MEMORANDUM THRU Commander, 199<sup>th</sup> IN Brigade (Leader Development)

FOR Commandant, United States Army Infantry School

SUBJECT: IBOLC Individual Student Assessment Plan (ISAP) SOP

**1. Course Focus:** The mission of 2-11 IN is to educate, train, and inspire Infantry Lieutenants so that upon IBOLC graduation, they demonstrate the competence, confidence, physical and mental toughness, and moral/ethical fiber necessary to lead Infantry platoons in any operational environment.

**2.**

Fundamentals:		
LEAD		<ul style="list-style-type: none"> <li>• Is physically dominant and mentally fit (Mastery)</li> <li>• Conducts Troop Leading Procedures at the Platoon Level and issues Orders with a meaningful outcome (Mastery)</li> <li>• Understands the employment capabilities and considerations of platoon, company, and battalion level assets (Proficiency)</li> </ul>
TRAIN		<ul style="list-style-type: none"> <li>• Able to provide task based, event driven strategies in a platoon training plan that supports Company and Battalion training plans and METLs (Proficiency)</li> <li>• Knows how to creatively develop, resource, execute, and assess individual and collective training for a platoon (Proficiency)</li> </ul>
FIGHT	Shoot	<ul style="list-style-type: none"> <li>• Capable of direct fire planning for organic weapon systems (Mastery)</li> <li>• Able to apply fire control principles to destroy adversaries with the fewest rounds necessary (Proficiency)</li> <li>• Capable of offensive and defensive indirect fire planning (Mastery)</li> <li>• Capable of conducting EA Development (Proficiency)</li> </ul>
	Move	<ul style="list-style-type: none"> <li>• Capable of planning and executing land navigation (Proficiency)</li> <li>• Capable of employing platoon level movement formations and techniques (Mastery)</li> <li>• Able to conduct platoon level combined arms maneuver (Proficiency)</li> </ul>
	Communicate	<ul style="list-style-type: none"> <li>• Capable of communicating IAW Army doctrine orally, written, and graphically (Proficiency)</li> <li>• Capable of accepting and providing performance feedback to individuals (Proficiency)</li> </ul>
	Survive	<ul style="list-style-type: none"> <li>• Understands and is able to apply the principles of patrolling and fundamentals of security (Mastery)</li> <li>• Understands priorities of work in the defense or patrol base (Mastery)</li> <li>• Understands the principles of Tactical Combat Casualty Care and platoon level medical treatment and evacuation (Proficiency)</li> </ul>
SUSTAIN		<ul style="list-style-type: none"> <li>• Understands the Command Supply Discipline Program (Proficiency)</li> <li>• Capable of planning, resourcing and executing platoon level sustainment operations (Proficiency)</li> <li>• Understands Army Ready and Resilient Programs to best care for and serve Soldiers and Families (Proficiency)</li> </ul>
ADAPT & INNOVATE		<ul style="list-style-type: none"> <li>• Able to synchronize assets at the right time and place IAW Commander's Intent (Proficiency)</li> <li>• Able to think critically and develop creative solutions to solve problems (Proficiency)</li> <li>• Able to generate and apply situational understanding (Proficiency)</li> <li>• Able to demonstrate agility to rapidly adapt and succeed in a complex environment (Proficiency)</li> </ul>
<b>Course Outcomes:</b>		
<ul style="list-style-type: none"> <li>• Produce an IBOLC graduate that demonstrates...               <ul style="list-style-type: none"> <li>&gt; Sound character, judgment, decision making and a commitment to the Army profession</li> <li>&gt; Leader presence as characterized by mental and physical readiness/ resilience</li> <li>&gt; Intellect through mastery of troop leading procedures and effective communication</li> <li>&gt; Tactical and technical competence (shoot, move, communicate, survive, maneuver a platoon, and employ available assets)</li> <li>&gt; Understanding of the human dimension and ways to optimize physical, cognitive, and social performance</li> <li>&gt; Mastery level understanding of how to train a platoon to win</li> <li>&gt; Understanding of Army Command Supply Discipline and property accountability</li> </ul> </li> </ul>		

