



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS AIR COMBAT COMMAND  
JOINT BASE LANGLEY-EUSTIS VA

AFISRAI14-153v2\_AFISRGM2016-01

9 February 2016

MEMORANDUM FOR 25 AF UNITS

FROM: HQ ACC/A2  
209 Dodd Blvd  
Joint Base Langley-Eustis, VA 23665-2789

SUBJECT: ACC Guidance Memorandum to AFISRAI 14-153 Volumes 1-3

1. By Order of the Commander, Air Combat Command (ACC), this ACC Guidance Memorandum (GM) immediately implements changes to AFISRAI14-153v2, *Air Force Distributed Common Ground System (AF DCGS) Evaluation Criteria*. This GM designates ACC/A2 as the new waiver authority for AF Intelligence, Surveillance and Reconnaissance Agency (AFISRA) Instruction 14-153, Volumes 1, 2 and 3. Air Force Reserve Command and National Guard Bureau will retain waiver authority unless mobilized. This same instruction must otherwise be fully complied with by affected units until further notice. Authority for this GM is derived from PAD 14-02, direction that ACC will: "7.3.11. Revise/establish appropriate regulations, directives, instructions, policies, or other exercises of authority to reflect the transition of AFISRA and subordinate units' transition from a FOA to an ACC NAF", and PPLAN 14-11, where ACC/A2 is designated OPR to "Review and assume responsibility for authoring DCGS weapon system-specific AFIs, AF Joint Instructions, or AF/Multi-Service TTPs in accordance with applicable AF, DoD, and Joint policy documents." Rationale for the change is to clearly define the waiver authority for the cited publication during the transition process. This GM will be executed consistent with PAD 14-02, "in a manner that 'does no harm' to the ISR mission of the Air Force and in a manner that results in no degradation to support to any DoD, IC, or CSA mission partner."

2. Compliance with this memorandum is mandatory. This GM applies to all Regular Air Force, Air Force Reserve, Air National Guard, and Department of the Air Force Civilians assigned to 25 AF. To the extent its direction is inconsistent with other AFISRA publications, the information herein prevails, in accordance with (IAW) AFI 33-360, *Publications and Forms Management*. Ensure all records created as a result of processes prescribed in this GM are maintained in accordance with Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of IAW the Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS).

3. Submit requests for waivers through the chain of command to ACC/A2 through ACC/A3/2D, DSN: 575-4868 (Comm prefix: 757-225), email: acca3.2ddcgsops@us.af.mil. All submitted waivers will be coordinated with the appropriate organizations to include, but not limited to, ACC/A2X, ACC/A2O, ACC/A3TV and 25 AF as required. Once a waiver is

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submitted, Wing/CCs are advised to adhere to COMACC's 'Stop Doing' Guidance, issued during COMACC's breakout with the Wing/CCs at the ACC/CC conference, accepting appropriate risk and directing your Wing to stop doing that task(s) while the waiver is considered.

4. This memorandum becomes void after one-year has elapsed from the memorandum date, or upon publication of revisions of the affected publication, whichever is earlier.

5. Point of contact for this GM is Mr. Chris Pate, ACC/A2XP, DSN: 575-9615, christopher.pate.2@us.af.mil.

VERALINN "DASH" JAMIESON  
Major General, USAF  
Directorate of Intelligence

**BY ORDER OF THE COMMANDER  
AIR FORCE INTELLIGENCE  
SURVEILLANCE AND  
RECONNAISSANCE AGENCY**

**AFISRA INSTRUCTION 14-153 VOLUME 2**

**15 MARCH 2013**

***Intelligence***



**AIR FORCE DISTRIBUTED COMMON  
GROUND SYSTEM (AF DCGS)  
EVALUATION CRITERIA**

**COMPLIANCE WITH THIS PUBLICATION IS MANDATORY**

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OPR: AFISRA/A3V

Certified by: AFISRA/A3  
(Colonel Kevin B. Glenn)

