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C-130J AIRCREW EVALUATION CRITERIA

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This instruction implements Air Force Policy Directive (AFPD) 11-2, *Aircraft Rules and Procedures*. It establishes evaluation criteria for the operation of C-130J aircraft. It applies to all Air Force personnel operating the C-130J combat delivery aircraft. This instruction applies to Air Force Reserve Command (AFRC) and Air National Guard (ANG) units. It is used in conjunction with AFI 11-202, Volume 2, *Aircrew Standardization/Evaluation Program*, and the appropriate MAJCOM supplement.

The Privacy Act of 1974 applies to certain information gathered pursuant to this instruction. The Privacy Act System Number F011 AF XO A, Aviation Resource Management System (ARMS) covers required information. The Paperwork Reduction Act of 1974 as amended in 1996 affects this instruction. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFPD 37-1, *Information Management*, and

AFMAN 37-123, *Management of Records*, and disposed of in accordance with the Air Force *Records Disposition Schedule (RDS)*, located at **Error! Hyperlink reference not valid.**.

This document is new and must be completely reviewed.

(AETC) This supplement implements and extends the guidance of AFI 11-2C-130J, Volume 2, 22 November 2005. With the exception of the Air Force Reserve Command (AFRC) Associate Program, this instruction does not apply to AFRC. This instruction does not apply to the Air National Guard (ANG). Units may supplement this instruction and will coordinate supplements with AETC/A3V before approval then forward a copy to AETC/A3V after publication. Submit suggested improvements to this publication on AF Form 847, *Recommendation for Change of Publication*, through standardization and evaluation (Stan/Eval) channels, to AETC/A3V. See Attachment 1 for a glossary of references and supporting information. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFMAN 33-363, *Management of Records*, and disposed of in accordance with the *Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS)*. The authorities to waive wing/unit level requirements in this publication are identified with a Tier ("T-0, T-1, T-2, T-3") number following the compliance statement. See AFI 33-360, *Publications and Forms Management*, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items publications. All 19th Air Force (19 AF) references in the basic instruction refer to AETC/A3V or AETC/A3Z as defined in this supplement.

SUMMARY OF CHANGES

This interim change clarifies Instructor evaluation requirements, specifies pilot crew position documentation, deletes copilot references, clarifies pilot instrument evaluation requirements, provides maximum effort takeoff/landing guidance, clarifies the Operational Mission Evaluation requirement, updates loadmaster grading criteria, and provides a new loadmaster flight evaluation worksheet. A margin bar (|) indicates newly revised material.

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Chapter 1

GENERAL INFORMATION

1.1. General. This instruction provides flight examiners, instructors, and aircrews with procedures and evaluation criteria/tolerances to be used during the administration of flight evaluations according to AFI 11-202, Volume 2, *Aircrew Standardization/Evaluation Program*. Specific areas for evaluation are prescribed to ensure an accurate assessment of the proficiency and capabilities of aircrews. Flight examiners will use this AFI when conducting aircrew evaluations. Instructors will use this AFI when preparing aircrews for qualification.

1.2. Key Words and Definitions.

1.2.1. "Will" and "Shall" indicate a mandatory requirement.

1.2.2. "Should" is normally used to indicate a preferred, but not mandatory, method of accomplishment.

1.2.3. "May" indicates an acceptable or suggested means of accomplishment.

1.2.4. "Note" indicates operating procedures, techniques, etc., that are considered essential to emphasize.

1.3. Deviations and Waivers. Report deviations or exceptions, without waivers, through normal command channels to the parent MAJCOM Stan/Eval. MAJCOM Stan/Eval will notify lead command for follow-on action, if necessary.

1.3. (AETC)Deviations and Waivers. Report deviations or exceptions without waiver through command channels to AETC/A3V. (T-2) AETC/A3V will notify AMC/A3V.

1.3.1. Waiver authority for this AFI is MAJCOM/DO IAW AFI 11-202, Volume 2.

1.3.1. **(AETC)** AETC/A2/3/10 is the waiver authority for contents the basic instruction and supplement. (T-2)

1.3.2. MAJCOM/DOs shall forward a copy of approved long-term waivers to this AFI to lead command for follow-on action, if required.

1.3.2. **(AETC)** AETC/A2/3/10 will forward a copy of long-term waivers, to this instruction to HQ AMC/A3VX for follow-on action, if required. (T-2)

1.4. Supplements. MAJCOMs and units may supplement this instruction to clarify policies, procedures, and unique mission requirements. Comply with AFI 33-360, Volume 1, *Air Force Content Management Program—Publications*, guidance regarding publication supplements. Comply with AFPD 11-2, *Aircraft Rules and Procedures*, for supplement coordination.

1.4.1. MAJCOM and unit supplements will not be less restrictive than this instruction.

1.4.2. MAJCOM Supplements. Forward MAJCOM/DO-approved supplements, with attached AF IMT 673, **Request to Issue Publication**, to lead command (HQ AMC/A3) for review. HQ AMC/A3 will provide a recommendation and forward to HQ USAF/XOOT for approval (according to AFPD 11-2, *Aircraft Rules and Procedures*). Use the following OPR's address: HQ AMC/A37V, 402 Scott Dr., Unit 3A1, Scott AFB IL, 62225-5302.

Electronic copies may be sent via e-mail to HQ AMC/A37V's tactical branch organizational box at: AMC/A37VX.

1.4.3. Air Force Reserve Command (AFRC)/Air National Guard (ANG) will coordinate command supplements with the gaining active duty MAJCOM and the active duty NAF with stan/eval oversight responsibility prior to publication/revision.

1.4.4. Unit Supplements. Units will coordinate their supplement with the next higher Numbered Air Force (NAF)/MAJCOM, as applicable, prior to publication. AFRC/ANG units will submit unit supplements to AFRC/ANG HQ for approval. AFRC/ANG HQ will provide a copy of approved supplements to the gaining MAJCOM and the active duty NAF with Stan/Eval oversight responsibility.

1.4.4. **(AETC)** Unit Supplements. Units send a copy of local supplements to AETC/A3V for coordination. AETC/A3V will coordinate unit supplements with AMC/A3V.

1.5. Requisition and Distribution Procedures. Units will establish hard copy distribution requirements of this AFI.

1.6. Improvement Recommendations. Submit suggested improvements to this instruction on an AF IMT 847, **Recommendation for Change of Publication**, through MAJCOM channels to HQ AMC/A37V, 402 Scott Drive, Unit 3A1, Scott AFB IL, 62225-5302 according to AFI 11-215, *Flight Manual Procedures*, and MAJCOM supplement.

1.6. (AETC)Improvement Recommendations. Send comments and suggested improvements to this instruction on AF Form 847 through Stan/Eval channels to AETC/A3VO.

1.7. Evaluations. This instruction establishes standardized instrument, qualification, mission, and instructor evaluation criteria. It also establishes the areas and sub-areas necessary for the successful completion of evaluations, and which required areas/sub-areas will be considered critical or non-critical.

1.8. Evaluation Requirements. Whenever practical, evaluations should be accomplished concurrently. Aircrews will complete the following evaluations at 17-month frequency IAW AFI 11-202, Volume 2, and the appropriate MAJCOM supplement.

1.8.1. Instrument (INSTM) Evaluation. All C-130J pilots will successfully complete a periodic instrument evaluation. The flight phase will evaluate pilot performance and application of instrument procedures and maneuvers in a Weapon System Trainer (WST) or actual aircraft. The ground phase includes a requisite open-book written instrument examination IAW AFMAN 11-210, *Instrument Refresher Course Program*.

1.8.2. Qualification (QUAL) Evaluation. All C-130J crewmembers will successfully complete a periodic qualification evaluation. The flight phase will evaluate performance and application of flight manual procedures and maneuvers. Evaluation may be accomplished in a WST for pilots, and in an Aircrew Training Device (ATD) for loadmasters. The ground phase includes the following requisites: open-book and closed-book examinations, Boldface examination, and an emergency procedures evaluation (EPE).

1.8.3. Mission (MSN) Evaluations. All mission qualified C-130J crewmembers will successfully complete a periodic mission evaluation. MSN evaluations may be accomplished in conjunction with the QUAL evaluation (e.g., QUAL/MSN). Mission evaluation profiles will be as realistic as possible with a minimum number of simulated events. The flight phase

will evaluate performance and application of operational procedures and include a sampling of maneuvers for which the individual is qualified. Evaluation may be in WST for pilots and in an ATD for loadmasters. The ground phase includes the following requisites: open-book examination, Boldface examination, and an emergency procedures evaluation (EPE).

1.8.3.1. Unit baseline qualifications. Unit supplements will list baseline qualifications crewmembers must hold to be considered Mission Ready in the unit's mission. Group Standardization and Evaluation office (OG/OGV) will develop mission evaluation profiles to sample these qualifications. See **Chapter 2** and **Chapter 3** of this instruction for required items that must be evaluated. Any crewmember that maintains a qualification level below this baseline will have restrictions listed on their "MSN" AF IMT 8.

1.8.3.2. For units/aircrew with an airdrop requirement, MSN evaluations for all crew positions should include actual airdrop loads, if possible. For units/aircrew with a NVG requirement, MSN evaluations for all crew positions should be at night utilizing NVGs if scheduling permits.

1.8.4. Instructor (INSTR) Evaluations. See AFI 11-202 Volume 2 for Instructor Evaluation requirements. Aircrew members designated as instructors will be evaluated on their ability to instruct during all periodic evaluations. Crewmembers may use their initial INSTR evaluation to satisfy the requirements of a periodic evaluation provided all evaluation requirements for the periodic evaluation are met. Evaluation may be in WST for pilots and in an ATD for loadmasters.

1.8.5. Emergency Procedures Evaluations (EPE). Use AFI 11-202, Volume 2 and the following: Evaluate an aircrew member's knowledge of emergency procedures (EPs) and aircraft systems knowledge for all QUAL and MSN evaluations. The EPE will include areas commensurate with the examinee's graduated training (e.g., initial, line, instructor, or evaluator). See specific crew position chapters of this AFI for EPE requirements.

1.8.5.1. OGVs will develop and maintain a list of EPE program requirements (topics, special interest etc.). An EPE guide for each crew position will be developed detailing the evaluation areas and conduct of the EPE. Examiners may use one continuous scenario throughout the EPE, or may use different scenarios as required to ensure appropriate areas are evaluated.

1.8.5.2. EPEs should not be conducted immediately before or during a flight evaluation. When possible, EPEs should be conducted in an ATD. If an ATD is not available, the EPE may be verbally evaluated. Examinees may use publications normally available in flight. The examinee must recite, perform, or write all Boldface items.

1.8.5.3. Examinees receiving an overall EPE grade of unqualified will be placed in supervised status until recommended additional training and re-evaluation are completed. Examinees receiving an overall EPE grade of unqualified because of unsatisfactory Boldface procedures will not be permitted to fly until a successful re-evaluation is accomplished. Accomplish additional training IAW AFI 11-202, Volume 2.

1.9. Grading Policies.

1.9.1. When in-flight evaluation of a required area is not possible, the area may be verbally evaluated. Flight examiners will make every effort to evaluate all required areas in-flight or

in an ATD before resorting to this provision. If an alternate method is used to complete the evaluation, document in the Additional Comments portion of the AF IMT 8. Use of this provision must be approved by the examinee's commander. The commander's signature on the AF IMT 8 acknowledges this provision has been approved.

1.9.2. Do not verbally evaluate takeoffs, instrument approaches, landings or cargo loading that fulfill minimum evaluation requirements listed in **Chapter 2** and **Chapter 3**.

1.9.3. Critical Areas. Critical areas require adequate accomplishment by the aircrew member in order to achieve the mission objectives successfully. If an aircrew member receives an unqualified grade in any critical area, the overall grade for the evaluation will be unqualified. Critical areas are identified by "(Critical)" following the applicable area title, and the shading of the Q- block on the AF IMT 3862, **Flight Evaluation Worksheet**. See examples at **Attachment 2** and **Attachment 3**.

1.9.4. Crew Resource Management (CRM). If CRM is downgraded during the evaluation, the evaluator will also complete an AF IMT 4031, **CRM Skills Criteria Training/Evaluation**. The completed IMT will be forwarded to OG/OGV, for inclusion in quarterly trends, and wing training so that the data can be passed to the MAJCOM CRM program manager.

