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SQUADRON COMMANDER BOARD & SDE/IDE NOMINATION PROCESS

On 7-11 June, we conducted our most recent Military Development Team (DT) meeting at Randolph AFB. This DT meeting was held to conduct our Contracting Squadron Commander's Board, make Senior Developmental Education (SDE) and Intermediate Developmental Education (IDE) nominations to the Developmental Education Designation Board (DEDB) and to provide assignment vectors to our majors scheduled to PCS in the summer of 05. I wanted to share some of my thoughts on this DT meeting and the processes we followed to select officers for the command and school lists.

The Military DT begins each selection process with a meticulous records review. Each DT member evaluates every record meeting both the command and school board. Records include the AFPC official record, the officer's SURF, the Transitional Officer Development Plan, the Statement of Intent, if competing for command and the web-based 3849 for officers nominated by senior raters for SDE/IDE. DT members then score the records on a scale of 6 to 10 for suitability to command or attend school as applicable. After the DT individually scores the records, the average score is calculated and the records are ranked from highest to lowest. The DT then reviews this list and reconciles any splits where individual scores varied by two points or more.

Once the list of "racked and stacked" squadron commander candidates has been developed, a line is drawn on the list that will provide the number of command candidates needed to maintain a 2 to 1 ratio against command openings. This formula has historically given us enough command candidates to fill all anticipated openings and all subsequent pop-up command openings as well. Officers requesting consideration for command opportunities outside of contracting are reviewed in a similar fashion and released to compete on a case-by-case basis.

The consolidated Mission Support command candidate list is released by AFPC following the DEDB release of the school list in the November period.

The process for selecting our IDE/SDE candidates has some significant differences to the command candidate selection process. Once we have the IDE/SDE records rated from a quality perspective (similar to the SQ/CC scoring process), we carefully consider the timing for school attendance. Selects in their last year of school eligibility have high priority. Then we look hard at time on station and all other factors that impact an officer's move status. With these timing elements factored into the list, the record is re-evaluated to match the highest quality with the best timing for school attendance. Next, a line is drawn at the number of quotas AFPC has provided us to nominate to the DEDB. For each officer nominated, the DT evaluates the officer's school requests on the 3849 and makes a functional school recommendation to the DEDB as well. Once this quota is sent to the DEDB, there is no certainty about how many slots we will receive. The DEDB selects a 2 to 1 ratio of officers against school opening and evaluates all records on quality and timing factors as well. The board meets in early October and we hope for announcement of the school attendees in November.

I consider the selection of officers to fill our command and school lists among the most critical military personnel functions I conduct. We will continue to refine our processes to ensure we serve all of our members well. If you have any questions regarding these processes, please contact Lt Col Mark Hobson at DSN 425-7056 or commercial at 703-588-7056.



A handwritten signature in black ink, appearing to read "C. Williams, Jr." with a horizontal line extending to the right.

Charlie E. Williams, Jr.
Deputy Assistant Secretary (Contracting)
Assistant Secretary (Acquisition)