Army SHARP Program

Enhancing Commander Accountability

DACOWITS Brief

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Command Climate Assessment Update

- Army Directive 2013-XX, “Army Command Climate Assessments” is currently being reviewed by the Army Staff. This policy directs the following changes to the Army’s Command Climate Assessment system:
  - All Active Army company commanders will conduct a command climate assessment:
    - Within 30 days of assuming command,
    - followed by an assessment six months after assuming command,
    - another assessment twelve months after assuming command,
    - and annually thereafter while retaining command.
  - All Active Army commanders above the company level will conduct a command climate assessment:
    - within 120 days of assuming command,
    - followed by an assessment twelve months after assuming command,
    - and annually thereafter while retaining command.
  - To promote anonymity, any unit with fewer than 20 personnel shall conduct its command climate assessments with its next higher headquarters.
  - Results and analysis of command climate assessments to the next higher commander no later than 30 days after completing the assessments for review and development of an action plan to address concerns.

360 Degree Assessment Pilot Program

- Army conducted a Pilot Program for using 360 Degree Assessment to assess brigade and battalion-level commanders.
  - 8 x CSL-select brigade & battalion commanders in pilot.
  - Based on positive feedback, Commander, Combined Arms Center (TRADOC) approved including the use of a leader directed-360 Assessment as an additional tool for raters to assess their rated officers.

- Currently working guidance to the field; draft will include:
  - Part of Army Multi-Source Assessment and Feedback Program.
  - Rater initiated 360 Degree Assessment; rated officer may nominate respondents, but final selection is rater decision.
  - Conducted at 6 & 18 month points in rated officer's command.
  - Results given to rater and rated officer.
  - Used to develop and monitor Individual Leader Development Plan for rated officer.
  - IOC: 3rd Quarter, FY 14; FOC: 4th Quarter, FY 14

OER & NCOER Revision

- On 27 September, 2013, SA issued Army Directive 2013-20. It requires:
  - All Evaluation Support Forms will reflect goals/objectives on SHARP, specifically how the officer or NCO plans on promoting a climate of dignity and respect in their unit.
  - If the officer or NCO's unit had a substantiated incident of sexual harassment (SH) or sexual assault (SA), the rater must note the incident in the comments section and explain how the rated officer or NCO was addressed it.
  - Evaluation will reflect any substantiated finding that they committed an act of SH or SA; failed to report an incident of SH or SA; failed to respond to a report of SH or SA; or retaliated against an individual making such a report.
  - In such cases the 'Respect' block will be marked 'No' on the rated officer or NCO's evaluation form, and addressed in comments.

Questions