1.10. Conduct of Evaluations.

1.10.1. Flight examiners will pre-brief the examinee on the purpose, conduct, requirements and general criteria of the evaluation. Flight examiners will then evaluate the examinee in each area/sub-area.

1.10.2. Flight examiners should not evaluate personnel they have primarily trained or recommended for upgrade. Flight examiners should normally not evaluate personnel who serve as rating officers on their performance reports.

1.10.3. Aircrew Training System (ATS) contractors will not be in the seat during evaluations in an ATD.

1.10.4. Unless otherwise specified, flight examiners may conduct the evaluation in any crew position or seat which will best enable the flight examiner to observe the examinee's performance.

1.10.5. Evaluators will note discrepancies and deviations from prescribed tolerances and performance criteria during the evaluation. They will compare the examinee's performance with the tolerances provided in the grading criteria and assign an appropriate grade for each area.

1.10.5.1. An evaluation will not be changed to a training mission to avoid documenting substandard performance, nor will a training mission be changed to an evaluation, with the exception of a N/N evaluation.

1.10.5.2. The judgment of the flight examiner, guidance provided in AFI 11-202, Volume 2, and this AFI, will be the determining factors in assigning an overall qualification level on the AF IMT 8. The flight examiner should thoroughly critique all aspects of the flight. During the critique, the flight examiner will review the examinee's overall rating, specific deviations, area/sub-area grades assigned, and any additional training required.

1.10.6. In the event of unsatisfactory performance, the flight examiner will determine recommended additional training requirements. Required additional training will not be accomplished on the same flight. ***EXCEPTION:*** Additional training on the same flight is allowed when unique situations presenting valuable training opportunities exist (i.e., thunderstorm avoidance, crosswind landings). This option requires flight examiner discretion and judicious application. When used, the examinee must be informed when the additional training begins and ends.

1.10.6.1. An ATD may be used to accomplish additional training and rechecks. Areas for additional training and rechecks should be limited to those areas/sub-areas that can be realistically accomplished in an ATD.

1.10.6.2. The flight examiner who administered the original evaluation should not administer the recheck.

1.11. Use of IMT Form 3862, Flight Evaluation Worksheet. Units (normally the OGV) will complete the AF IMT 3862, using the examples in **Attachment 2** and **Attachment 3** to use as an evaluation worksheet, entering each title, area number and text (in the order illustrated). Units may add special interest items and/or local evaluation requirements. The worksheet should be used in flight to ensure all required areas are evaluated. The completed worksheet will serve as a temporary record of the evaluation and will be filed in the aircrew member's Flight Evaluation Folder (FEF) until the AF IMT 8 is completed and filed.

1.12. Aircrew Testing.

1.12.1. Open-Book Exam. An open-book examination is a requisite for QUAL and MSN evaluations. The open-book QUAL exam will consist of a minimum of 60 questions. The open-book MSN exam will consist of a minimum of 40 questions, at least 25% of which will come from tactical doctrine documents related to C-130J combat operations (AFTTP). If a combined examination is created for combination evaluations (QUAL/MSN), it will have the appropriate number of questions for each portion. For periodic INSTR evaluations, a portion of the open-book exam will include instructor questions. A separate (unique) INSTR open-book exam is not required.

1.12.2. Closed-Book Exam. A closed-book examination is a requisite for QUAL evaluations. The exam will consist of a minimum of 20 questions from the Master Question File (MQF).

1.12.3. Boldface exam. A boldface exam is a requisite for any periodic evaluation.

1.13. Typical C-130J Evaluation Profile(s). Unit OG/CC or OG/OGV will determine the evaluation profiles suitable for aircrew evaluations. These profiles will include all required items in **Chapter 2** and **Chapter 3** and include a sampling of other items.

1.14. Multiple C-130J Model Certifications. Accomplish difference training IAW AFI 11-2C-130J Volume 1, *Aircrew Training* (pending). A periodic evaluation may be accomplished in any aircraft model in which the individual is certified.

Chapter 2

PILOT EVALUATIONS

2.1. General. This chapter standardizes initial, periodic, and re-qualification evaluations, including requirements for instrument/qualification, mission, and instructor evaluations.

2.1.1. Flight examiners will not intentionally fail any equipment during flight evaluations, but may deny the use of systems not affecting safety of flight.

2.1.2. Under no circumstances will a flight examiner allow the aircraft to slow below one engine-out Vmca or exceed aircraft limitations specified in the flight manual, regardless of tolerances listed for specific areas.

2.1.3. If the flight manual recommends a specific airspeed range for performance of a maneuver, the flight examiner will apply the grading criteria to the upper and lower limits of that range.

2.1.4. Evaluator pilots may conduct evaluations when scheduled as primary aircrew members.

2.1.5. Pilots may be evaluated in either the left or right seat. The term "Pilot" also includes Mobility Pilot Development (MPD) pilots. Pilots who are not Aircraft Commanders will have a crew position of "FP" on their AF form 8. The "MP" crew position will be used on an AF form 8 for Aircraft Commanders and when the evaluation concludes training leading to certification as an Aircraft Commander (such as an Operational Mission Evaluation).

2.1.6. DELETED

2.2. Instrument/Qualification Evaluations (Initial, Periodic and Requalification). C-130J INSTM evaluations will be flown concurrently with QUAL evaluations. The profile will include the following:

2.2.1. A minimum of one precision, one non-precision, and one Category II (if qualified) approach will be flown. Do not combine the precision and Category II approaches. One of the approaches will be flown without use of the autopilot and autothrottles. Initial CAT II qualification evaluations require an approach to a missed approach and an approach to a landing. CAT II procedures may be evaluated on a CAT I approach. If possible, approaches should be flown to airfields other than home station or deployed locations.

2.2.2. Holding or a Procedure Turn will be accomplished.

2.2.3. Circling and a VFR pattern are required if weather and traffic permit..

2.2.4. Simulated Emergency procedures will include: 3-engine instrument approach, 3-engine go around, and a 3-engine landing.

2.2.5. A full (100%) and a partial flap (50% or 0%) landing is required as well as touch and go procedures.

2.3. Mission Evaluations (Initial, Periodic, and Requalification). C-130J MSN evaluations may be accomplished in conjunction with the INSTM/QUAL evaluation. Depending on the unit's mission, or crewmember's qualification, the MSN evaluation will consist of an airdrop

profile, a maximum effort profile, and/or formation procedures. NVG usage and actual airdrop loads are desired.

2.3.1. The maximum effort profile will consist of a maximum effort takeoff, tactical approach and maximum effort landing. The tactical approach will consist of either a high or low altitude tactical arrival. Landings will be performed on an actual landing zone, if available. If not available, a larger runway with clearly identifiable LZ markings (IAW AFI 13-217, *Drop Zone and Landing Zone Operations*) may be used. One go-around is permitted, provided the aircraft does not touch down short of the zone (defined as the first 500 feet of useable runway).

2.3.1.1. Pilots should accomplish the maximum effort takeoff and landing from the left seat (Exception: Instructor Pilots/Instructor Pilot candidates see paragraph 2.4).

2.3.1.2. Pilots that only maintain an airland maximum effort qualification (non-airdrop) will fly an IFR or VFR high altitude route (minimum of 20 minutes long and 5000' AGL) to a TOA at an airfield. The arrival will consist of either a high altitude tactical arrival or a penetration decent to a low altitude tactical arrival. The arrivals will be to a maximum effort landing.

2.3.2. The airdrop profile will consist of a route (30 minute minimum from departure to TOT), SKE or visual formation procedures (if applicable), airdrop and recovery. The type of formation procedures will alternate for each periodic MSN evaluation. This does not preclude units from accomplishing both types of formation procedures on a MSN evaluation. The profile will be planned as a two-ship minimum. This does not preclude the completion of the evaluation as a single ship due to unforeseen circumstances.

2.3.2.1. Element Lead Pilot. Accomplish the evaluation in the element lead position.

2.3.2.2. Flight Lead Pilot. Accomplish the evaluation in the formation lead position. Examinee should participate in mission commander duties.

2.3.2.3. DELETED

2.3.3. For units/aircrew with a MSN evaluation requirement, Area 49 (Defensive Systems/Tactics) and Area 50 (Threat Avoidance) will be evaluated.

2.4. Instructor Evaluations (Initial, Periodic, and Requalification). Flight examiners will place particular emphasis on the examinee's ability to recognize student difficulties and provide timely and effective corrective action. Instructor pilots should be able to brief, observe, assess, and debrief the student's overall performance. State that instructional ability was evaluated in the comments section of the AF IMT 8. List a minimum of two areas instructed by the examinee. INIT or RQ INSTR evaluations will be conducted with a qualified pilot occupying the other seat. For initial evaluation, the examinee will occupy the right seat; for recurring or RQs he/she may occupy either seat.

2.4.1. During periodic QUAL evaluations, instructors will initiate a simulated aircraft malfunction requiring a simulated engine shutdown, simulated engine-out approach and go-around. The instructor will be evaluated on his ability to ensure safe simulated engine-out operations.

2.4.2. If airdrop qualified, all INIT and RQ INSTR evaluations require the examinee to instruct a SKE or visual low-level route and airdrop.

2.4.3. All instructor areas/sub-areas must be evaluated.

2.5. Operational Mission Evaluation. Prior to Aircraft Commander certification, all pilots, except those previously certified as Aircraft Commanders in Mobility Air Forces (MAF) C-130 or C-17 aircraft, will complete an Operational Mission Evaluation. Flight examiners will evaluate the examinee's ability to operate in command while performing the unit's mission. The flight should be an off-station operational or training mission. OG/CC may substitute a local mission to preclude lengthy certification delays. Gaining MAJCOM Stan/Eval is the waiver authority for this evaluation requirement. The evaluation will be documented as a "SPOT" and the remarks section will include the following: "This evaluation was conducted in conjunction with Aircraft Commander certification."

2.5. (AETC)Operational Mission Evaluation. AETC/A3V is the waiver authority for this evaluation requirement.

2.6. Emergency Procedures Evaluation (EPE).

2.6.1. The INSTM/QUAL EPE will cover a cross section of aircraft systems knowledge and emergencies. All Boldface procedures will be evaluated. Examinees should demonstrate an understanding of aircraft systems beyond the actual steps required for an EP. Category I navigation procedures and Takeoff and Landing Data (TOLD) knowledge will be evaluated.

2.6.2. MSN EPEs will include knowledge of C-130J mission employment guidance, airdrop emergency procedures, tactics, threats, defensive system operation and the effect of degraded systems.

2.7. Pilot Grading Criteria.

2.7.1. **GENERAL.**

Area 1. Directives/Publications/Personal and Professional Equipment.

Q Possessed an adequate knowledge of all applicable directives and procedures, and understood how to apply both to enhance mission accomplishment. Publications were current and properly posted. Had all required personal/professional equipment. Displayed satisfactory knowledge of the care and use of personal/professional equipment. Required equipment inspections were current.

Q- Possessed a limited knowledge of directives but could locate information in appropriate publications. Publications were current but improperly posted.

U Unaware of established directives and procedures and/or could not locate the min the appropriate publication in a timely manner. Publications were not current. Did not have required personal/professional equipment. Required equipment inspections were overdue or equipment was unserviceable.

Area 2. Mission Preparation/Planning/Performance.

Q Checked all factors applicable to flight such as weather, notices to airmen (NOTAM),alternate air- fields, airfield suitability, fuel requirements, charts, etc. Correctly computed performance data using applicable CNI-MU pages, and crosschecked with PFPS/tab-data/performance charts as required.

Q- Made minor errors or omissions in checking all factors that could have detracted from mission effectiveness. Limited knowledge of performance capabilities. Made minor errors in computing performance data.

U Made major errors or omissions that would have prevented an effective mission. Inadequate knowledge of aircraft performance. Committed major errors in utilizing the CNI-MU TOLD pages. Major errors in crosschecking/manually computing performance data.

Area 3. Briefings.

Q Contributed to the briefing content to ensure it included all applicable information. Briefings effectively organized and presented in a logical sequence. Covered all pertinent items. Effectively used available briefing aids.