**3. Graduation Requirements:** Platoon trainers will inform students of the outcomes and measures of performance expected for every training event. If a student fails to meet the published standard on the first attempt, trainers will provide one additional opportunity, unless explicitly stated otherwise elsewhere in this document, for a student to demonstrate the ability to meet the standard. If the student fails to meet the standard

on their first attempt, the maximum grade that student can achieve on graded events is 70% of the total event points. TRADOC Regulation 350-18, paragraph 3-31, subparagraph A states, in regards to academic recycles, "After coordination with HRC, NGB, USARC, and/or individual's unit, commandants may recycle a student once to a follow-on class, if available. Academic recycle should be limited to extraordinary circumstances when a student shows significant potential and Army needs dictate".

**NOTE:** The IBOLC Comprehensive Exam, Tactical Leadership Assessment, Garrison Operations Order, the Final APFT, the 5-mile Run, the 12-mile Foot March, the Physical Demands Test, the Land Navigation Course, and the Rifle Marksmanship Course are considered critical events and must be achieved prior to graduation (see Encl. 1 for the Graduation Requirement Template).

**a. Academic Summary:** Students must earn at least 750 academic points out of a possible 1000 to receive an "Achieved Course Standards" rating on their Service School Academic Evaluation Report (AER), DA Form 1059. Students who earn between 700 and 749.9 academic points are subject to receiving a "Marginally Achieved Course Standards" rating on their AER. Students who fail to achieve more than 699.9 points will not graduate and will be subject to a "Blue Packet Review" (hereafter referred to as BPR, see Encl 1). International Students must earn at least 650 academic points out of a possible 1000 to receive a "Diploma/Certificate of Completion" rating on their International Student Academic Report (ISAR), DA Form 2496. International Students who earn between 600 and 649.9 academic points are subject to receiving a "Certificate of Attendance" rating on their ISAR. International Students who fail to achieve more than 599.9 points will not graduate, and will be subject to a BPR. Students may be subject to a BPR based on academic performance if their respective Senior Platoon Trainer does not reasonably believe that student possesses the capability to earn the academic points necessary to pass the course.

**b. Board Process:** TRADOC Regulation 350-36, paragraph 5-4, subparagraph E states that, "in the event that a student fails to meet BOLC-B requirements... the officer will begin the board process to determine whether recycling, branch transferring, or release from active duty is required."

**(1)** The IBOLC board process involves the student, Platoon Trainer, Company Commander, and the Battalion Commander. The board process in IBOLC consists of the Platoon Trainer Recommendation, Sponsor & Phase CO CDR Recommendations, Student Rebuttal, and the Battalion Commander's decision (outlined in Encl 1). The process may be conducted as a deliberate in-person board when time permits, or hastily with the Blue Packet reviewed by each decision authority separately.

**(2)** A Blue Packet contains every document necessary to illustrate and record a student's course progress (e.g. initial counseling, developmental counseling, retraining, and graduation), and is generated for every student. Complete Blue Packets are maintained for two years. All students' point distribution table sheets are archived and retained for data analysis after the initial two-year period.

(3) Initiating a BPR is the result of a student conducting one of the following actions: fails to meet critical and/or multiple course standards (see BPR SOP Encl. 1), commits a significant disciplinary or safety infraction, suffers a medical injury, or experiences a significant life event that prevents continuance in the course. The BPR is initiated by the Senior Platoon Trainer. When making a recommendation for Casual Status, Platoon Trainers will recommend a student as either a phase recycle or Day-1 recycle. When making a recommendation for casual status or release Platoon Trainers will provide their overall assessment of the officer's potential for future service. BPRs are inspected by the Company Commander, and reviewed by the Battalion Commander.

(4) Deliberate Blue Packet Reviews are conducted at the end of each phase when the potential outcome and time permits. When students are recommended for casual status or release, they appear before a physical board with their student record. The board will consist of BN CDR, CO CDR, and Platoon Trainer (or substitutes approved by the BN CDR).