Supersedes: AFISRAI 14-153 Volume 2,  
21 July 2009

Pages: 97

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This publication implements Air Force Policy Directive (AFPD) 14-2, *Intelligence Rules and Procedures*, and is consistent with Air Force Instruction (AFI) 14-202 Volume 1, *Intelligence Training*, AFI 14-202 Volume 2, *Intelligence Standardization/Evaluation Program*, and AFI 14-202 Volume 3, *General Intelligence Rules*. This publication establishes the minimum Air Force Intelligence, Surveillance and Reconnaissance Agency (AFISRA) standards for evaluating and qualifying personnel performing intelligence duties in Air Force (AF) Distributed Common Ground System (DCGS) units. This publication applies to all AFISRA intelligence units and personnel supporting AF DCGS operations. This publication also applies to AFISRA-gained Air National Guard (ANG) and Air Force Reserve intelligence units and personnel supporting AF DCGS operations.

Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional's chain of command. This publication may be supplemented at any level, but all direct supplements must be routed through the OPR prior to certification and approval. Maintain records created as a result of the processes prescribed in this publication in accordance with (IAW) AFMAN 33-363, *Management of Records*, and disposed of IAW the Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS) located at <https://www.my.af.mil/afirms/afirms/afirms/rims.cfm>. Contact your supporting Records Manager as required.

***SUMMARY OF CHANGES***

**This publication has been completely revised and must be reviewed in its entirety.** Major modifications to the AF DCGS evaluation processes are outlined throughout.

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## Chapter 1

### GENERAL INFORMATION

**1.1. General.** This volume provides intelligence evaluators (IE) and examinees with procedures and evaluation criteria used during knowledge and task phases of initial, periodic, and special qualification evaluations. All evaluations will be conducted in accordance with (IAW) the provisions of AFI 14-202 Volume 2, as supplemented and this instruction.

1.1.1. Objective. The examinee must satisfactorily demonstrate the ability to perform required duties safely and effectively IAW applicable instructions and directives.

1.1.2. Applicability. This volume applies to all individuals performing mission crew duties at AFDCGS ground sites.

**1.2. Waivers.** AFISRA/CC is the waiver authority for this publication, authority can be delegated. Submit waivers through appropriate Standardization/Evaluation (Stan/Eval) channels to AFISRA/A3V. Copies will be in message or memo format. **Note:** HQ AFRC and ANG unit waivers will be coordinated with their respective A2 prior to submission to AFISRA.

### 1.3. Procedures.

1.3.1. Prior to any qualification evaluation conducted by a qualified IE, the examinee must have completed all applicable training requirements as outlined in AFISRAI 14-153 Volume 1, *Air Force Distributed Common Ground System (DCGS) Intelligence Training*.

1.3.2. With the exception of the Formal Training Unit (FTU) and in-unit initial qualification (INIT QUAL) evaluations, IEs will use the evaluation criteria contained in **Chapter 3** of this volume and applicable checklists to conduct all intelligence evaluations. To ensure standard and objective evaluations, IEs will be familiar with the prescribed criteria.

1.3.3. Prior to commencing the evaluation, the IE will brief the examinee on the evaluation conduct, purpose, requirements, and applicable criteria. The examinee will accomplish required planning in accordance with the duty position being evaluated.

1.3.4. The IE will thoroughly debrief all aspects of the evaluation. The evaluation debrief will be accomplished as soon as practical after the end of the evaluation. This debrief will include the examinee's overall rating, specific deviations, area grades assigned (if other than qualified), and any required additional training.

### 1.4. Grading Instructions.

1.4.1. Standards and performance parameters are contained in AFI 14-202 Volume 2, as supplemented and this instruction. The IE will compare examinee performance for each area accomplished during the evaluation with the standards provided and assign an appropriate grade for the area. The IE will derive the overall mission crew evaluation grade from the area grades based on a composite for the observed events and tasks IAW this instruction.

1.4.2. IEs will use the grading criteria IAW AFI 14-202 Volume 2 and the AFISRA supplement to determine individual area grades. IE judgment must be exercised when the wording for general graded areas is subjective and when specific situations are not covered.

### 1.5. Instructor Specialized Qualification Evaluations.

1.5.1. Instructor Evaluations. An Instructor receiving an area grade of unqualified (U) or qualified with discrepancies (Q-) with additional training in any area will result in an overall Q-3 for the specialized qualification evaluation.