Q- Allowed omission of items pertinent but not critical to the mission. Briefings lacked continuity or contained unnecessary repetition. Some difficulty communicating clearly. Did not make effective use of available briefing aids. Dwelled on non-essential items.

U Failed to conduct/attend required briefings. Omitted essential items or did not correct erroneous information that could affect mission accomplishment. Demonstrated lack of knowledge of subject. Briefing poorly organized and not presented in a logical sequence, resulting in confusion. Presented erroneous information that would affect safe/effective mission accomplishment.

Area 4. Use of Checklist.

Q Consistently used and called for the correct checklist and gave the correct response at the appropriate time throughout the mission.

Q- Checklist responses were untimely and/or crewmember required continual prompting for correct response.

U Used or called for incorrect checklist or consistently omitted checklist items. Unable to identify the correct checklist to use for a given situation. Did not complete checklist prior to the event.

Area 5. Safety Consciousness (Critical).

Q Aware of and complied with all safety factors required for safe aircraft operation and mission accomplishment.

U Not aware of, or did not comply with, all safety factors required for safe aircraft operation or mission accomplishment. Operated the aircraft in a dangerous manner.

Area 6. Flight Discipline(Critical).

Q Exhibited strict flight and crew discipline. Prepared and completed mission in compliance with existing instructions and directives.

U Failed to exhibit strict flight and crew discipline. Failed to comply with existing instructions and directives that did, or could have, jeopardized safety of mission success.

Area 7. Airmanship/Situational Awareness(Critical).

Q Maintained situational awareness and exercised sound judgment throughout the mission. Conducted the flight with a sense of understanding and comprehension. Prioritized tasks properly.

U Lacked situational awareness. Faulty judgment resulted in decisions that had negative mission impact. Lacks the skills to prioritize tasks. Unaware of significant events that impacted the mission.

Area 8. Crew Coordination/Crew Resource Management (CRM). See AFI 11-290, *Cockpit/Crew Resource Management Training Program*, and use AF IMT 4031, **CRM Skills Criteria Training/Evaluation**, as a reference.

Q Effectively coordinated with other aircrew members throughout the assigned mission. Demonstrated operational knowledge of other crewmembers' duties and responsibilities. Effectively applied CRM skills throughout the mission.

Q- Crew coordination skills detracted from mission accomplishment. Demonstrated limited knowledge of other crewmembers' duties and responsibilities.

U Poor crew coordination or unsatisfactory knowledge of other crewmember duties and responsibilities negatively affected mission accomplishment or safety of flight.

Area 9. Communication Procedures.

Q Had a complete knowledge of and complied with the correct communications procedures. Transmissions were concise with proper terminology. Complied with and acknowledged all required instructions. Asked for/provided clarification when necessary.

Q- Made minor deviations from procedures that required re-transmissions. Slow in initiating, or missed, required radio calls. Transmissions contained extraneous matter, were not in proper sequence, or used non-standard terminology. Slow to ask for/provide clarification when necessary.

U Used incorrect procedures; poor performance caused confusion and jeopardized mission accomplishment. Omitted numerous radio calls. Failed to use precise, stated terminology. Did not ask for/provide clarification when necessary.

Area 10. Life Support Systems/Egress.

Q Displayed thorough knowledge of location and use of life support systems and equipment. Demonstrated and emphasized the proper operating procedures used to operate aircraft egress devices such as doors, windows, hatches, life rafts, and escape ropes.

Q- Showed limited knowledge of location and use of life support systems and equipment. Unsure of the proper operating procedures used to operate some of the aircraft egress devices.

U Displayed unsatisfactory knowledge of location and use of life support systems and equipment. Unable to properly operate aircraft egress devices.

Area 11. Knowledge/Completion of Forms.

Q Completed all required forms and/or flight plans accurately, on time and IAW applicable

directives. Related an accurate debrief of significant events to applicable agencies (Intel, Maintenance, etc.)

Q- Made minor errors on forms and/or flight plans that did not affect the mission. Incorrectly or incompletely reported some information due to minor errors, omissions, and/or deviations.

U Did not accomplish required forms and/or flight plans. Omitted or incorrectly reported significant information due to major errors, omissions, and/or deviations.

2.7.2. **QUALIFICATION.**

Area 12. Aircraft Preflight Inspection.

Q Accomplished required inspections in a thorough and proficient manner as outlined in applicable checklists and/or directives without deviations or omissions. Properly checked aircraft systems and components IAW flight manual. Coordinated with ground support personnel. Correctly determined aircraft status.

Q- Displayed Minor deviations or omissions in the accomplishment of required inspections as outlined inapplicable checklists and/or directives. Limited knowledge of proper procedures for checking aircraft systems/componential flight manual.

U Failed to accomplish required inspections in a thorough and proficient manner. Major deviations or omissions. Omitted or improperly checked aircraft systems/components IAW flight manual. Did not coordinate with ground support personnel. Unable to determine correct aircraft status. Required assistance to complete inspections or exceeded time allotted causing a mission delay.

Area 13. Ground Operations/Taxi.

Q Established and adhered to station, start engine, taxi, and take-off time to assure thorough preflight, check of personal equipment, crew/passenger briefings, etc. Accurately determined readiness of aircraft for flight. Completed all systems preflight/postflight inspections IAW flight manual. Conducted taxi operations according to flight manual, AFI 11-218, *Aircraft Operations and Movement on the Ground*, and local procedures.

Q- Made minor procedural errors that did not detract from mission effectiveness with respect to start engine, taxi, and take-off time, preflight, check of personal equipment, crew/passenger briefings, etc. Completed all systems preflight/postflight inspections IAW flight manual with minor discrepancies.

U Made errors that directly contributed to a late takeoff that degraded the mission. Failed to accurately determine readiness for flight. Failed to preflight/postflight a critical component or could not conduct a satisfactory preflight/postflight inspection.

Area 14. Takeoff.

Q Maintained smooth, positive aircraft control throughout the takeoff. Performed the takeoff IAW flight manual and as published/directed.

Q- Made minor deviations from published procedures without affecting safety of flight.

Aircraft control was safe but not consistently smooth and positive. Hesitant in application of procedures/corrections.

U Made a potentially dangerous takeoff. Exceeded aircraft/systems limitations. Failed to establish proper climb attitude. Excessive deviation from intended flight path. Violated flight manual procedures. Exceeded Q- criteria.

Area 15. Basic Aircraft Control.

Q Maintained positive aircraft control. Experienced minor deviations but corrected in timely manner.

Airspeed: +10/-5 KIAS

Altitude: +/-100 feet

Heading/Course: +/-5 degrees

Q- Frequent deviations in airspeed altitude or heading, but does not compromise flight safety. Slow to correct deviations. Exceeds Q criteria but does not exceed:

Airspeed: +15/-5 KIAS

Altitude: +/-200 feet

Heading/Course: +/-10 degrees

U Exceeds Q- criteria.

Area 16. Automation Management.

Q Established/followed guidelines for the operation of automated systems; aware of when systems should be disabled, and when programming actions must be verbalized and acknowledged. Established/followed Pilot Flying (PF) and Pilot Monitoring (PM) responsibilities with regard to automated systems. Periodically reviewed and verified the status of aircraft automated systems. Verbalized and acknowledged entries and changes to automated systems parameters. Allowed sufficient time for programming the Mission Computer. Used automated systems at appropriate levels to reduce workload, but reduced or disengaged level of automation when programming demands could have reduced situational awareness or created work overloads.

Q- Had limited knowledge of guidelines for the operation of automated systems; unclear as to when systems should be disabled, or when programming actions must be verbalized and acknowledged. Slow to establish/follow Pilot Flying (PF) and Pilot Monitoring (PM) responsibilities with regard to automated systems. Slow to review and verify the status of aircraft automated systems. Inconsistently verbalized and acknowledged entries and changes to automated systems parameters. Did not always allow sufficient time for programming the Mission Computer. Inconsistently used automated systems at appropriate levels.

U Did not establish/follow guidelines for the operation of automated systems; unaware of when systems should be disabled, or programming actions that must be verbalized and acknowledged. Did not establish/follow Pilot Flying(PF) and Pilot Monitoring (PM)

responsibilities with regard to automated systems. Did not periodically review and verify the status of aircraft automated systems. Did not verbalize and acknowledge entries and changes to automated systems parameters. Failed to allow sufficient time for programming the Mission Computer. Did not use automated systems at appropriate levels, to decrease workload. Did not reduce or disengage level of automation when programming demands reduced situational awareness or created work overloads.

Area 17. VFR Pattern.

Q Performed traffic pattern and turn to final/final approach IAW published procedures. Aircraft control was smooth and positive. Did not over/under-shoot final approach. Constantly cleared area of intended flight. Effectively divided lookout workload among the crew.

Q- Performed traffic pattern and turn to final/final approach with minor deviations to published procedures. Controlled aircraft safely, but was not consistently smooth and positive. Over/under-shot final approach slightly but was able to intercept a normal glide path. Adequately cleared area of intended flight. Slow to divide lookout workload among the crew.

U Did not perform traffic pattern and/or turn to final/final approach IAW published procedures. Displayed erratic aircraft control. Over/under-shot final approach by a wide margin requiring a go-around or potentially unsafe maneuvering on final. Did not clear area of intended flight. Failed to divide lookout workload among the crew effectively.

Area 18. Landings. Include sub-areas for Full Flap, Partial Flap (50% or 0%), Engine-out, Touch/Stop-and-Go landings.

Sub-area 18A. Full Flap Landing.

Sub-area 18B. Partial Flap (50%/0%)Landing.

Sub-area 18C. Engine-out Landing.

NOTES:

1. Specific items to evaluate include threshold airspeed, runway alignment, flare, touchdown speed and landing in a crab.

2. Airspeed tolerances apply to computed touchdown airspeed.

Q Performed landings as published/directed IAW flight manual and met the following criteria:

Airspeed: +/-5 KIAS

Touchdown Zone: Within 1000 feet of intended touchdown point

Centerline: +/-15 feet left or right

Q- Performed landings with minor deviations to procedures as published/directed. Landed in a slight crab. Exceeded Q criteria but not the following:

Airspeed: +10/-5 KIAS

Touchdown Zone: Threshold-3000 feet

Centerline: +/-25 feet left or right

U Did not perform landing as published/directed. Exceeded Q- criteria.

Sub-area 18D. Touch/Stop and Go Landing.

Q Maintained positive aircraft control while the aircraft was on the runway from landing to takeoff. Properly applied flight manual procedures.

Q- Controlled aircraft safely, but was not consistently smooth and positive. Slow to correctly apply flight manual procedures.

U Allowed aircraft to deviate in an unsafe or potentially unsafe manner. Failed to properly apply flight manual procedures.

Area 19. Landing Roll/Braking/Propeller Reversing.

Q Performed landing roll procedures as published/directed IAW flight manual. Braking action and propeller reversing commensurate with landing conditions.

Q- Performed landing roll procedures with minor deviation to procedures as published/directed. Braking action and propeller reversing not accomplished commensurate with landing conditions, but did not jeopardize safety. Braking or propeller reversing action not applied smoothly.

U Did not perform landing roll procedures as published/directed. Braking or propeller reversing accomplished in an unsafe manner. Exceeded Q- criteria.

Area 20. All Engine Go-Around.

Q Initiated and performed go-around promptly and IAW flight manual and directives. Applied smooth control inputs. Acquired and maintained a positive climb.

Q- Slow or hesitant to initiate go-around. Slightly over-controlled the aircraft. Made minor deviations which did not affect mission accomplishment or compromise safety.

U Did not initiate go-around when appropriate or directed. Made major deviations or misapplication of procedures that could have led to an unsafe condition.

Area 21. Engine-out Operations

Q Used appropriate control inputs for asymmetric condition. Gave proper consideration to maneuvering the aircraft with regard to the inoperative engine.

Q- Made minor deviations in aircraft control, which occasionally allowed the aircraft to fly uncoordinated.

U Consistently controlled the aircraft erratically resulting in uncoordinated flight. Did not maneuver the aircraft with regard to the inoperative engine with due regard to aircraft safety.

Area 22. Engine-out Go Around

Q Performed all required procedures IAW the flight manual and directives. Applied the

correct control inputs is a smooth, positive, and coordinated manner.

