



Army Acquisition:

A Professional Acquisition Workforce Supporting the “Profession of Arms”

Senior Rater Potential Evaluation (SRPE)

U.S. Army Acquisition Support Center (USAASC)

Army Director, Acquisition Career Management (DACM) Office

Senior Rater Potential Evaluation



- **WHO:** All GS12 and above Army Acquisition Workforce (AAW) civilians
- **WHAT:** The SRPE is a tool to assess the leadership potential of AAW civilian employees in designated grades/broadbands to perform in positions of increased responsibility and for selection into senior leadership positions and programs. It is not a performance evaluation.
- **WHEN:** Phased Implementation commenced **01 OCT 2015**
- **WHERE:** <https://apps.asc.army.mil/camp/>
- **WHY:** The SRPE is also a Talent Management tool enabling Army Acquisition Workforce (AAW) Senior Raters (SRs) to identify the employees' leadership potential, helping employees identify their strengths and under developed areas, and offering suggested positions to enhance their professional development.
- **YouTube:** <https://youtu.be/xDrGE5jG1-A>
- **POC:** Brian K. Cole, <https://apps.asc.army.mil/camp/>



Senior Rater Potential Evaluation



U.S. ARMY **UNITED STATES ARMY ACQUISITION SUPPORT CENTER** **ACQUISITION SUPPORT CENTER**

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Senior Rater Potential Evaluation

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The Senior Rater Potential Evaluation (SRPE) is first and foremost a tool to help civilian workforce employees identify their leadership strengths and weaknesses in regard to a set of competencies required by professionals in leadership positions. It's just one component of the U.S. Army Acquisition Support Center's efforts to develop a highly qualified acquisition, logistics and technology (AL&T) workforce. Employees will use the information in the SRPE to structure continuous learning and an Individual Development Plan that maximizes their potential for performance in positions of increased responsibility.

Section 1733(a) of the Defense Acquisition Workforce Improvement Act requires that the best-qualified individuals, military or civilian, be selected for acquisition positions. By evaluating and documenting the leadership potential of civilian employees, the SRPE provides a document that allows selection boards to more easily and equitably compare a civilian candidate's leadership potential with that of a military candidate, as documented on the Senior Rater section of the Officer Evaluation Report. Selecting officials and boards will also use the SRPE to evaluate the leadership potential of candidates for key civilian leadership positions in the AL&T workforce.

The SRPE is used to evaluate the potential of civilian employees in designated grades to perform in positions of increased responsibility, whereas the Total Army Personnel Evaluation System and the various personnel demonstration projects evaluate performance associated with current duties and contributions to the mission.

SENIOR RATER POTENTIAL EVALUATION (RP...

This video provides more information about the process and the resources available. You can also go to the USAASC YouTube channel at <https://www.youtube.com/watch?v=xDrGEEjG1-A>.

Policy and Guidance:

Profile Groupings:

Comments Guide:

FAQs:

Briefings:

Sample SRPE Form:

AAW Member SRPE User Manual:

AAW Rater and Senior Rater User Manual:



<http://asc.army.mil/web/senior-rater-potential-evaluation/>



SRPE: Role of the OAP



- Keep AAW and Rating officials informed of upcoming evaluations
- Provide training to AAW members and Rating Officials
- Provide System Guidance to SRPE System Users – reducing WMIs
- Provide Compliancy Reports to Chain of Command



SRPE: USER MANUALS



GENERAL

- SRPE Overview
- SRPE User Definitions

EMPLOYEES

- New Acquisition Employees
- Reviewing a Completed SRPE
- Uploading a Reclama
- Digitally Signing a SRPE Request

SRPE Policy strengthens rating chain accountability to maintain relationships that provide AAW with leaders who have first-hand knowledge of their responsibilities, performance and potential.