(5) Hasty board processes will occur throughout the cycle for extenuating circumstances, and are normally reserved for medical, safety, or disciplinary actions that require immediate review for timely placement on casual status or release.

(6) The result of the BPR will range from, but is not limited to, a verbal warning, verbal reprimand, written counseling, written reprimand, letter of concern, downgraded Academic Evaluation Report, day-one recycle, placement on casual status for medical rehabilitation or professional development purposes, phase recycle, recommendation to HRC for rebranch, or recommendation for separation (Encl 1 Decision Support Matrix). The Battalion Commander is the only person authorized to determine the outcome of a BPR for an IBOLC student. The Commanding General is the only person authorized to recommend that HRC eliminate a student from service. In order to graduate from the course, students must meet the requirements discussed in the following subparagraphs:

**c. Academic Examinations:** There will be four academic examinations, worth a total of 240 points. These four exams will be standardized and under the control of a BN level test control entity.

**(1) IBOLC Entrance Examination:** The IBOLC entrance exam evaluates a student's initial understanding and ability to grasp military doctrine, operational terms and graphics, weapons capabilities, and tactical concepts. The Student must achieve 70% or higher. Students will be allotted one re-test no sooner than one day, and no later than one week, from initial testing. Failure to pass this re-test exam will initiate a BPR. The entrance exam is worth 20 points.

**(2) Red Phase Exam:** The IBOLC Red Phase exam will be administered prior to the completion of Red Phase. The material covered in the exam will include, but is not limited to Training Management, Machine Gun Theory, Formations and Order of Movement, Range Cards, and Unit Supply and Maintenance. Students must achieve

70% to move to the White Phase. Students will receive one opportunity to re-test. This exam is worth 50 course points.

**(3) White Phase Exam:** The IBOLC White Phase exam will be administered prior to the completion of White Phase. The material covered in the exam will include, but is not limited to, Small Unit Operations, Operational Terms and Graphics, Troop Leading Procedures, Defensive Operations, Urban Operations, Combined Arms Maneuver, and Equipment and Vehicle Identification. Students must achieve 70% to move to the Blue Phase. Students will receive one opportunity to re-test. This exam is worth 50 course points.

**(4) IBOLC Comprehensive (Blue Phase) Examination:** The IBOLC comprehensive exam evaluates a student's learned understanding of military doctrine, operational terms and graphics, weapons capabilities, and tactical concepts. The Student must achieve 70% or better to graduate from the course. Students will be allotted one re-test no sooner than one day, and no later than one week from initial testing. Failure to pass this exam will initiate a BPR. The comprehensive exam will be worth 120 course points.

**d. Leadership:** There are 280 total Leadership points (see Encl 2). According to ADRP 6-22, *Army Leadership*, "The Army exists to serve the American people, to protect enduring national interests, and to fulfill the nation's military responsibilities. This requires values-based leadership, impeccable character, and professional competence. The requirements are for leaders at all levels and are common to all cohorts." IBOLC assesses student leadership using two mechanisms: Leader Performance and Leader Attributes.

**(1) Leader Performance Assessment:** The Leadership Assessment is worth 180 course points. During the course, each student will be required to serve in a graded leadership position at the Platoon level or higher. Students will be evaluated on their ability to lead their peers in a tactical environment. Trainers will assess leadership ability IAW the IBOLC Leadership Performance Assessment Card (see Encl 3). Students must achieve at least 70% or higher in no less than one leadership assessment. A student will have at most three attempts to pass a graded patrol. If a student fails their first two attempts the company commander, or qualified instructor external to the training platoon, will evaluate their third attempt. A student failing to achieve 70% or greater by the third attempt will be subject to a BPR. Final points for Leader Performance will be calculated by dividing the sum of the two highest field leadership grades by 200, and multiplying the result by 180. (e.g.  $83+87=170$ ,  $170/200=0.85$ ,  $0.85 \times 180=153$  points)