Q- Made procedural errors which did not affect safety. Aircraft control was not smooth and positive. Applied rudder and aileron inputs in the correct direction with some tendency to over/under control.

U Made incorrect rudder and/or aileron inputs. Exceeded Q- criteria.

Area 23. Boldface Emergency Procedures (Critical).

Q Correct, immediate responses in the proper sequence. Maintained aircraft control. Coordinated proper crew actions.

U Incorrect sequence, unsatisfactory response, or unsatisfactory performance of corrective actions.

Area 24. Other Emergency Procedures.

Q Operated within prescribed limits and correctly diagnosed problems. Performed/explained proper corrective action for each type of malfunction. Effectively used available resources.

Q- Operated within prescribed limits but slow to analyze problems or apply proper corrective actions. Did not effectively use and/or experienced delays, omissions, or deviations in use of checklist and/or available resources.

U Exceeded limitations. Unable or failed to analyze problem or take proper corrective action. Did not use checklist and/or available resources.

Area 25. Systems Operations/Knowledge/Limitations.

Q Demonstrated/explained complete knowledge of aircraft systems, operating limitations and procedures.

Q- Possessed a limited knowledge of aircraft systems operations and limitations in some areas. Used individual technique instead of established procedure and was unaware of differences.

U Demonstrated unsatisfactory systems knowledge. Unable to demonstrate or explain procedures, or aircraft systems operations.

2.7.3. **INSTRUMENT.**

Area 26. Instrument Departure/SID.

Q Complied with all restrictions or controlling agency instructions. Made all required reports. Applied course/heading corrections promptly. Demonstrated smooth, positive control.

Q- Made minor deviations in navigation during departure. Was slow to comply with controlling agency instructions or unsure of reporting requirements. Slow to apply course/heading corrections. Did not always control the aircraft smoothly and/or positively.

U Failed to comply with published/directed departure, or controlling agency instructions.

Accepted an inaccurate clearance. Controlled the aircraft erratically.

Area 27. En Route Navigation.

Q Navigated satisfactory using all available means. Used appropriate navigation procedures. Complied with clearance instructions. Aware of position at all times. Remained within the confines of assigned airspace.

Q- Made minor errors in procedures/use of navigation equipment. Slow to comply with clearance instructions. Had some difficulty in establishing exact position and course. Slow to adjust for deviations in time and course.

U Made major errors in procedures/use of navigation equipment. Could not establish position. Failed to recognize checkpoints or adjust for deviations in time and course. Did not remain with the confines of assigned airspace. Exceeded Q- criteria.

Area 28. Holding/Procedure Turn.

Q Performed entry and holding IAW flight manual, published procedures and directives.

Q- Performed entry and holding procedures with minor deviations.

U Did not perform holding procedures IAW flight manual, directives, or published procedures.

Area 29. Use of NAVAIDs.

Q Ensured NAVAIDs were properly tuned, identified, and monitored.

Q- Made some errors when tuning, identifying, and monitoring NAVAIDs.

U Did not ensure NAVAIDs were tuned, identified, and monitored.

Area 30. Descent/Arrival.

Q Performed descent as directed. Complied with all flight manual, controller issued, or STAR restrictions in a proficient manner. Accomplished all required checks. Briefed STAR procedures and crew workload.

Q- Performed descent as directed with minor deviations that did not compromise mission safety. Slow to accomplish required checks. Partially briefed STAR procedures and crew workload.

U Performed descent with major deviations. Did not accomplish required checks. Erratic corrections. Exceeded flight manual limitations. Failed to brief STAR procedures and crew workload adequately.

Area 31. Precision Approaches (PAR, ILS and IPRA).

NOTES:

1. Use the following criteria as general tolerances for airspeed, altitude, heading, glide slope, and course.

2. Airspeed tolerances are based on computed approach speed.

Q *Airspeed: +10/-5 KIAS*

Altitude: Initiated missed approach at decision height +50/-0feet

Heading: +/-5 degrees of controller's instructions(PAR)

Glide Slope: Within one dot (ILS)

Course: Within one dot (ILS)

Q- Exceeds Q criteria but does not exceed:

Airspeed: +15/-5 KIAS

Altitude: Initiated missed approach at decision height +100/-0feet

Heading: +/-10 degrees of controller's instructions(PAR)

Glide Slope: Within one dot low, two dots high (ILS)

Course: Within two dots (ILS)

U Exceeds Q- criteria.

Sub-area 31A. PAR.

Q Flew approach IAW flight manual, directives, or published procedures. Responded to controller's instructions in a smooth and timely manner. Established initial glide path and maintained with only minor deviations. Complied with decision height. Was in a good position to execute a safe landing.

Q- Flew the approach with minor deviations. Was slow to respond to controller's instructions and make corrections. Complied with decision height. Was in a good position to permit a safe landing. Elevation did not exceed well above or well below glide path.

U Did not fly the approach IAW flight manual, directives, or published procedures. Made erratic corrections and did not respond to controller's instructions resulting in erratic glide path control. Did not comply with decision height and/or position would not have permitted a safe landing. Exceeded Q- criteria.

Sub-area 31B. ILS.

Q Flew approach IAW flight manual, directives, published procedures. Made smooth and timely corrections to azimuth and glide slope. Established initial glide path and maintained with only minor deviations. Complied with decision height criteria and was in a good position to execute a safe landing.

Q- Flew the approach with minor deviations. Was slow to make corrections resulting in poor glide path control. Complied with decision height criteria and was in a satisfactory position to make a safe landing.

U Did not fly approach IAW flight manual, directives, or published procedures. Erratic corrections. Did not comply with decision height and/or position at decision height would not have permitted a safe landing. Exceeded Q- criteria.

Sub-area 31C. CAT II ILS. Use the same criteria as sub-area 31B.

Sub-area 31D. IPRA. Use the same criteria as sub-area 31B.

Area 32. Non Precision Approaches (NDB, Localizer, ASR, VOR/TACAN).

Sub-area 32A. NDB.

Sub-area 32B. Localizer.

Sub-area 32C. ASR.

Sub-area 32D. VOR/TACAN.

NOTES:

1. Use the following description and criteria as general tolerances for airspeed, altitude at MDA, heading, course, timing, and distance with all engines operating.

2. Airspeed tolerances are based on computed approach speed.

Q Flew the approach IAW published procedures. Made smooth and timely responses to the controller's instructions (ASR). Used appropriate descent rate to arrive at MDA at or before VDP (if depicted). Was in position at MDA to execute a safe landing.

Airspeed: +10/-5 KIAS

MDA: +100/-0 feet

Course: +/-5 degrees at MAP (NDB, VOR, TACAN), within one dot (LOC)

Timing: Compute/adjusted timing to determine MAP within 10 seconds(when required).

Distance: Determined MAP within +0.0/-0.5 Miles (nothing past the MAP)

Q- Performed approach with minor deviations. Was slow to respond to controller's instructions and make corrections (ASR). Arrived at MDA at or before the MAP, but past the VDP (if depicted); however, was in position to make a safe landing. Exceeded Q criteria but does not exceed:

Airspeed: +15/-5 KIAS

MDA: +150/-0 feet

Course: +/-10 degrees at MAP (NDB, VOR, TACAN), within two dots (LOC)

Timing: Compute/adjusted timing to determine MAP within 20 seconds(when required)

Distance: Determined MAP within +0/-1.0 Miles (nothing past the MAP)

U Did not fly approach IAW published procedures. Maintained steady-state flight below the MDA. Failed to compute or adjust timing to determine MAP (when required) and was not in position to make a safe landing. Exceeded Q- criteria.

Area 33. Circling Approach.

Q Properly identified aircraft category for the approach and remained within the lateral limits for that category. Complied with controller's instructions. Attained runway alignment. Did not descend from the MDA until in a position to place the aircraft on a normal glide

path or execute a normal landing.

Airspeed: +10/-5 KIAS

Altitude: +100/-0 feet

Q- Properly identified aircraft category for the approach and remained within the lateral limits for that category. Was slow to comply with controller's instructions. Slow to attain runway alignment.

Airspeed: +15/-5 KIAS

Altitude: +150/-0 feet

U Did not properly identify aircraft category or exceeded the lateral limits of circling airspace. Did not comply with controller's instructions. Did not attain runway alignment, was potentially unsafe. Descended from the MDA before the aircraft was in a position for a normal glide path or landing. Exceeded Q- criteria.

Area 34. Missed Approach.

Q Executed missed approach IAW flight manual, directives, published procedures. Complied with controller's instructions. Applied smooth control inputs.

Q- Executed missed approach with minor deviations to published procedures but was slow to comply with controller's instructions. Slightly over controlled the aircraft.

U Did not execute missed approach IAW flight manual, directives, or published procedures. Did not comply with controller's instructions. Deviated from procedures, that could have led to an unsafe condition. Exceeded Q- criteria.

2.7.4. **MISSION.**

Area 35. Pre-Takeoff.

Q Established and adhered to station, start engine, taxi, and take-off times to assure thorough preflight, check of personal equipment, crew/passenger briefings, etc. Accurately determined readiness of aircraft for flight. Performed all preflight checks prior to takeoff.

Q- Minor procedural errors, that did not detract from mission effectiveness, with station, start engine, taxi, and take-off times, check of personal equipment, crew/passenger briefings, etc. Minor discrepancies with preflight checks prior to takeoff.

U Omitted checklist items. Failed to determine the readiness of aircraft for flight. Made errors that directly contributed to a late takeoff, degrading the mission or making it non-effective. Did not taxi as briefed (pilot error) and contributed to late takeoff or confusion in the formation. Major discrepancies with preflight checks prior to takeoff.

Area 36. Takeoff.

NOTE: Use Sub-area 14 criteria and the following (for single ship takeoffs, use Area 14 criteria only).

Q Maintained smooth control. Properly briefed crew on appropriate abort calls. Followed established procedures.

Q- Made minor deviations from established procedures. Was slow to make inputs/corrections when encountering vortices.

U Jeopardized safe execution of the takeoff by use of improper procedures. Did not use appropriate side of runway (N/A for feed-on method).

Area 37. Departure/Assembly.

NOTE: Use sub-area 26 criteria and the following:

Lead Criteria.

Q Controlled aircraft smoothly IAW flight manuals, directives or published procedures. Considered wingmen's requirements.

Q- Made minor deviations in procedures. Was occasionally rough on controls. Was inconsistent when considering wingmen, which made it difficult for them to maintain position.

U Did not fly departure IAW flight manuals, directives or published procedures. Was rough on controls and gave no consideration to the wingmen.

Wingman Criteria.

Q Made smooth control inputs. Maintained position with only momentary deviations. Maintained good separation and complied with leader's instructions. Performed a smooth, timely rejoin.

Q- Made minor deviations to published procedures. Over controlled the aircraft to the extent that formation position was inconsistent. Slow to respond to leader's instructions. Was slow to rejoin.

U Did not fly procedures IAW flight manuals, directives or published procedures. Was rough on the controls and made abrupt position corrections. Did not maintain safe separation or formation position. Failed to comply with leader's instructions. Flew an unsafe rejoin.

Area 38. Formation Communication Procedures. Use area 9 criteria.

Area 39. Enroute Formation Procedures.

Lead/Element Lead Criteria. (Visual/SKE)

Q Demonstrated positive control of formation/element IAW flight manual, directives or published procedures. Established appropriate formations. Was smooth on controls and considered wingmen. Planned ahead and made timely decisions. Ensured wingmen flew proper position. Displayed complete understanding of formation procedures.

Q- Made minor deviations to published procedures. Inconsistently managed the flight. Was occasionally rough on controls. Maneuvered excessively making it difficult for wingmen to maintain position. Did not always plan ahead and/or hesitant in making decisions.

Lacked complete understanding of formation procedures.

U Did not fly procedures IAW flight manual, directives or published procedures. Did not establish appropriate formations. Was rough on the controls and maneuvered erratically causing wingmen to break out or overrun formation. Gave little consideration to the wingmen. Failed to ensure wingmen maintained proper position. Placed formation/wingmen in unsafe position or circumstances. Did not understand formation procedures.

NOTE: SKE also use the following:

Q Did not rush FCIs. Identified and complied with FCI and SKE ACAWS Special Alerts and advisories. Displayed complete understanding of relationship between mission computer, SKE, and AFCS systems.