SUPERVISORS (Rater)

- Established Supervisors
- Initiating a SRPE Request
- Ensure correct Senior Rater attached to Employee
- Completing the "Rater" portion of a SRPE Request
- Digitally Signing a SRPE Request
- New Acquisition Supervisors
- Non-Acquisition Supervisors

SENIOR RATERS (SR)

- Established Senior Raters
- Creating the Senior Rater Worksheet
- Completing the "Senior Rater" portion of a SRPE Request
- Digitally Signing a SRPE Request
- Non-Acquisition Senior Raters



SRPE: Compliance Tools



HOME ACRB IDP SRPE REPORTS AAPDS WFM AAC MS

Standard Reports Personalized Reports DAWIA Certificate Printing Reporting Instructions Reports Descriptions

Standard Reports

This section lists all of the standard report types that you have access to generate. You can click on a report title to see the detailed description of the report. You can select multiple reports within the same category. If your network connection speed is slow, it is recommended that you only run one report at a time. Please select a report from the list and click next to begin.

Report Category	Reports	
Workforce Reports	<input type="checkbox"/> Acq NGB & Reserve Mil Review	<input type="checkbox"/> Certification Delinquency
	<input type="checkbox"/> Certification Review	<input type="checkbox"/> Completed Other Training - All
	<input type="checkbox"/> Corps Membership Discrepancy	<input type="checkbox"/> Current Assignments
	<input type="checkbox"/> DAU Resident Course Status	<input type="checkbox"/> DAU Web-based Course Status
	<input type="checkbox"/> Education Review	<input type="checkbox"/> IDP CL-Cycles
	<input type="checkbox"/> Met Certification	<input type="checkbox"/> Not Met Certification
	<input type="checkbox"/> OAP Roster Report	<input type="checkbox"/> Tenure Agreements
	<input type="checkbox"/> Waiver Status	<input type="checkbox"/> Workforce Review
	Next >>	
	Acq Specific Reports	<input type="checkbox"/> Acq Corps Membership Discrepancy
<input type="checkbox"/> Acquisition DAU Web-based Course Status		<input type="checkbox"/> Acquisition Education Training & Experience (AETE)
<input type="checkbox"/> CAP-KLP		<input type="checkbox"/> Certification OAP Report
<input type="checkbox"/> Civilian Certification Delinquency		<input type="checkbox"/> Civilian IDP CL-Cycles
<input type="checkbox"/> Civilian Workforce Education Review		<input type="checkbox"/> Civilian Workforce Review
<input type="checkbox"/> Completed Acquisition Training		<input type="checkbox"/> Completed Other Training
<input type="checkbox"/> Current Cycle And Annual CLPs		<input type="checkbox"/> Met Certification
<input type="checkbox"/> Not Met Certification		<input type="checkbox"/> Outstanding Requests for Certification
<input type="checkbox"/> Regional Mil and Civ Review		<input type="checkbox"/> SRPE Compliance Report
<input type="checkbox"/> SRPE Status		<input type="checkbox"/> Submitted or Approved Certifications
Next >>		



SRPE: Role of the Rater



- Ensure rating schemes are published and understood
- Advocate AAW member to the SR
- Recommend future Operational and Broadening Assignments on SRPE form
- Focus on narrative comments
- Anticipate and project future SRPE evaluations (i.e. Annual, Early)
- Keep SR officials informed of upcoming evaluations



SRPE: Role of the Senior Rater



- **The SR is the “owner” of the Evaluation and is responsible for timely completion**
- **Mentor/Develop your subordinates**
 - ❖ Support Form – tool available to aid in defining/guiding goals and objectives throughout rating period; provides feedback to rated individual – not a lot of space but should be catalyst of conversation
- **Understand how SRPE Systems works**
 - ❖ Fairly and accurately assess the potential of subordinates
 - ❖ Senior Rater Narrative is key: Exclusive vs. Strong Narrative
 - ❖ Quantify potential...identify your best
 - ❖ Be Careful... What you don't say is just as damaging as what you do say
- **Understand how to manage your SR profile – develop your rating philosophy**
- **Anticipate and project “next” Evaluation**
 - ❖ Annual SRPE Cycle
 - ❖ When the Rating Chain will change prior to the annual cycle