**(2) Leader Attribute Assessment.** There are 100 Platoon Trainer points available for a student to earn (see Encl 3 Leader Assessment Card/Platoon Trainer Points Rubric). IBOLC utilizes the Army Leadership Requirements Model, found in ADRP 6-22, to assess students' leadership and leadership attributes. Students are expected to uphold the Army Values, display the ability to build a cohesive, disciplined platoon, and to train and prepare a platoon for deployment to combat. IBOLC students'

leader attributes are assessed according to three categories: Character, Presence, and Intellect. The Leadership Attribute Assessment is quantified through the Platoon Trainer Overall Performance and Potential Evaluation. Failure to display the following Leader Attributes, consistent with doctrinal leadership and Army Values, will result in a BPR:

**(a) Character:** "Character is essential to successful leadership. It determines who people are, how they act, helps determine right from wrong, and choose what is right. Elements internal and central to a leader's core are: Army Values, Empathy, Warrior Ethos and Service Ethos, and Discipline." (ADRP 6-22).

**(b) Presence:** "The impression a leader makes on others which contributes to their success in leading them; it is the sum of a leader's outward appearance, demeanor, actions, and words. It includes military and professional bearing, fitness, confidence, and resilience." (ADRP 6-22). Peer Evaluations are utilized to quantitatively and qualitatively measure a student's leader presence (see Encl 4). Peer evaluations will have no direct effect on a student's overall grade in the course, however they may be utilized as a factor to downgrade a student's Academic Evaluation Report to Marginal, recycle a student, or place a student on casual status for retraining. IBOLC officers will conduct three peer assessments throughout the course. The Peer Evaluation System (PES) adds a holistic evaluation of an IBOLC officer's performance compared to peers within their squad. The PES methodology employs a numerical scale peer ranking system. It is a collated system of all peer scores within the squad, highest to lowest, and identifies positive and negative performance trends throughout IBOLC training. Platoon Trainers will use the first two peer assessments as a "compass check"/ counseling tool for officers to identify sustains and improves in the student's attributes of initiative, dependability, team work, attention to detail, tactical knowledge, and physical stamina along with their peer rating within their squad. If a student fails their first peer evaluation they will continue to train with the same platoon. After an individual fails to pass their second peer evaluation students may be moved to a different platoon within the same company if their cadre believes it will help their performance. If the officer fails to achieve an average (from all three peer evaluations) of 60% or higher by the final peer evaluation it should reflect in the Platoon Trainer's discretionary points, and may be grounds to support BPR in conjunction with other shortcomings.

**(c) Intellect:** "An Army leader's intellect draws on the mental tendencies and resources that shape conceptual abilities applied to one's duties and responsibilities. The conceptual components affecting an Army leader's intellect include: mental agility, sound judgment, innovation, interpersonal tact, and expertise." (ADRP 6-22).

**e. Communication:** There are 225 total Communication Points (see Encl 2). According to ADRP 6-22, *Army Leadership*, "Competent leadership depends on good communication...communicating critical information clearly is an important skill to reach shared understanding of issues and solutions. It conveys thoughts, presents recommendations, bridges cultural sensitivities, and reaches consensus. Leaders cannot lead, supervise, build teams, counsel, coach, or mentor without the ability to

communicate clearly." IBOLC Students' communication will be assessed through two mechanisms: Reflective Writing Assignments and Communicating a Tactical Plan (Mission Orders).

**(1) Writing Program:** IBOLC students will complete one biographical memo, and two book reviews tied to the Maneuver Self-Study Program Professional Reading List. Each writing program paper will be worth 15 points, for a total of 45. [In addition, the student will be assessed through writing assignments such as: practice counseling, and practice awards at the discretion of Company leadership.]