Q- Rushed or occasionally missed FCIs causing potential wingman confusion. Was slow to identify or comply with SKE ACAWS Special Alerts and advisories. Did not have complete understanding of relationship between mission computer, SKE, and AFCS systems.

U Consistently missed FCIs. Did not identify or failed to comply with SKE ACAWS Special Alerts and advisories. Unable to understanding the relationship between mission computer, SKE, and AFCS systems.

Wingman Criteria. (Visual/SKE)

Q Maintained position with only momentary deviations. Made smooth and immediate position corrections. Maintained safe separation and complied with leader's instructions. Flew a smooth, timely rejoin. Displayed complete understanding of formation (Wingman) procedures.

Q- Made minor deviations to published procedures. Slow to comply with leader's instructions. Varied position considerably. Over controlled aircraft. Was slow to rejoin. Lacked complete understanding of formation(Wingman) procedures.

U Did not fly procedures IAW flight manual, directives or published procedures. Did not comply with leader's instructions. Unable to maintain formation position. Abrupt position corrections. Did not maintain safe separation. Flew an unsafe rejoin. Did not understand formation(Wingman) procedures.

NOTE: SKE also use the following:

Q Identified and complied with FCI and SKE ACAWS Special Alerts and advisories. Displayed complete understanding of relationship between mission computer, SKE, and AFCS systems.

Q- Occasionally missed or slow to respond to FCIs or SKE ACAWS Special Alerts and advisories. Did not have complete understanding of relationship between mission computer, SKE, and AFCS systems.

U Consistently missed FCIs or failed to comply with SKE ACAWS Special Alerts and advisories. Unable to understanding the relationship between mission computer, SKE, and

AFCS systems.

Area 40. Enroute Navigation.

Q Remained within 3 NMs of course centerline and was certain of aircraft position (Exceptions to course centerline tolerance: Threat avoidance, weather deviation, air traffic control assigned heading, time control, etc.). Thorough knowledge of en route time status in relation to objective area. Complied with all altitude restrictions. Adhered to all airspace restrictions.

Q- Uncertain of exact aircraft position due to marginal navigational procedures. Flew3 to 5 NMs from course without the above exceptions. Better awareness of required timing events or en route time status could have avoided unplanned maneuvering.

U Exceeded 5 NMs during enroute navigation without the above exceptions. Unable to maintain position awareness throughout most of the route. Unable to accurately assess required timing or unaware of mission time status, jeopardizing formation integrity or mission accomplishment. Violated airspace restrictions. Poor airspeed control resulted in numerous or extreme airspeed adjustment. Descended below minimum altitude restrictions.

Area 41. Defensive Systems/Tactics.

Q Demonstrated satisfactory knowledge of defensive systems/tactics. Able to properly set up the defensive system and use appropriate settings. Applied appropriate tactics to avoid the threat and minimize exposure. Executed the proper evasive maneuver when given an immediate threat. Completely briefed crew on threat calls/duties.

Q- Unsure on proper setup of the defensive systems and settings. Minor errors in threat analysis or tactics selection. Was unfamiliar with appropriate tactic for a given scenario. Did not completely brief crew on threat calls/duties.

U Displayed an unsatisfactory knowledge of defensive systems. Made major errors in threat analysis or tactics selection would have resulted in an unsuccessful mission. Did not execute an effective evasive maneuver when given an immediate threat. Failed to brief crew on threat calls/duties.

Area 42. Threat Avoidance.

Q Able to plot threats in-flight and formulate a plan of action to avoid lethal range of given threat system.. Aware of appropriate tactics to avoid threats and exposure.

Q- Made minor errors in plotting and avoiding the lethal range of a given threat system. Made minor errors in threat analysis or tactics selection.

U Unable to plot a given threat. Did not avoid lethal range of given threat system. Not aware of appropriate tactics for specific threats or terrain.

Area 43. Slowdown.

Q Thorough knowledge of slowdown procedures. Complied with all published/briefed procedures.

Q- Limited knowledge of slowdown procedures. Minor deviations did not affect mission accomplishment or formation integrity.

U Unsatisfactory knowledge of slowdown procedures. Major deviations adversely affected mission accomplish mentor formation integrity.

Area 44. DZ Alignment.

Q Correctly identified the DZ and made appropriate corrections to fine-tune track. Flew the track IAW mission plan or as updated by crew.

Q- Identified the DZ late despite clear marking and sufficient landmarks. Aligned satisfactorily, but tended to angle.

U Unable to identify DZ due to poor technique or pilot error. Did not fly proper alignment, or unaware of alignment error. Did not accomplish the mission due to poor DZ acquisition, alignment or deviation from procedures, resulting from pilot error or omission. Did not recognize a no-drop situation.

Area 45. Airdrop.

Q Met the following tolerances:

Airspeed: +/-5 KIAS

Altitude: +50/-0 feet

Q- Exceeded Q criteria but did not exceed:

Airspeed: +10/-5 KIAS

Altitude: +100/-50 feet

U Did not recognize an o-drop situation. Exceeded Q- criteria.

Area 46. Time Over Target/Time Of Arrival.

Airdrop Criteria.

Q +/-60seconds (Visual)

+/-90seconds (SKE)

Q- +/-90seconds (Visual)

+/-2minutes (SKE)

U Exceeded Q- criteria.

TOA Criteria.

Q +/-5minutes

Q- +/-7minutes

U Exceeded Q- criteria.

Area 47. Airdrop Accuracy.

Q Applied proper procedures and correctly entered information into the computer. Was within200 yards of carp centerline or formation position at green light.

Q- Slow to apply proper procedures or entered in incorrect information into the computer, but did not adversely effect the airdrop. Was within 300 yards of carp centerline or formation position at green light. No drop due to crew error, but was called by the crew.

U Exceeded Q- Criteria.

Area 48. Escape.

Q Escape and recovery executed IAW published or briefed procedures.

Q- Minor errors in escape and/or recovery procedures that did not affect mission accomplishment.

U Major deviations from procedures that negatively affected mission accomplishment, formation integrity, or flight safety.

Area 49. Formation Recovery.

NOTE: Use area 31, 32 and 39 criteria and the following:

Q *Visual*: Rolled out on final in position to intercept glide path to touchdown.

SKE: Positioned aircraft to fly a normal glide path to touchdown at the DH/MAP.

Q- *Visual*: Rolled out on final above or below the glide path, over or undershot final, but able to make a normal landing.

SKE: Arrived at FAF out of position to fly a normal glide path to touchdown or flew an unstable approach, but able to make a normal landing.

U *Visual*: Rolled out on final in a position that required a go-around, due to poor procedures or techniques. Did not initiate unplanned go-around when required.

SKE: Intercepted a final that required a missed approach or go-around, due to poor procedures or techniques. Did not initiate an unplanned go-around when required.

Area 50. Formation Landing.

NOTE: Use area 18 criteria and the following (for single-ship landings, use area 18 criteria only):

Q Maintained appropriate formation position throughout landing. Followed briefed procedures for reversing and braking.

Q- Landed with approach separation exceeding 9,000 feet for SKE or 30 seconds for visual landings, but the landing interval did not cause following aircraft to execute go-around or missed approach.

U Attempted to touchdown with approach separation less than 5,000 feet (SKE) or 15 seconds(visual) spacing from the previous aircraft. Long landing interval caused following aircraft to execute go-around/missed approach. Did not follow briefed reversing and braking procedures.

Area 51. Flight Leadership (Lead Only).

Q Demonstrated satisfactory knowledge of threat analysis and route construction. Applied appropriate tactics to avoid the threat and minimize exposure. Correctly planned the route of flight, with emphasis on obstruction clearance. Made timely and appropriate inputs to target/crew study. Thoroughly coordinated mission with other agencies, if applicable. Relayed all flight commands consistent with procedures, briefings, and threat. Passed information to formation aircraft in a timely manner. Provided positive guidance in leading the formation. Stayed abreast of time status and worked with crew to determine corrective action. Able to verbalize corrective action for gaining or losing time. Effectively divided workload among crew and monitored performance. Challenged deviations to standard or the briefed plan.

Q- Made minor errors in route construction, threat analysis, or tactics selection. Unfamiliar with appropriate tactic for a given scenario. Made minor errors providing signals, or signals not given appropriately for type formation or threat. Flew an erratic profile, but did not jeopardize safety of follower aircraft. Provided minimal leadership in the conduct of the flight. Unable to clearly verbalize TOT adjustment techniques. Poorly divided workload among crew and monitoring of performance. Slow to challenge deviations to standard or the briefed plan.

U Made major errors in threat analysis or route construction. Could not safely fly planned profile. Unable to locate classified threat parameters. Did not contact appropriate agencies. Poorly planned, performed or lead the mission resulting in an unsuccessful mission. Did not pass critical information to other aircraft in-flight. Failed to effectively divide workload among crew and monitor performance. Failed to challenge deviations to standard or the briefed plan.

Area 52. NVG Usage/Limitations.

Q Properly preflighted, handled and utilized night vision goggles (NVGs) in accomplishment of the mission. Recognized benefits/limitations of NVGs.

Q- Made minor omissions or deviations during preflight or utilization of NVGs. Caused no serious damage to equipment/aircraft and did not negatively affect the mission.

U Used incorrect procedures for NVGs, which caused damage to equipment/aircraft or mission failure.

Area 53. High/Low Altitude Tactical Arrival.

Q Followed procedures as briefed. Controlled the aircraft smoothly and positively throughout the recovery. Ensured the aircraft was in position to intercept glide path to maximum effort landing. Constantly cleared area of intended flight.

Q- Performed recovery with minor deviations to published procedures. Did not always control the aircraft positively and/or smoothly. Over/under-shot final approach slightly, but was able to intercept glide path to maximum effort landing.

U Did not perform the recovery IAW flight manual, directives or published procedures. Displayed erratic aircraft control. Over/under-shot final approach requiring a go-around

or potentially unsafe maneuvering to intercept final. Did not clear area of intended flight.

Area 54. Maximum Effort Procedures.

Q Displayed satisfactory knowledge of maximum effort procedures. Described and applied terms such as acceleration check speed, MFLMETO, three-engine V_{mca}, etc. Thoroughly analyzed departure/landing runway and surrounding terrain. Reviewed all applicable TOLD and thoroughly briefed crew on their duties.

Q- Showed minor gaps in knowledge and/or awareness of published procedures. Made minor errors in describing or applying the appropriate terms (listed above) or concepts. Made minor errors or omissions in TOLD or crew briefing.

U Did not perform procedures IAW flight manual, directives or published procedures. Unable to analyze landing zone constraints or verbalize concerns posed by terrain or other factors. Could not describe or apply the appropriate terms(listed above) or concepts. Made major errors in TOLD data review or crew briefing. Possessed an unsatisfactory knowledge of maximum effort procedures.

Area 55. Maximum Effort Takeoff.

Q Maintained smooth positive control throughout departure roll and takeoff. Climbed IAW flight manual, published directives or procedures until clear of obstacle. Reviewed all applicable TOLD and thoroughly briefed crew on their duties.

Q- Made abrupt control inputs. Made minor deviations from flight manual, published or briefed procedures, but did not jeopardize safety. Made minor errors or omissions in TOLD or crew briefing.

U Did not takeoff IAW with flight manual, directives or published procedures. Did not use V_{mca} when conditions permitted. Raised flaps too quickly with relation to airspeed. Performance of maneuver jeopardized safety. Made major errors in TOLD data review or crew briefing. Exceeded Q- criteria.

Area 56. Maximum Effort Landing.

Q Maintained smooth approach path and constant aim point; made positive corrections when necessary. Landed on centerline within the zone (defined as the first 500feet of usable runway) without excessive bouncing or crab. Maintained runway centerline during rollout.

Airspeed +/- 5 Knots

Q- Made minor deviations to published procedures. Aim point wandered or corrections were not smooth or timely. Landed in zone but had excessive bouncing or crab. Landed within 10 feet from centerline.

Airspeed +10/- 5 Knots

U Landed short of, or beyond, the landing zone. Or did not execute a go-around when required. Exceeded Q- criteria.