1.5.2. Crew Position Evaluations. An Instructor receiving an area grade of U or Q- with additional training in any “Grading Area” for a crew position(s) in which they are qualified to instruct, must not perform instructor or evaluator duties for that crew position until additional training is complete and/or restrictions have been resolved.

**1.6. Examinations.** Open and closed book written examinations are a requisite for mission (MSN) evaluations. A closed book written examination is a requisite for the Instructor specialized qualification evaluation. **Note:** For FTU Formal School Courses (Initial or Requalification) see paragraph [2.2.1.1.1](#)

1.6.1. Open book examination. Open book examinations will consist of a minimum of 40 questions with at least 20% and no more than 50% derived from tactical doctrine documents related to AF DCGS operations, e.g. Air Force Tactics, Techniques and Procedures (AFTTP). Questions for open book examinations will be derived from governing AFIs, command directives, operating manuals, and other authoritative guidance. Units will utilize AFISRA provided Question Data Bank (QDB) files for open book examinations when directed. Units may increase the number of questions to provide an in-depth evaluation of the examinee's knowledge.

1.6.2. Closed book examination. Closed book examinations test general knowledge with a minimum of 40 written questions and include information that the crewmember may be required to recall from memory or possess a high level of familiarity (see paragraph [2.2.2](#)). Closed book questions will be derived from AFISRA-approved Master Question Files (MQF). Units will utilize AFISRA provided Question Data Bank (QDB) files for closed book examinations when directed. Units may increase the number of questions to provide an in-depth evaluation of the examinee's knowledge.

## Chapter 2

### EVALUATION REQUIREMENTS

#### 2.1. General.

2.1.1. All evaluations will follow the guidelines set in AFI 14-202 Volume 2, the AFISRA supplement and **Chapter 3** of this instruction. All periodic evaluations expire the last day of the 17th month following the month in which the task phase was successfully completed.

2.1.2. Requisites and required areas for evaluations are shown in **Tables 2.1** through **2.11** (see paragraph **2.4.**) Areas 1-11 are required for all crew positions and are annotated with an “R” in **Table 2.2**; additional required areas for specific crew positions are annotated with an “R” in **Tables 2.3** through **Table 2.11**

2.1.2.1. All required areas must be included in the mission crew evaluation. When it is impractical or impossible to accomplish a required evaluation area in a real-world setting or realistic environment in conjunction with local events, the IE may elect to evaluate the area(s) by an alternate method(s) (e.g., simulated, task scenario cards, etc.) in order to complete the evaluation. Document the reason and type of alternate method used in the [Comments] portion of the AF Form 4350, *Certificate of Intelligence Qualification* IAW AFI 14-202 Volume 2 and the AFISRA supplement. If the IE determines that the required item cannot be adequately evaluated by an alternate method, the examinee will require an additional mission(s) to complete the evaluation.

**2.2. Evaluations.** Accomplish evaluations concurrently whenever practical. Each crewmember will be evaluated at the frequency identified in AFI 14-202 Volume 2 and the AFISRA supplement.

2.2.1. Knowledge Evaluation. A knowledge evaluation will evaluate the examinee’s appropriate understanding of AF DCGS systems and capabilities, collection platform and sensor capabilities, crew positions responsibilities, DCGS architecture, emergency procedures, terms and definitions, report formats and timelines, CRITICs, NICKLEBACK, threat warning (TW), location-specific procedures, and Intelligence Personnel Training and Stan/Eval programs. Subject matter for open or closed book tests will be categorized IAW AFI 14-202 Volume 2 and AFISRA supplement.

2.2.2. Task Evaluation. Units will use current evaluation materials derived from relevant intelligence, unit tasking and AOR specific information that incorporate all appropriate evaluation requirements. Evaluations may be conducted on AFISRA authorized simulations and shadow missions. Evaluations during exercises or deployments are not prohibited; however, units will apply operational risk management principles to the scheduling of the evaluation. **Note:** Real world contingencies may provide a unique opportunity to conduct an evaluation. However, factors beyond the control of the examinee and IE may preclude its successful completion. Units will utilize and conform to AFISRA/A3V directed baseline evaluation profiles when constructing unit evaluation profiles.