**(2) Communicating a Tactical Plan:** Officers are expected to analyze complex problems, make sound and timely decisions, and issue guidance in a way that subordinates can understand. These are necessary for successful completion of the mission. Students will plan and brief a minimum of two, and maximum of three individual garrison operation orders (OPORD) during the course. Students must achieve 70% or higher on at least one order IAW the IBOLC Order Evaluation Sheet (see Encl 6). Students who fail OPORD1 will receive their grade and feedback. Re-briefing OPORD 1 is at the Platoon Trainer's discretion, and will not be used to satisfy the course graduation requirements. If a student fails OPORD 2, they will be given a third order to brief for a grade. This third briefing will be graded by a qualified instructor external to their training platoon. If a student passes their third OPORD brief, they will receive a maximum grade of 70 for that order. A student's failure to pass at least one OPORD during the course will initiate a BPR. Students will prepare all assigned OPORDs IAW the POI, and will be prepared to brief their order as directed by the Senior Platoon Trainer. There are 150 course points allocated for a student's OPORD grades. This score is calculated from dividing the sum of the best two OPORD grades by 200, and then multiplying the result by 150 (e.g.  $83+87=170$ ,  $170/200=0.85$ ,  $0.85 \times 150=127.5$  points.)

**f. Physical Fitness and Endurance:** There are 170 total Physical Fitness points; 30 points for the 5-mile run, 40 points for the 12-mile Foot March, and 100 points for the Final APFT. Physical fitness is the foundation upon which officers develop the resilience to endure physical and mental hardships. IBOLC strives to develop these qualities in new lieutenants to prepare them for the task of leading and training Soldiers in combat. Officers who fail to successfully complete one or more physical fitness events described below, but meet all other course requirements, will not graduate with their class. Students with the aforementioned criteria will be placed on casual status for academic hold, and will be re-tested the first duty day 45 calendar days after their class graduation date.

**NOTE:** NG officers will arrive to IBOLC with a BN CDR memorandum for record stating that the Service Member has successfully passed an APFT fewer than 60 days prior to reporting to IBOLC.

**(1) Height and Weight Standards:** Policy for height and weight screening standards and body fat standards are contained in AR 600-9 (The Army Weight

Control Program). IAW AR 350-1, Soldiers will be within height and weight standards as a mandatory course requirement. Students who fail the initial height and weight screening will be counseled and enrolled in the Army Body Composition Program, and will be subject to recycle at the BN Commander's discretion. Students who fail the final height and weight screening, but meet all other course graduation requirements, will not PCS or receive their DA 1059 and diploma until they are within Army Standard, or meet criteria to be recommended for elimination.

**(2) Army Physical Fitness Test (APFT):** IBOLC measures, and awards course points, to all students according to FM 7-22 Army Physical Readiness Training. Infantry officers should score 300 on their APFT. The expectation for IBOLC is that students will graduate scoring greater than or equal to 270 (minimum of 90 points in each event) on the Army's physical fitness test.

**(a)** Failure to pass the initial APFT (scoring below 60 pts in any category according to the student's age and gender) will result in a re-test prior to the completion of training week 1, and no earlier than 24 hours after the initial failure. Failure to pass the initial APFT re-test will result in a BPR.

**(b)** The final APFT is worth 100 course points. In order to graduate a student must pass their own gender and age standards. There will be no re-test for the final APFT; a failure will result in a BPR.

**(3) 12-Mile Foot March (FM):** Students will foot march 12 miles in 3 hours or less on a standard route with the IBOLC packing list (see Encl 7) to include ACH, FLC and weapon. The 12-mile foot march is worth 40 course points (see Encl 8). If a student fails to meet the 15-minute-per-mile standard on progressive ruck marches leading up to the 12-mile FM (4-mi FM, 6-mi FM etc.), that student will receive a Minor Negative SPOT Report and will not be afforded the chance to re-test that specific FM. If a student fails the 12-mile FM, the student will re-test on the standard 12-mile course IAW the time standard and uniform (see Encl 7). If a student achieves the standard during the foot march re-test, the student will receive 70% of the maximum score for the event. If a student fails to complete the re-test within the time standard the student will initiate a BPR.