SRPE LOGIC



- DEVELOPING A SRPE PHILOSOPHY
- MANAGING YOUR SENIOR RATER PROFILE
- EVALUATION NARRATIVE
- COMMENTS GUIDE



Developing a SRPE Philosophy



- Mission: Identify your best
- Counseling – ensure counseling is accomplished. Those that can improve, will.
- Decide how to assess (particularly) Exceptional Potential/High Potential
- Write well – quantify and qualify in narrative; correspond comments with box check. Use the narrative to paint the picture
- Plan ahead, think series of reports (number of times you will rate an AAW member)



SRPE: Maintaining A Profile



	2016	2017	2018	Total	%
EP	4	2	6	12	40%
HP	4	8	3	15	50%
P	2	0	0	2	6.7%
MP	0	0	1	1	3.3%
Total	10	10	10	30	100%

	2016	2017	2018	2019	Total	%
EP	1*	0	0	2	3	37.5%
HP	1	2	2	0	5	62.5%
P	0	0	0	0	0	0
MP	0	0	0	0	0	0
Total	2	2	2	2	8	100%

*Silver Bullet



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SRPE Ratings



POTENTIAL: Defined as existing in possibility, capable of development into actuality

Exceptional (EP): Results far surpass expectations. Readily (fluently/naturally/effortlessly) demonstrates a high level of the all attributes and competencies. Recognizes and exploits new resources; creates opportunities. Demonstrates initiative and adaptability even in highly unusual or difficult situations. Emulated; sought after as expert with influence outside organization. Actions have significant, enduring, and positive impact on mission, the organization and beyond. Innovative approaches to problems produce significant gains in quality and efficiency. **Employee's assessed potential for success, in positions of increasing responsibility, exceeds 50% of his peers**

Highly (HP): Consistently produces quality results with measurable and lasting improvement in unit performance. Consistently demonstrates a high level of performance for each attribute and competency. Proactive in challenging situations. Habitually makes effective use of time and resources; improves position procedures and products. Positive impact extends beyond position expectations. **Employee's potential for success, in positions of increasing responsibility, exceeds his peers**

Potential (P): Meets requirements of position and additional duties. Actively learning to apply them at a higher level or in more situations. Aptitude, commitment, competence meets expectations. Actions have a positive impact on unit or mission but may be limited in scope of impact or duration. **Employee's assessed potential for success, in positions of increasing responsibility, equals his peers**

Minimal Potential (MP): Employee's assessed potential for success, in positions of increasing responsibility, requires development



SRPE: COMMENTS GUIDE



It is recommended that raters and SRs address the following elements in the comments section of the SRPE. While failure to comment on one or more of the elements is not derogatory, it may convey the message that the employee is weak in this element. Historically, employees who consistently received constructive comments on all elements do better on boards.

- **Enumeration**: Standing among other employees in the same grade/broadband population (x number out of 100 other GS x rated by this SR)
- **Potential or Promotion Potential**: Potential to serve in a position of increased responsibility (ready now; ready in the future with development)
- **Schooling/Leadership Developmental Opportunities**: Potential for selection to competitive premier schools and other acquisition leadership opportunities
- **Leadership Positions**: Potential to serve in a significant leadership position within the Army Acquisition Workforce (i.e. Key Leadership Positions (KLPs), Centralized Selection List (CSL) Project/Product Manager (PM)/Acquisition Director and/or Project/Product Director (PD) positions, etc.)

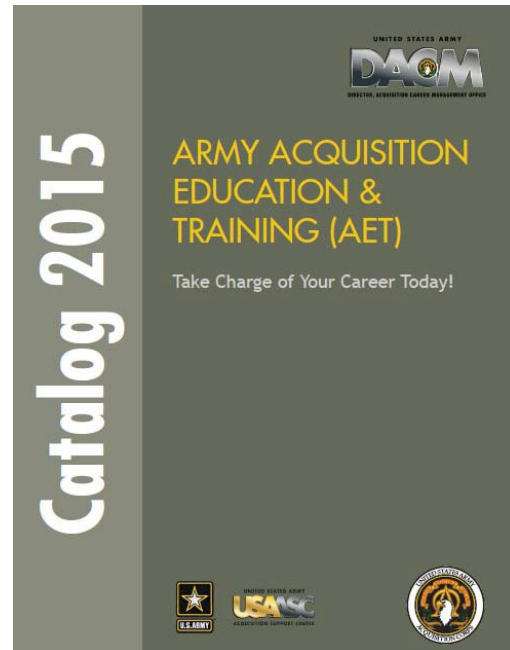




Broadening/Operational/Strategic Ops

- Acquisition Education and Training (AET) Catalog
- Acquisition Career Development Model
- Acquisition Career Field Model/Road Maps