2.7.5. **INSTRUCTOR GRADING CRITERIA.**

Area 57. Instructor Ability. (Critical)

Q Demonstrated the ability to communicate effectively. Provided appropriate guidance when necessary. Planned ahead and made timely decisions. Identified and corrected potentially unsafe maneuvers/situations.

U Unable to effectively communicate or provide timely feedback to the student. Did not provide corrective action when necessary. Did not plan ahead or anticipate student problems. Did not identify unsafe maneuvers/situations in a timely manner. Made no attempt to instruct.

Sub-area 58. Instructor Demonstration. (Critical)

Q Effectively demonstrated correct procedures, systems operation or flight maneuvers. Thorough knowledge of applicable aircraft systems, procedures, publications, and directives.

U Ineffective or incorrect demonstration of procedures, systems operation, or flight maneuvers. Insufficient depth of knowledge about applicable aircraft systems, procedures, and/or proper source material.

Sub-area 59. Student Briefing/Critique. (Critical)

Q Briefings were well organized, accurate, and thorough. Reviewed student's present level of training and defined mission events to be performed. Demonstrated the ability during the critique to reconstruct the flight, offer mission analysis, and provide guidance where appropriate. Training grade reflected the actual performance of the student relative to the standard. Assessed both technical and CRM performance. Allowed the student to self-assess own performance. Pre-briefed the student's next mission, if required.

U Briefings were unsatisfactory or non-existent. Did not review student's past performance. Failed to adequately critique student or analyze the mission. Training grade did not reflect actual performance of student. Overlooked or omitted major discrepancies. Failed to assess both technical and CRM performance. Did not allow the student to self-assess own performance. Incomplete pre-briefing of student's next mission, if required.

Sub-area 60. Knowledge of Training Forms.

Q All required forms were accomplished on time and IAW applicable directives. Demonstrated satisfactory knowledge of forms/publications required for mission accomplishment. Training documentation was concise and readable.

Q- Displayed limited knowledge of forms/publications. Required forms were completed with some delay and IAW applicable directives. Minor errors or omissions in training documentation.

U Knowledge of mission required forms/publications was inadequate. Did not accomplish required forms. Omitted or incorrectly documented significant training information.

Chapter 3

LOADMASTER EVALUATIONS

3.1. General. This chapter standardizes initial, periodic, and requalification evaluations, including requirements for qualification, mission, and instructor evaluations.

3.2. Qualification Evaluations (Initial, Periodic and Requalification). Qualification evaluations will consist of aircraft preflight, loading of palletized cargo or rolling stock, in-flight procedures, cargo offload, and aircraft postflight. If a periodic QUAL evaluation is combined with a MSN evaluation, an airdrop platform/CDS can be used for evaluating the qualification loading requirement. If a load is not available for a periodic evaluation, palletized, airdrop platform, or vehicular cargo will be static loaded upon completion of the flight portion. All General and Qualification areas/sub-areas are required qualification evaluation items. When in-flight evaluation of Area 19, 20, 22, 23, 24, 27, 28, 30, 31 and 32 are not possible, these areas may be verbally evaluated.

3.3. Mission Evaluations (Initial, Periodic and Requalification).

3.3.1. Initial and requalification (unqualified over two years) mission evaluations will consist of a mass CDS (minimum four containers) or sequential heavy equipment (HE) load. If a mass CDS or sequential HE load cannot be dropped for the evaluation, a single HE platform may be dropped provided sequential HE and mass CDS airdrop rigging was completed during training.

3.3.2. Periodic and requalification (unqualified less then two years) mission evaluations will consist of a minimum of a single CDS container or single HE platform.

3.3.3. The evaluator will not conduct two separate mission evaluations on the same flight with only one airdrop load aboard. An airdrop sortie and evaluation may be credited if an unplanned no-drop is called after completion of the Run-In checklist provided the no-drop was not due to loadmaster error. All General and Mission areas/sub-areas are required mission evaluation items.

3.3.4. Document initial personnel and heavy equipment restriction when an actual personnel or heavy equipment airdrop is not completed during initial mission training on AF IMT 8. Use the following statement when actual personnel cannot be performed during initial mission training:

RESTRICTIONS:

SUPERVISED STATUS for personnel airdrop until an actual static line personnel airdrop is accomplished. Final certification will be accomplished under the supervision of a loadmaster instructor or flight examiner.

Actual personnel airdrop accomplished on _____.

3.4. Instructor Evaluations (Initial, Periodic and Requalification). Flight examiners will place particular emphasis on the examinee's ability to: recognize student difficulties, provide timely and effective corrective action, and observe, assess, and debrief the student's application of CRM skills. All instructor areas/sub-areas are required instructor evaluation items. The

comments section of the AF IMT 8 should include a statement that instructional abilities were evaluated and list a minimum of two areas the examinee instructed.

3.5. Emergency Procedures Evaluation (EPE).

3.5.1. The EPE shall cover the following areas during a QUAL evaluation: Emergency signals; ground emergencies; in-flight emergencies (fuselage fire/smoke and fume elimination, in-flight door warning, rapid decompression, cargo door and ramp failure, cargo jettison, bailout procedures), landing emergencies (landing gear retracted, ditching) and systems knowledge.

3.5.2. The EPE shall cover the following areas during a MSN evaluation**:** Personnel, HE, CDS/CRRC, any other mission specific airdrop emergencies, and systems knowledge.

3.6. Loadmaster Grading Criteria

3.6.1. **GENERAL.**

Area 1. Directives/Publications/Personal and Professional Equipment.

Q Possessed an adequate knowledge of all applicable aircraft publications and procedures, and understood how to apply both to enhance mission accomplishment. Publications were current and properly posted. Had all required personal/professional equipment. Displayed satisfactory knowledge of the care and use of personal/professional equipment. Required equipment inspections were current.

Q- Possessed a limited knowledge of directives but could locate information in appropriate publications. Publications were current but improperly posted.

U Unaware of established procedures and/or could not locate them in the appropriate publication in a timely manner. Publications were not current. Did not have required personal/professional equipment. Required equipment inspections were overdue or equipment was unserviceable.

Area 2. Mission Preparation/Planning/Performance.

Q Checked all factors applicable to flight such as itinerary, aircraft configuration, fuel requirements, airdrop load sequence, etc.

Q- Made minor errors or omissions in checking all factors that could have detracted from mission effectiveness. Did not fully comply with directives.

U Made major errors or omissions that would have prevented an effective mission.

Area 3. Briefings.

Q Contributed to the briefing content to ensure it included all applicable information. Briefings effectively organized and presented in a logical sequence. Covered all pertinent items. Effectively used available briefing aids.

Q- Allowed omission of items pertinent but not critical to the mission. Briefings lacked continuity or contained unnecessary repetition. Some difficulty communicating clearly. Did not make effective use of available briefing aids. Dwelled on non-essential items.

U Failed to conduct/attend required briefings. Omitted essential items or did not correct

erroneous information that could affect mission accomplishment. Demonstrated lack of knowledge of subject. Briefing poorly organized and not presented in a logical sequence, resulting in confusion. Presented erroneous information that would affect safe/effective mission accomplishment.

Area 4. Use of Checklist.

Q Consistently used the correct checklist and gave the correct response at the appropriate time throughout the mission.

Q- Checklist responses were untimely and/or crewmember required continual prompting for correct response.

U Used incorrect checklist or consistently omitted checklist items. Unable to identify the correct checklist to use for a given situation. Did not complete checklist prior to the event.

Area 5. Safety Consciousness (Critical).

Q Aware of and complied with all safety factors required for safe aircraft equipment operation and mission accomplishment.

U Not aware of, or did not comply with, all safety factors required for safe aircraft equipment operation or mission accomplishment. Operated the aircraft equipment/systems in a dangerous manner.

Area 6. Flight Discipline(Critical).

Q Exhibited strict flight and crew discipline. Prepared and completed mission in compliance with existing instructions and directives.

U Failed to exhibit strict flight and crew discipline. Failed to comply with existing instructions and directives that did, or could have, jeopardized safety of mission success.

Area 7. Airmanship/Situational Awareness(Critical).

Q Maintained situational awareness and exercised sound judgment throughout the mission. Conducted the flight with a sense of understanding and comprehension. Prioritized tasks properly.

U Lacked situational awareness. Faulty judgment resulted in decisions that had negative mission impact. Lacks the skills to prioritize tasks. Unaware of significant events that impacted the mission.

Area 8. Crew Coordination/Crew Resource Management (CRM). See AFI 11-290, *Cockpit/Crew Resource Management Training Program*, and use AF IMT 4031, **CRM Skills Criteria Training/Evaluation**, as a reference.

Q Effectively coordinated with other aircrew members throughout the assigned mission. Demonstrated operational knowledge of other crewmembers' duties and responsibilities. Effectively applied CRM skills throughout the mission.

Q- Crew coordination skills detracted from mission accomplishment. Demonstrated limited knowledge of other crewmembers' duties and responsibilities.

U Poor crew coordination or unsatisfactory knowledge of other crewmember duties and responsibilities negatively affected mission accomplishment or safety of flight.

Area 9. Communication Procedures.

Q Complete knowledge of, and compliance with, correct communications procedures. Makes concise radio and interphone transmissions with proper terminology.

Q- Occasional deviations from procedures required re-transmissions or resetting codes. Slow in initiating or missed several required radio/interphone calls. Transmissions contained extraneous matter, were not in proper sequence, or used non-standard terminology.

U Incorrect procedures or poor performance caused confusion and jeopardized mission accomplishment. Omitted numerous radio/interphone calls.

Area 10. Life Support Systems/Egress.

Q Displayed thorough knowledge of location and use of life support systems and equipment. Demonstrated and emphasized the proper operating procedures used to operate aircraft egress devices such as doors, windows, hatches, life rafts, and escape ropes.

Q- Showed limited knowledge of location and use of life support systems and equipment. Unsure of the proper operating procedures used to operate some of the aircraft egress devices.

U Displayed unsatisfactory knowledge of location and use of life support systems and equipment. Unable to properly operate aircraft egress devices.

Area 11. Knowledge/Completion of Forms.

Q All required forms were complete, accurate, readable, accomplished on time and IAW directives. Provided an accurate debrief of significant events to applicable agencies (Intel, Maintenance, etc.).

Q- Minor errors on forms did not affect conduct of the mission. Incorrectly or incompletely reported some information due to minor errors, omissions, and/or deviations.

U Did not accomplish required forms. Omitted or incorrectly reported significant information due to major errors, omissions, and/or deviations.

3.6.2. **QUALIFICATION.**

Area 12. Aircraft Preflight Inspection.

Q Accomplished required inspections in a thorough and proficient manner as outlined in applicable checklists and/or directives without deviations or omissions. Properly checked aircraft systems and components IAW flight manual. Coordinated with ground support personnel. Correctly determined aircraft status.

Q- Displayed Minor deviations or omissions in the accomplishment of required inspections as outlined inapplicable checklists and/or directives. Limited knowledge of proper procedures for checking aircraft systems/components IAW flight manual.

U Failed to accomplish required inspections in a thorough and proficient manner. Major

deviations or omissions. Omitted or improperly checked aircraft systems/components IAW flight manual. Did not coordinate with ground support personnel. Unable to determine correct aircraft status. Required assistance to complete inspections or exceeded time allotted causing a mission delay.

***Sub-area 12A. Prior To Entering**
***Sub-area 12B. Interior Inspection**
***Sub-area 12C. Exterior Inspection/Top Of Airplane**
***Sub-area 12D. Power-Up**
***Sub-area 12E. Initial Preflight**
***Sub-area 12F. Airdrop Prep (MSN or QUAL/MSN only)**

Area 13. Emergency Equipment.

Q Demonstrated sound knowledge of emergency equipment. Located, inspected, distributed and/or demonstrated the proper use of life support and emergency equipment.

Q- Demonstrated limited knowledge of emergency equipment. Had difficulty locating, inspecting, and/or demonstrating the proper use of life support and emergency equipment.

U Has an unsatisfactory knowledge of emergency equipment. Failed to inspect, distribute and/or demonstrate the proper use of life support and emergency equipment.

Area 14. Aircraft Configuration.

Q Ensured the aircraft was properly configured to accommodate oncoming load. Was familiar with various configurations as outlined in applicable instructions/directives and properly stowed configuration items that were not used.