**(4) 16-Mile Tactical Foot March:** During the course's culminating exercise, students must complete a 16-mile tactical foot march with mission essential equipment, as determined by the company leadership. At the completion of the foot march, students must be able to continue onto an objective and be physically and mentally ready to complete the mission. If a student fails to complete the foot march and continue the mission, the student may be a candidate for BPR at the discretion of the Senior Platoon Trainer. The 16-mile tactical foot march is not assigned course points; however, this failure may be utilized to downgrade a student's Academic Evaluation Report to Marginal, could prevent that student from attending Ranger

School, and will be considered should the student be subject to BPR for other shortcomings. If the student fails to complete the foot march, and complete the mission, due to a Lack of Motivation (LOM) a BPR will be initiated due to the lack of Leadership Attributes. The event helps students to become officers that can withstand the rigors of combat, and make timely decisions that directly impact mission success.

**(5) 5-Mile Run:** Students must run five miles in 40 minutes or less on a standard route (see Encl 8). If a student fails to meet this standard, the student will be afforded one opportunity to re-test prior to graduation. If a student achieves the standard during the five mile run re-test, the student will receive 70% of the maximum score for the event. A student's failure to complete the re-test within the time standard will initiate a BPR. If a student meets all other IBOLC course requirements besides the 5-mile run, they will have 60 days from their re-test to successfully complete the event in the allotted time (see Encl 1). If still unsuccessful, they will be subject to elimination.

**(6) High Physical Demands Test (HPDT):** The Physical Demands Test measures an individual's ability to conduct common Infantry physical requirements. The Physical Demands Test will be conducted throughout IBOLC as a graduation requirement. There are 6 HPDT tasks to be conducted. All tasks must be completed to standard by each student prior to graduation. Students who fail to meet an event standard will be given one immediate opportunity to re-attempt that event. Students who fail to meet the standard after the primary opportunity will be allowed a secondary opportunity to re-test that event prior to graduation. If a student is unable to meet the HPDT standards after the secondary opportunity, they will be subject to elimination. The 6 HPDT tasks will be measured as GO/NO-GO events (see Encl 11 for Task Conditions and Standards):

- (a) Move Over a 2-meter wall
- (b) Move Under Direct Fire
- (c) Employ Hand Grenades
- (d) Drag a casualty to Immediate Safety
- (e) Remove a Casualty from a Vehicle
- (f) Prepare a 2-person Fighting Position

**g. Tactical/Technical Competence:** There are 85 Tactical/Technical Points. Infantry Leaders must demonstrate a mastery of critical tasks that build the core foundation of individual proficiency which in turn allows them to locate, close with, and destroy the enemy through fire and maneuver.



**(1) Marksmanship:** There are 40 total Marksmanship points available. 20 course points are awarded for Iron Sight Marksmanship (Marksmanship I on Encl 2), and 20 course points for Optics Marksmanship (Marksmanship II on Encl 2). Students must qualify (23/40) with their M4 carbine with both iron sights, and with optics (CCO) IAW FM 3-22.9 in order to meet maneuver live-fire prerequisites IAW AR 385-63. If a student fails to meet the minimum safety requirements, the student will not be allowed to progress to live-fire exercises, and may be recommended for BPR for marksmanship retraining. Students will have a minimum of five opportunities to achieve this course standard. Students must be able to demonstrate the fundamentals of marksmanship and safety. Students must also be able to identify and engage targets at various ranges, choose the appropriate firing position for the condition, correct different weapon malfunctions, change magazines, and demonstrate the ability to correctly zero platoon weapon systems.

**(2) Land Navigation:** There are 45 points for Basic Land Navigation. Students must demonstrate competence in basic land navigation skills on a timed course IAW TC 3-25.26. Each student must successfully navigate to and record a minimum 4 of 5 points and return to the starting point in under five hours during day and night conditions. Students will have two opportunities to meet course standards. If students fail to meet course standards on the first test, they will be given one opportunity to re-test. Failure to meet the minimum standard after the two opportunities will initiate a BPR.

**(3) Infantry Weapons:** Students must demonstrate proficiency on machine gun tasks IAW USAIS 350-6 (GO/NO-GO). Students must be proficient on how to Clear, Load, Reduce Stoppage, and Unload an M240B and M249 Machine Gun. Students must correctly complete the steps in sequence. If the Student is not proficient IAW USAIS 350-6, the student will have the opportunity to re-train and re-test once. Failure to meet the minimum standard after the re-test will initiate a BPR.