#### 2.3. Evaluation Types.

2.3.1. Qualification Evaluations (QUAL). Complete Initial Qualification (INIT QUAL) evaluations IAW AFI 14-202 Volume 2, as supplemented and Air Education and Training

Command (AETC) Formal Training Unit (FTU) requirements. For in-unit INIT QUAL evaluations units are authorized to conduct the INIT QUAL evaluation concurrently with the crewmembers first initial MSN evaluation. Conduct evaluations using AETC FTU course developed QUAL evaluation criteria, or as directed by AFISRA/A3V, when AETC FTU course criteria is not available. Document the concurrent evaluations per AFISRA/A3V guidance.

2.3.1.1. FTU Formal School Courses (Initial or Requalification) and FTU provided Qualification Training Packages (QTP). Complete knowledge examinations as determined by the appropriate courseware or as identified in **Table 2.1** when courseware examinations are not available. Document on the AF Form 4350 as type of exam followed by “(EOC)” or as directed by AFISRA supplement to AFI 14-202 Volume 2, date completed, and the appropriate score.

2.3.1.2. Non-entry level crew positions will only require an INIT QUAL evaluation if the member has never been previously qualified in a AF DCGS mission position.

2.3.2. Mission Qualification Evaluations (MSN). All crewmembers will successfully complete initial and periodic MSN. Complete evaluations IAW AFI 14-202 Volume 2, and the AFISRA supplement. MSN should be as realistic as possible with a minimum of simulated events and include the requisite open book, closed book, and task evaluation.

2.3.3. Instructor Qualification Evaluation (INSTR). INSTR is a specialized qualification evaluation used to evaluate an individual’s ability to instruct others. All crewmembers maintaining instructor qualification must complete formal instructor training through the AFISRA-approved course IAW AFISRAI 14-153 Volume 1, have a successful instructor evaluation using criteria in **Chapter 3** of this volume, and receive endorsement by the squadron commander in order to be designated as a qualified instructor.

2.3.3.1. Conduct INSTR IAW AFI 14-202 Volume 2, the AFISRA supplement and **Chapter 3** of this instruction. Individuals maintaining AF DCGS Instructor qualification must complete initial and periodic evaluations of instructional knowledge and capability in an AF DCGS crew position. Initial and periodic instructional knowledge and capability may be evaluated on any AF DCGS crew position held by the individual.

2.3.3.2. INSTR will include the requisite knowledge examination and a task evaluation. Document the INSTR requisite examination on an AF Form 4350 as “Closed Book” followed by “(INSTR)” or as directed by AFISRA supplement to AFI 14-202 Volume 2, date completed, and the appropriate score.

2.3.3.3. Initial and Requalification INSTR. The emphasis of Initial (INIT) and Requalification (RQ) INSTR is instructor duties and abilities. These evaluations should be scheduled with a student requiring either Initial Qualification Training (IQT) or Mission Qualification Training (MQT). As a last resort, a qualified crewmember or the evaluator may act as the student. Note use of simulated student in the Comments section of the AF Form 4350 IAW AFI 14-202 Volume 2 and the AFISRA supplement.

**2.4. Evaluation Requirements.** **Table 2.1** identifies knowledge requisites for all crew positions. General evaluation grading areas and task phase requirements are identified in **Table 2.2** and are required for all crew position evaluations. **Tables 2.3 through 2.11** depict required

evaluation grading areas and task phase requirements for specific crew positions. [Table 2.14](#) depicts required grading areas for the instructor specialized qualification.

**Table 2.1. Knowledge Requisites (All Crew Positions).**

Examination Type	Evaluation Type		
	QUAL	MSN	INSTR
OPEN BOOK		R	
CLOSED BOOK	R	R	R
<b>Note:</b> For FTU Formal School Courses (Initial or Requalification) see paragraph 2.2.1.1.1.			