Q- Had difficulty configuring the aircraft, but did not impede aircraft loading. Has limited knowledge of various configurations as outlined in applicable instructions/directives.

U Failed to ensure proper aircraft configuration or caused loading delays. Possesses unsatisfactory knowledge of seat and litter configurations. Failed to properly stow configuration items.

Area 15. Load Planning/Inspection.

Q Accurately planned cargo and/or passenger loads and met aircraft CG limits. Inspected cargo for proper preparation and documentation.

Q- Had some difficulty planning a load of cargo and/or passengers to meet CG limits. Did not accurately inspect cargo for proper preparation and documentation.

U Unable to plan a load of cargo and/or passengers and meet CG limits. Failed to inspect cargo for proper preparation and documentation.

***Area 16. Onload/Offload Procedures.**

Q Correctly onloaded/offloaded cargo/passengers in a safe and timely manner. Cargo entered into MFCD/CNI with less than 10 inches variance from actual load placement.

Q- Had difficulty correctly onloading/offloading cargo/passengers in the aircraft. Cargo

loaded in MFCD/CNI 10-20 inches from actual load placement.

U Failed to correctly or safely onload/offload cargo/passengers in the aircraft. Loading procedures caused undue delay. Cargo loaded in MFCD/CNI more than 20 inches from actual load placement. Heavy Equipment and Combat offload platforms not programmed in the MFCD exactly as they are in loaded in the aircraft.

Area 17. Supervisory Abilities.

Q Established and maintained control of all personnel during loading operations.

Q- Established and maintained control of all personnel, but made minor supervisory errors; however, they but did not compromise safety.

U Did not establish or maintain control of all personnel and/or safety was compromised.

Area 18. Tie Down/Restraint.

Q Correctly calculated and applied the correct amount of restraint to a given item. Understood and could state the principles of restraint.

Q- Had difficulty calculating and applying the correct amount of restraint. Did not fully understand the principles of restraint.

U Failed to correctly calculate and apply the correct amount of restraint. Did not understand and could not state the principles of restraint.

Area 19. Winching Procedures.

Q Correctly demonstrated and/or explained winching procedures.

Q- Had difficulty demonstrating and/or did not completely explain correct winching procedures, but did not compromise safety.

U Failed to demonstrate and/or did not explain correct winching procedures. Compromised safety.

Area 20. Hazardous Material.

Q Understood hazardous cargo procedures. Complied with the provisions of AFJMAN 24-204, *Preparing Hazardous Materials for Military Air Shipments*, and followed the procedures for air movement of hazardous cargo under tactical, contingency or emergency conditions.

Q- Understood hazardous cargo procedures, but made minor deviations stating them. Partially complied with the provisions of AFJMAN 24-204, and/or followed the procedures for air movement of hazardous cargo under tactical, contingency or emergency conditions.

U Did not understand hazardous cargo procedures provided in AFJMAN 24-204. Compromised safety.

Area 21. Aircraft Limitations.

NOTE: Limitations may include, but are not limited to: cargo floor; roller; station;

compartment; pallet weight, height and nets; and loading aids (ground loading ramps, truck loading ramps, bridge plates, pry bars, ramp support and shoring).

Q Correctly stated, understood, and could apply the correct limitations associated with the aircraft, on loading/offloading, and associated equipment.

Q- Had difficulty stating various limitations. Located correct limitations in the loading manual. Safety was not compromised.

U Failed to display required knowledge of aircraft limitations, and/or could not locate correct limitations in the loading manual. Safety was compromised.

***Sub-area 21A. -9 Loading Limits**
***Sub-area 21B. Pallet/Cargo Limits**
***Sub-area 21C. Loading Aids**

Area 22. Passenger Handling.

Q Correctly briefed and performed passenger handling procedures.

Q- Had difficulty briefing and/or performing passenger-handling procedures.

U Failed to brief and/or did not perform proper passenger handling procedures.

Area 23. Anti-Hijacking/Aircraft Security.

Q Explained proper anti-hijacking/aircraft security procedures.

Q- Had difficulty explaining proper anti-hijacking/aircraft security procedures.

U Could not explain proper anti-hijacking/aircraft security procedures.

Area 24. Border Clearance.

Q Completed/explained border clearance requirements IAW current directives. Correctly followed MAJCOM guidelines.

Q- Had difficulty explaining border-clearance requirements. Minor mistakes degraded effectiveness.

U Could not accurately complete forms. Was unaware of command guidance, or could not explain requirements.

Area 25. Weight and Balance.

Q Correctly entered weight and balance data into the CNI-MU. Manually completed DD Form 365-4 with only minor mistakes. Errors in takeoff or landing gross weights did not exceed +/- 500 pounds. Percent of MAC was within +/- 0.5 percent. Did not exceed aircraft gross weight takeoff limits. Did not exceed CG limitations for takeoff or landing.

Q- Entered weight and balance data into the CNI-MU with minor errors. Manually completed DD Form 365-4 with errors in takeoff or landing gross weights by +/-501 to 1,000 pounds or percent of MAC limitations by +/-0.6 to 1.0 percent. Did not exceed aircraft gross weight takeoff limits. Did not exceed CG limitations for takeoff or landing.

U Incorrectly entered weight and balance data into the CNI-MU. Manually completed DD Form 365-4 with errors in takeoff or landing gross weights by +/-1,000 pounds or percent of MAC limitations by +/-1.0 percent. Exceeded aircraft gross takeoff weight/CG limits.

Area 26. Scanner Duties.

Q Periodically performed scanner duties by monitoring aircraft interior and exterior for abnormal conditions.

Q- Did not scan in a timely manner to recognize abnormal conditions.

U Failed to perform scanner duties by monitoring or making periodic checks of the aircraft interior and exterior for abnormal conditions.

Area 27. Engine Running On load/Offload.

Q Followed/explained proper procedures for engine running on load/offload operations.

Q- Had difficulty following/explaining proper procedures for engine running on load/offload operations.

U Did not follow/explain proper procedures for engine running on load/offload operations.

Area 28. Combat Offload (If Observed).

Q Followed/explained proper procedures for combat offload operations.

Q- Had difficulty following/explaining proper procedures for combat offload operations.

U Did not follow/explain proper procedures for combat offload operations.

Area 29. Systems Knowledge.

NOTE: Systems knowledge may include, but are not limited to: oxygen, APU, Ramp and Door, fuel, hydraulics, electrical, landing gear, ACAWS, and ECHS

Q Demonstrated sufficient knowledge of aircraft systems and operation limitations both with and without reference to the flight manual and/or available resources.

Q- Displayed limited knowledge of aircraft systems operations and limitations in some areas. Used individual technique instead of established procedure and was unaware of differences.

U Displayed unsatisfactory systems knowledge. Unable to demonstrate or explain the procedures for aircraft systems operations with or without reference to the flight manual and/or available resources.

***Sub-area 29A. Oxygen**
***Sub-area 29B. ECHS**
***Sub-area 29C. Ramp and Door**
***Sub-area 29D. APU**
***Sub-area 29E. Fuel System/Refueling**
***Sub-area 29F. ACAWS**
***Sub-area 29G. Landing Gear**
***Sub-area 29H. Hydraulic Systems**

***Sub-area 29I. Electrical**

Area 30. Boldface Emergency Procedures. (Critical)

Q Correct, immediate responses in the proper sequence. Coordinated proper actions.

U Incorrect sequence, unsatisfactory response, or unsatisfactory performance of corrective actions.

Area 31. Other Emergency Procedures.

Q Correctly analyzed, stated, and understood aircraft emergencies and performed required procedures to correct the emergency/malfunction. Effectively used available resources.

Q- Correctly analyzed and understood aircraft emergencies but had difficulty performing/stating required procedures to correct the emergency/malfunction. Did not effectively use and/or experienced delays, omissions, or deviations in use of checklists and/or available resources.

U Failed to analyze, state, and did not understand aircraft emergencies and/or could not perform required procedures to correct the emergency/malfunction. Did not use checklist and/or available resources.

Area 32. NVG Usage/Limitations.

Q Properly preflighted, handled and utilized night vision goggles (NVGs) in accomplishment of the mission. Recognized benefits/limitations of NVGs.

Q- Made minor omissions or deviations during preflight or utilization of NVGs. Caused no serious damage to equipment/aircraft and did not negatively affect the mission.

U Used incorrect procedures for NVGs, which caused damage to equipment/aircraft or mission failure.

3.6.3. **MISSION.**

Area 33. Airdrop Rigging Procedures.

Q Correctly rigged and identified key airdrop components.

Q- Had difficulty rigging and/or identifying key airdrop components.

U Improperly rigged and/or identified key airdrop components.

Area 34. Joint Airdrop Inspection.

Q Correctly completed the joint airdrop inspection using applicable inspection form.

Q- Had difficulty completing the joint airdrop inspection using applicable inspection forms.

U Failed to complete the joint airdrop inspection using applicable inspection form.

Area 35. Airdrop Knowledge.

Q Correctly demonstrated and understood airdrop procedures and airdrop load information.

Q- Had difficulty demonstrating and/or understanding airdrop procedures and airdrop load information.

U Could not demonstrate and/or understand airdrop procedures and airdrop load information.

***Sub-area 35A. CDS**
***Sub-area 35B. Heavy equipment**
***Sub-area 35C. Personnel**

Area 36. Airdrop Emergency Procedures.

Q Correctly analyzed, stated, and understood aircraft/airdrop emergencies and performed required procedures to correct the emergency/malfunction. Effectively used available resources.

Q- Correctly analyzed and understood aircraft/airdrop emergencies but had difficulty performing/stating required procedures to correct the emergency/malfunction. Did not effectively use and/or experienced delays, omissions, or deviations in use of checklists and/or available resources.

U Failed to analyze, state, and did not understand aircraft/airdrop emergencies and/or could not perform required procedures to correct the emergency/malfunction. Did not use checklist and/or available resources.

Area 37. Defensive Systems/Tactics.

Q Demonstrated satisfactory knowledge of defensive systems/tactics. Provided appropriate threat calls and appropriate inputs to crew during mission.

Q- Was unfamiliar with appropriate tactic for a given scenario. Did not make timely inputs to crew during mission. Made minor errors providing threat calls to crew during mission.

U Possessed an unsatisfactory knowledge of defensive systems. Made major errors in threat analysis or tactics selection would have resulted in an unsuccessful mission. Failed to properly perform threat calls/duties.

Area 38. Systems Knowledge.

Q Displayed satisfactory knowledge of systems, ensuring satisfactory operation within prescribed limits. Explained proper corrective action for each type of malfunction.

Q- Had difficulty in displaying a satisfactory knowledge of systems. Was slow to analyze problems or apply proper corrective actions.

U Failed to display a satisfactory knowledge of systems. Was unable to analyze problems or apply proper corrective actions.

***Sub-area 38A. CDS**
***Sub-area 38B. Heavy Equipment**
***Sub-area 38C. Personnel**

***Sub-area 38D. ADS System**

Area 39. Coordinated Tasks Briefing.

Q Correctly briefed the coordinated tasks IAW current directives.

Q- Had difficulty briefing the coordinated tasks IAW current directives.

U Failed to accomplish the coordinated tasks briefing IAW current directives.

3.6.4. **INSTRUCTOR GRADING CRITERIA.**

Area 40. Instructor Ability. (Critical)

Q Demonstrated the ability to communicate effectively. Provided appropriate guidance when necessary. Planned ahead and made timely decisions. Identified and corrected potentially improper actions/situations.

U Unable to effectively communicate or provide timely feedback to the student. Did not provide corrective action when necessary. Did not plan ahead or anticipate student problems. Did not identify unsafe actions/situations in a timely manner. Made no attempt to instruct.

Area 41. Instructor Demonstration. (Critical)

Q Effectively demonstrated correct procedures or systems operation. Thorough knowledge of applicable aircraft systems, procedures, publications, and directives.

U Ineffective or incorrect demonstration of procedures or systems operation. Insufficient depth of knowledge about applicable aircraft systems, procedures, and/or proper source material.

Area 42. Student Briefing/Critique. (Critical)

Q Briefings were well organized, accurate, and thorough. Reviewed student's present level of training and defined mission events to be performed. Demonstrated the ability during the critique to reconstruct the flight, offer mission analysis, and provide guidance where appropriate. Training grade reflected the actual performance of the student relative to the standard. Assessed both technical and CRM performance. Allowed the student to self-assess own performance. Pre-briefed the student's next mission, if required.