**h. Attendance:** Missing more than 72 hours of POI training, or any live-fire events, (Team, Squad, or Platoon-level) is sufficient criteria for a BPR to be initiated at the discretion of the Senior Platoon Trainer.

**3. Distinguished Course Achievement Recognition:** Lieutenants who distinguish themselves above their peers or exceed published standards will be recognized at the conclusion of IBOLC. The categories are:

**a. Distinguished Leadership Graduate:** A cadre board selects the class Distinguished Leadership Graduate from among the Platoon Honor Graduates. The board reviews and rates the student's training records and interviews all candidates. The Company Commander reviews the board results, and selects the most deserving officer as Distinguished Leadership Graduate. Each platoon will have an alternate student, who becomes the Platoon Honor Graduate if their candidate is chosen as the Distinguished Leadership Graduate.

**b. Distinguished Leadership International Graduate:** Each Platoon Trainer may nominate one international officer. If more than one officer is nominated, each will

undergo the same selection process as the U.S. officer. The Company Commander will select the most deserving international officer.

**c. Platoon Honor Graduate:** Each Platoon Trainer will select a student from their platoon as the Platoon Honor Graduate. Selection of the Platoon Honor Graduate is based upon a Lieutenant's total performance during the course. Finishing first on the platoon's Order of Merit List (OML) does not automatically make a student the Platoon Honor Graduate.

**d. Commandant's List:** The top 20% of each class will be recognized for honors by selection to the Commandant's List. The Distinguished and Platoon Honor Graduates are included in the top 20%. Selection of the Commandant's List is based upon total academic points earned during the course with the approval of the chain of command. To account for variance in areas of Platoon Trainer emphasis each platoon submits its top 20% to create the company roster. Students who are involved in serious disciplinary violations are not eligible for the Commandant's List.

**e. Ironman Award:** The five officers from each platoon who have the highest combined score for the Physical Dominance BN Standard will compete for the Ironman Award. Those 20 lieutenants will complete an iteration of the Ranger Physical Assessment Test (RPAT). The student with the fastest time on the RPAT will be recognized at graduation as the Company Ironman (see Encl 9.)

**4. Spot Reports:** IBOLC Cadre use the SPOT Report (see Encl 10) to identify positive and negative actions of the IBOLC student which can affect their academic standing, or their Platoon Trainers' Overall Performance and Evaluation of them at the end of the course. The four types of SPOT reports are: Minor Positive (Minor "Plus"), Major Positive (Major "Plus"), Minor Negative (Minor "Minus"), Major Negative (Major "Minus"). A Major SPOT Report is +/- 5 points. A Minor SPOT Report is +/- 2 points. **Earning three major negative spot reports, or the equivalent thereof, regardless of the amount of positive spots earned, will initiate a BPR.**

**5. Additional:** The following specific events will be grounds for the initiation of a BPR.

- a. Negligent Discharge (regardless of weapon or ammunition type)
- b. Alcohol Related Incident (not resulting in DUI)
- c. Driving Under the Influence (DUI)
- d. Consistent or flagrant violation of the Army Values
- e. Illegal Drug Use: The Student will be enrolled in the Army Substance Abuse Program (ASAP).
- f. Safety Violation

ATSH-TPB

Subject: IBOLC Individual Student Assessment Plan (ISAP) SOP

6. Point of contact for this memorandum is the 2-11 IN (IBOLC) AS3 at 706-545-4940.



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Commanding

Encls

1. Blue Packet SOP
2. Point Distribution Table
3. Patrol/Platoon Trainer Assessments
4. Individual Development Plan SOP
5. Writing SOP
6. OPORD Evaluation Sheet
7. 12-mile Foot March SOP
8. 5-mile Run SOP
9. Iron Man RPAT
10. SPOT Report Card
11. Physical Demands Test

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