**Table 2.2. General Evaluation Requirements (All Crew Positions).**

Area/Title	CREW
1. Communications Systems	R
2. Mission Preparation	
2.1. <b>Go/No-Go [1]</b>	R
2.2. Pre-Mission Duties	R
3. Mission Execution	R
4. Crew Coordination	R
5. Post Mission Activities	R
6. Mission Handoff	R
7. <b>Emergency/Safety Procedures [1]</b>	R
8. <b>Security [1]</b>	R
9. <b>Threat Warning [1]</b>	R
10. Graphics Functions	R
11. <b>Collection Minimization [1]</b>	R
<b>Note: [1] CRITICAL</b>	

**Table 2.3. Mission Operations Commander Mission Evaluation Requirements.**

Area/Title	MOC
16. <b>CRITIC Reporting [1]</b>	R
18. Mission Tasking	R
19. External Coordination	R
20. Product Management	R
21. <b>NICKELBACK [1,2]</b>	R
22. Mission Management	R
23. Sensor Cross-Cue	R
24. Collection Planning	R
25. Pre-Mission Briefing (PMB)	R
26. <b>Personnel Recovery [1]</b>	R
27. Post-Mission Debrief	R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>	

**Table 2.4. CO and CMS Mission Evaluation Requirements.**

Area/Title	CO	CMS
16. <b>CRITIC Reporting [1]</b>	R	R
18. Mission Tasking	R	R
19. External Coordination		R
20. Product Management		R
21. <b>NICKELBACK [1,2]</b>	R	R
22. Mission Management		R
23. Sensor Cross-Cue		R
24. Collection Planning		R
25. Pre-Mission Briefing (PMB)		R
26. <b>Personnel Recovery [1]</b>	R	R
27. Post-Mission Debrief		R
28. Direction Finding	R	R
29. Search and Acquisition	R	R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>		

**Table 2.5. SA, TA and EMS Mission Evaluation Requirements.**

Area/Title	SA	TA	EMS
15. Intelligence Products	R	R	R
16. <b>CRITIC Reporting [1]</b>	R	R	R
18. Mission Tasking			R
19. External Coordination			R
20. Product Management			R
21. <b>NICKELBACK [1,2]</b>	R	R	R
22. Mission Management			R
23. Sensor Cross-Cue			R
24. Collection Planning			R
26. <b>Personnel Recovery [1]</b>		R	R
28. Direction Finding	R	R	R
29. Search and Acquisition		R	R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>			

**Table 2.6. TR, PR and S&W Mission Evaluation Requirements.**

Area/Title	TR	PR	S&W
15. Intelligence Products	R	R	
16. <b>CRITIC Reporting [1]</b>	R	R	R
18. Mission Tasking	R	R	R
19. External Coordination			R
20. Product Management			R
21. <b>NICKELBACK [1,2]</b>	R	R	R
22. Mission Management			R
26. <b>Personnel Recovery [1]</b>	R		R
27. Post-Mission Debrief			R

<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>
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**Table 2.7. GA and IMS Mission Evaluation Requirements.**

Area/Title	GA	IMS
15. Intelligence Products	R	
18. Mission Tasking	R	R
19. External Coordination		R
20. Product Management		R
22. Mission Management		R
23. Sensor Cross-Cue		R
24. Collection Planning		R
25. Pre-Mission Briefing (PMB)		R
26. <b>Personnel Recovery [1]</b>	R	R
27. Post-Mission Debrief		R
<b>Note: [1] CRITICAL</b>		

**Table 2.8. GRE and SCR Mission Evaluation Requirements.**

Area/Title	GRE	SCR
15. Intelligence Products	R	
18. Mission Tasking	R	R
19. External Coordination		R
20. Product Management	R	
23. Sensor Cross-Cue		R
26. <b>Personnel Recovery [1]</b>	R	R
<b>Note: [1] CRITICAL</b>		

**Table 2.9. SSO and DLO Mission Evaluation Requirements**

Area/Title	SSO	DLO
15. Intelligence Products	R	R
16. <b>CRITIC Reporting [1]</b>	R	R
18. Mission Tasking	R	R
19. External Coordination		R
21. <b>NICKELBACK [1,2]</b>	R	R
23. Sensor Cross-Cue		R
26. <b>Personnel Recovery [1]</b>	R	R
28. Direction Finding	R	
29. Search and Acquisition		R
30. Tactical Data Link Operations		R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>		