U Briefings were unsatisfactory or non-existent. Did not review student's past performance. Failed to adequately critique student or analyze the mission. Training grade did not reflect actual performance of student. Overlooked or omitted major discrepancies. Failed to assess both technical and CRM performance. Did not allow the student to self-assess own performance. Incomplete pre-briefing of student's next mission, if required.

Area 43. Knowledge of Training Forms.

Q All required forms were accomplished on time and IAW applicable directives. Demonstrated satisfactory knowledge of forms/publications required for mission

accomplishment. Training documentation was concise and readable.

Q- Displayed limited knowledge of forms/publications. Required forms were completed with some delay and IAW applicable directives. Minor errors or omissions in training documentation.

U Knowledge of required mission forms/publications was inadequate. Did not accomplish required forms. Omitted or incorrectly documented significant training information.

Chapter 4

FORMS AND IMTS ADOPTED

4.1. IMTs Adopted. AF IMT 8, **Certificate of Aircrew Qualification;** AF IMT 4031, **CRM Skills Criteria Training/Evaluation;** DD Form 365-4, **Weight and Balance Clearance Form F;** AF IMT 3862, **Flight Evaluation Worksheet;** AF IMT 673, **Request to Issue Publication;** AF IMT 847, **Recommendation for Change of Publication.**

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Attachment 1

GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION

References

(Added-AETC)

(Added-AETC) AFI 11-202V2_AETCSUP, *Aircrew Standardization/Evaluation Program*, 30 January 2014

(Added-AETC) AFI 33-360_AETCSUP, *Publications and Forms Management*, 27 March 2015

AFPD 11-2, *Aircraft Rules and Procedures*

AFI 11-2C-130J, Volume 1, *C-130J Aircrew Training*

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AFI 11-202, Volume 3, *General Flight Rules*

AFI 11-215, *Flight Manuals Program (FMP)*

AFI 11-218, *Aircraft Operations and Movement on the Ground*

AFI 11-290, *Cockpit/Crew Resource Management Training Program*

AFI 13-217, *Drop Zone and Landing Zone Operations*

AFI 33-360, Volume 1, *Air Force Content Management Program—Publications*

AFMAN 11-210, *Instrument Refresher Course (IRC) Program*

AFJMAN 24-204, *Preparing Hazardous Materials for Military Air Shipments*

AFMAN 37-123, *Management of Records*

AFPD 37-1, *Information Management*

Abbreviations and Acronyms

ACAWS—Advisory Cautions and Warning System

AFCS—Automatic Flight Control System

AGL—Above Ground Level

APU—Auxiliary Power Unit

ASR—Airport Surveillance Radar

ATD—Aircrew Training Device

ATS—Aircrew Training System

CDS—Container Delivery System

CG—Center of Gravity

CNI/MU—Communications Navigation IFF/Management Unit

CRM—Cockpit/Crew Resource Management

CRRC—Combat Rubber Raiding Craft

DZ—Drop Zone

ECHS—Enhanced Cargo Handling System

EPE—Emergency Procedures Evaluation

FAF—Final Approach Fix

FCI—Flight Command Indicator

FEF—Flight Evaluation Folder

HE—Heavy Equipment

IAW—In Accordance With

IFR—Instrument Flight Rules

ILS—Instrument Landing System

IMT—Information Management Tool

INIT—Initial

INSTM—Instrument Evaluation

INSTR—Instructor Evaluation

IPRA—Integrated Precision Radar Approach

LOC—Localizer

LZ—Landing Zone

MAP—Missed Approach Point

MAC—Mean Aerodynamic Chord

MDA—Minimum Descent Altitude

MFLMETO—Minimum Field Length for Maximum Effort Takeoff

MQF—Master Question File

MPD—Mobility Pilot Development

MSN—Mission Evaluation

NAF—Numbered Air Force

NDB—Non-directional Radio Beacon

NOTAM—Notice to Airman

NVG—Night Vision Goggles

PAR—Precision Approach Radar

PF—Pilot Flying

PFPS—Portable Flight Planning System

PM—Pilot Monitoring

QUAL—Qualification Evaluation

RQ—Re-qualification

SID—Standard Instrument Departure

SKE—Station Keeping Equipment

STAR—Standard Terminal Area Routing

TOLD—Takeoff and Landing Data

TOT—Time Over Target

TOA—Time Of Arrival

TACAN—Tactical Air Navigation System

VDP—Visual Descent Point

VFR—Visual Flight Rules

VOR—Very High Frequency Omni-directional Radio Beacon

WST—Weapons System Trainer

Attachment 2

PILOT FLIGHT EVALUATION WORKSHEET EXAMPLE

Figure A2.1. C-130J Pilot Flight Evaluation Worksheet.

FLIGHT EVALUATION WORKSHEET

DATE COMPLETED

NAME (*Last, First, Middle Initial*) | RANK | SSN

ORGANIZATION/LOCATION | AIRCRAFT/CREW POSITION | ELIGIBILITY PERIOD

EXAMINATION/CHECK	DATE	GRADE	MISSION/CHECK	DATE

QUALIFIED ☐ UNQUALIFIED ☐ DUE DATE(S) DATE ADDITIONAL TRAINING COMPLETED

EXPIRATION OF QUALIFICATION CERTIFYING OFFICIAL, RANK, ORG SIGNATURE DATE

☐ RESTRICTIONS (Explain in Comments on Back) ☐ EXCEPTIONALLY QUALIFIED (Explain in Comments on Back)

PRINT NAME/GRADE/ORGANIZATION SIGNATURE/DATE

FLIGHT EXAMINER

REVIEWING OFFICER

FINAL APPROVING OFFICER

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AF IMT 3862 Page 4 of 4

Figure A2.1. Continued.

	AREA/SUB-AREAS	Q	Q-	U	REMARKS
1	Directives/Publications/Pro Equip				
2	Mission Prep/Planning/Performance				
3	Briefings				
4	Use of Checklist				
5	Safety Consciousness (Critical)				
6	Flight Discipline (Critical)				
7	Airmanship/SA (Critical)				
8	Crew Coordination/CRM				
9	Communication Procedures				
10	Life Support Systems/Egress				
11	Knowledge/Completion of Forms				
12	Aircraft Preflight Inspection				
13	Ground Operations/Taxi				
14	Takeoff				
15	Basic Aircraft Control				
16	Automation Management				
17	VFR Pattern				
18	Landings				
18A	Full (100%) Flap Landing				
18B	Partial (50% or 0%) Flap Landing				
18C	Engine out Landing				
18D	Touch/Stop and Go Landing				
19	Landing Roll/Braking/Prop Rev				
20	All Engine Go Around				
21	Engine Out Operations				
22	Engine Out Go Around				
23	Boldface (Critical)				
24	Other Emergency Procedures				
25	Systems Ops/Knowledge/Limits				
26	Instrument Departure/SID				
27	En Route Navigation				
28	Holding/Procedure Turn				
29	Use of Navaids				
30	Descent/Arrival				
31	Precision Approaches				
31A	PAR				
31B	ILS				
31C	Cat II ILS				
31D	IPRA				
32	Non-Precision Approach				
32A	NDB				
32B	Localizer				
32C	ASR				
32D	VOR/TACAN				
33	Circling Approach				
34	Missed Approach				

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	AREA/SUB-AREAS	Q	Q-	U	REMARKS
35	Pre-Takeoff				
36	Takeoff				
37	Departure/Assembly				
38	Formation Communications				
39	Enroute Formation Procedures				
40	En Route Navigation				
41	Defensive Systems/Tactics				
42	Threat Avoidance				
43	Slowdown				
44	DZ Alignment				
45	Airdrop Procedures				
46	Time Over Target/Time Of Arrival				
47	Airdrop Accuracy				
48	Escape				
49	Formation Recovery				
50	Formation Landing				
51	Flight Leadership (Lead Only)				
52	NVG Usage/Limitations				
53	High/Low Altitude Tactical Arrival				
54	Maximum Effort Procedures				
55	Maximum Effort Takeoff				
56	Maximum Effort Landing				
57	Instructor Ability (Critical)				
58	Instructor Demonstration (Critical)				
59	Student Briefing/Critque (Critical)				
60	Knowledge of Training Forms				

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Attachment 3

LOADMASTER FLIGHT EVALUATION WORKSHEET EXAMPLE

Figure A3.1. C-130J Loadmaster Flight Evaluation Worksheet.

FLIGHT EVALUATION WORKSHEET

DATE COMPLETED		
NAME *(Last, First, Middle Initial)*	RANK	SSN
ORGANIZATION/LOCATION	AIRCRAFT/CREW POSITION	ELIGIBILITY PERIOD

QUALIFICATION

GROUND PHASE			FLIGHT PHASE	
EXAMINATION/CHECK	DATE	GRADE	MISSION/CHECK	DATE

QUALIFICATION LEVEL		ADDITIONAL TRAINING	
QUALIFIED	UNQUALIFIED	DUE DATE(S)	DATE ADDITIONAL TRAINING COMPLETED
1 / 2	3		

EXPIRATION OF QUALIFICATION	CERTIFYING OFFICIAL, RANK, ORG	SIGNATURE	DATE

☐ RESTRICTIONS (Explain in Comments on Back) ☐ EXCEPTIONALLY QUALIFIED (Explain in Comments on Back)

CERTIFICATION

PRINT NAME/GRADE/ORGANIZATION	SIGNATURE/DATE
FLIGHT EXAMINER	
REVIEWING OFFICER	
FINAL APPROVING OFFICER	

Figure A3.1. Continued.

	AREA/SUB-AREAS	Q	Q-	U	REMARKS
	GENERAL				
1	Directives/Publications/Pro Equip				
2	Mission Prep/Planning/Performance				
3	Briefings				
4	Use of Checklist				
5	Safety Consciousness (Critical)				
6	Flight Discipline (Critical)				
7	Airmanship/SA (Critical)				
8	Crew Coordination/CRM				
9	Communication Procedures				
10	Life Support Systems/Egress				
11	Knowledge/Completion of Forms				
	QUALIFICATION				
12	Aircraft Preflight Inspection				
12A	Prior to Entering				
12B	Interior Inspection				
12C	Exterior Inspection/Top of Airplane				
12D	Power-up				
12E	Initial Preflight				
12F	Airdrop Prep*				
13	Emergency Equipment				
14	Aircraft Configuration				
15	Load Planning/Inspection				
16	On/Off Loading Procedures				
17	Supervisory Ability				
18	Tie Down/Restraint				
19	Winching Procedures*				
20	Hazardous Material*				
21	Aircraft Limitations				
21A	-9 Loading Limits				
21B	Pallet/Cargo Limits				
21C	Loading Aids				
22	Passenger Handling*				
23	Anti-Hijacking/Aircraft Security*				
24	Border Clearance*				
25	Weight and Balance				
26	Scanner Duties				
27	Engine Running Onload/Offload*				
28	Combat Offload*				
29	Systems Knowledge				
29A	Oxygen				
29B	ECHS				
29C	Ramp and Door				
29D	APU				
29E	Fuel System/Refueling				
29F	ACAWS				
29G	Landing Gear				
29H	Hydraulic Systems				
29I	Electrical				

	AREA/SUB-AREAS	Q	Q-	U	REMARKS
30	Boldface Emer Procedures (Critical)*				
31	Other Emergency Procedures*				
32	NVG Usage/Limitations*				
	MISSION				
33	Airdrop Rigging Procedures				
34	Joint Airdrop Inspection				
35	Airdrop Knowledge				
35A	CDS				
35B	Heavy Equipment				
35C	Personnel				
36	Airdrop Emergency Procedures				
37	Defensive Systems/Tactics				
38	Systems Knowledge				
38A	CDS				
38B	Heavy Equipment				
38C	Personnel				
38D	ADS System				
39	Coordinated Tasks Briefing				
	INSTRUCTOR				
40	Instructor Ability (Critical)				
41	Instructor Demonstration (Critical)				
42	Student Briefing/Critique (Critical)				
43	Knowledge of Training Forms				
	* All Areas Not Observed Will Be Verbally Evaluated				