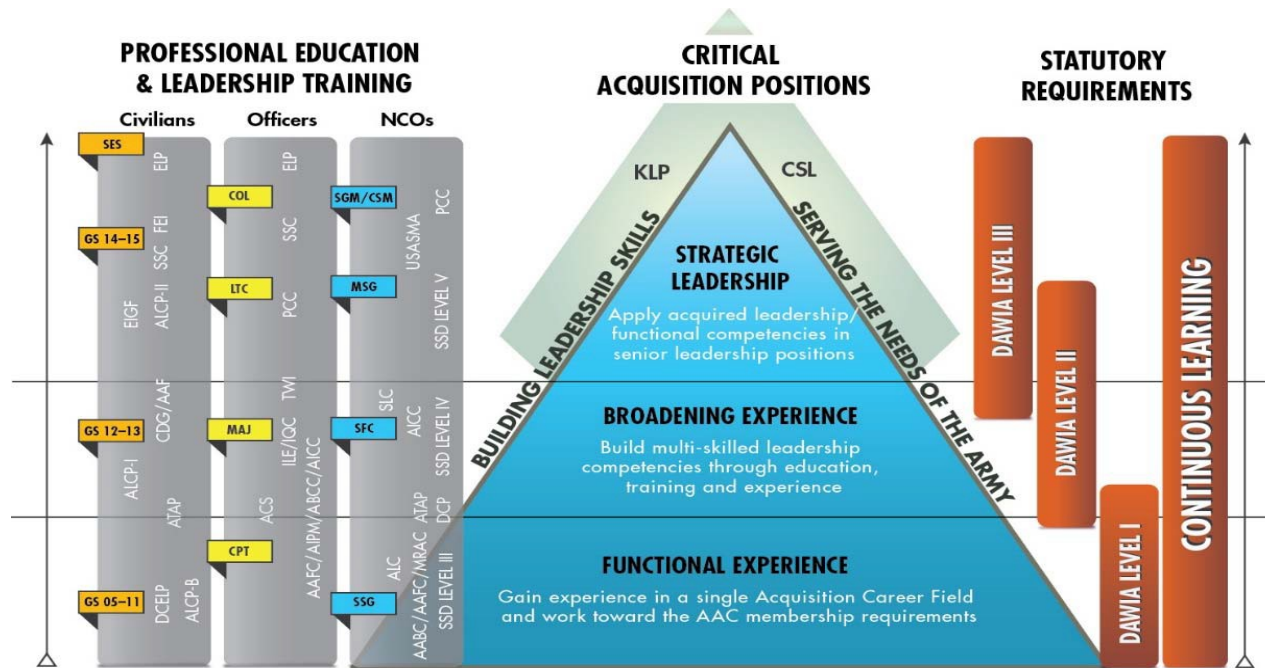
AET Catalog



<http://asc.army.mil/web/wp-content/uploads/2014/10/102014-AET-Catalog2015.pdf>



Acquisition Career Development Model



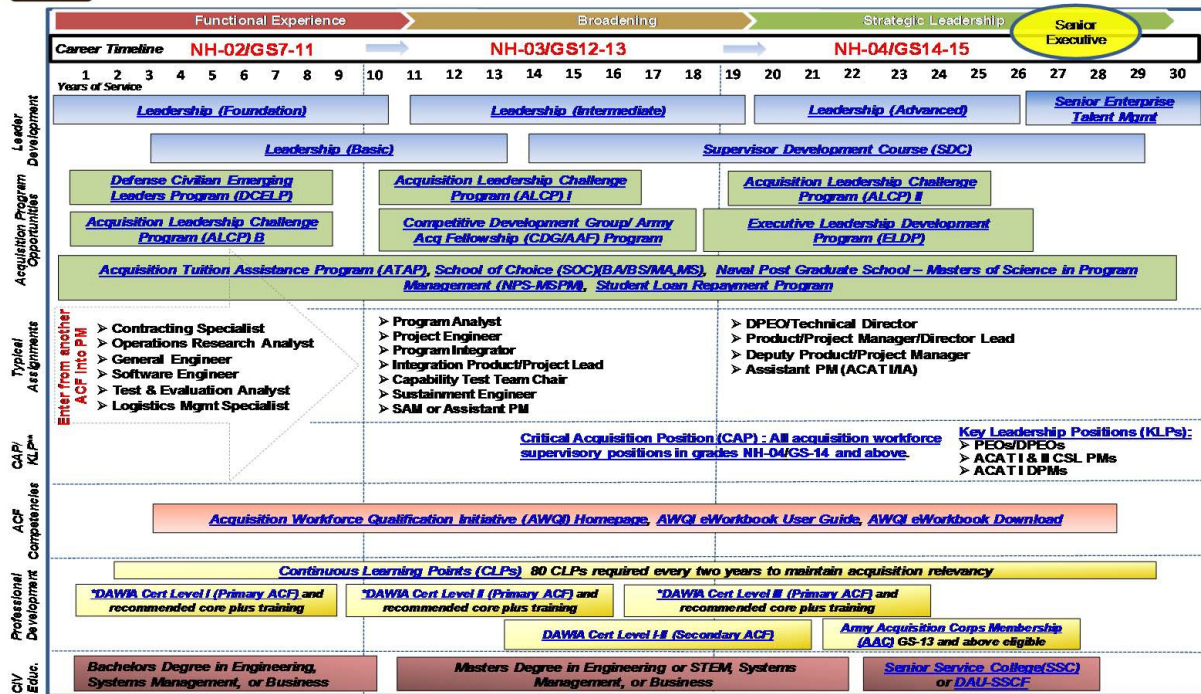
ARMY ACQUISITION CAREER DEVELOPMENT MODEL

<https://asc.army.mil/web/career-development/civilian/career-models/>

Acquisition Career Field Models



Civilian Program Management Career Model



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*Indicates Mandatory Requirement
** ACAT IIA

For more information visit
Army DACM Office



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<https://asc.army.mil/web/career-development/civilian/career-models/>



SRPE: Mandate And Talent Management



ARMY ACQUISITION CORPS SENIOR RATER POTENTIAL EVALUATION (SRPE) FOR CIVILIANS											
AAC Form 1 Part I. ADMINISTRATIVE (Employee)											
Name (Last, First, MI)				Title/Position		Grade		OCC Series			
Organization:								UIC:			
Period Covered						Reason for Submission					
From			Thru			1. Annual					
Year	Month	Day	Year	Month	Day	2. Board					
PART II – AUTHENTICATION (Employee's submission of the completed SRPE, verifies that all administrative data is correct)											
Rater Name (Last, First, MI)				Grade		Rater Title/Position					
Rater Email Address				Rater Digital Signature				Date			
Senior Rater Name (Last, First, MI)				Grade		Senior Rater Title/Position					
Senior Rater Organization				Senior Rater Phone Number				Senior Rater Email Address			
Senior Rater Digital Signature								Date			
Employee Digital Signature								Date			
Employee has submitted a Reclaim - Memorandum for Record <input type="checkbox"/> Yes											
PART III – POSITION DUTY DESCRIPTION (Completed by the RATER)											
a. PRINCIPAL DUTY TITLE:											
b. SIGNIFICANT DUTIES AND RESPONSIBILITIES:											
PART IV – PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Completed by the RATER)											
a. This rated employee possesses skills and qualities for the following and <u>future</u> Broadening & Operational Assignments.											
b. This rated employee possesses skills and qualities for the following and <u>future</u> Strategic Assignments.											

AAC Form 1, January 2015

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- The SRPE paints a picture of promotion potential or the potential to participate in higher level leader opportunities.
- The SRPE is as a Talent Management Tool to be used during Individual Development Plan (IDP) Development and Maintenance

→ Broadening & Operational Assignments

→ Strategic Assignments



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