**Table 2.10. MSA and MMS Mission Evaluation Requirements.**

Area/Title	MSA	MMS
15. Intelligence Products	R	R

16. <b>CRITIC Reporting [1]</b>	R	R
17. Research and Analysis	R	R
18. Mission Tasking	R	R
19. External Coordination	R	R
20. Product Management		R
21. <b>NICKELBACK [1,2]</b>		R
22. Mission Management		R
23. Sensor Cross-Cue		R
24. Collection Planning		R
25. Pre-Mission Briefing (PMB)	R	R
27. Post-Mission Debrief	R	R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>		

**Table 2.11. CAN Mission Evaluation Requirements.**

Area/Title	CAN
15. Intelligence Products	R
16. <b>CRITIC Reporting [1]</b>	R
17. Research and Analysis	R
18. Mission Tasking	R
19. External Coordination	R
20. Product Management	R
21. <b>NICKELBACK [1,2]</b>	R
23. Sensor Cross-Cue	R
25. Pre-Mission Briefing (PMB)	R
26. <b>Personnel Recovery [1]</b>	R
27. Post-Mission Debrief	R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>	

**Table 2.12. SP Mission Evaluation Requirements.**

Area/Title	SP
15. Intelligence Products	R
16. <b>CRITIC Reporting [1]</b>	R
18. Mission Tasking	R
19. External Coordination	R
23. Sensor Cross-Cue	R
24. Collection Planning	R
25. Pre-Mission Briefing (PMB)	R
26. <b>Personnel Recovery [1]</b>	R
27. Post-Mission Debrief	R
<b>Note: [1] CRITICAL</b>	

**Table 2.13. GMS Mission Evaluation Requirements.**

Area/Title	GMS
15. Intelligence Products	R

16. <b>CRITIC Reporting [1]</b>	R
18. Mission Tasking	R
19. External Coordination	R
20. Product Management	R
21. <b>NICKELBACK [1,2]</b>	R
22. Mission Management	R
23. Sensor Cross-Cue	R
24. Collection Planning	R
25. Pre-Mission Briefing (PMB)	R
26. <b>Personnel Recovery [1]</b>	R
27. Post-Mission Debrief	R
28. Direction Finding	R
<b>Notes: [1] CRITICAL [2] Only Applies to SIGINT Units</b>	

**Table 2.14. INSTRUCTOR Specialized Qualification Evaluation Requirements.**

<b>Area/Title</b>	<b>INSTR</b>
31. Instructional Ability	R
32. Briefings/Critique	R
33. Demo/Performance	R

## Chapter 3

### EVALUATION GRADING CRITERIA

#### 3.1. Evaluation Grading Standards.

3.1.1. The grading criteria in this chapter are divided into two sections: Positional Evaluation Grading Criteria and Specialized Training Grading Criteria. Use all sections for criteria applicable to the events performed on the evaluation.

3.1.2. Assign only one grade to the major areas. Annotate discrepancies in the comments section of the AF Form 4350 IAW AFI 14-202 Volume 2 and as supplemented.

3.1.3. Evaluation Terms.

3.1.3.1. Deviation. Performing an action not in sequence with current procedures, directives, or regulations. Performing action(s) out of sequence due to unusual or extenuating circumstances is not considered a deviation. In some cases, momentary deviations may be acceptable; however, cumulative momentary deviations will be considered in determining the overall qualification level.

3.1.3.2. Error. Departure from standard procedures and/or performing incorrect actions.

3.1.3.3. Omission. To leave out a required action.

3.1.4. Evaluation Definitions. The following definitions apply to deviation, omission and error.

3.1.4.1. Major. Detracted from mission accomplishment, adversely affected use of equipment, and/or violated safety.

3.1.4.2. Minor. Did not detract from mission accomplishment, adversely affect use of equipment, or violate safety.

**3.2. Positional Evaluation Grading Criteria.** Evaluate crewmembers on required areas listed in paragraph 2.4, as applicable to normal operations for the respective crew position.

**Table 3.1. MOC Position Specific Grading Criteria.**

COMMUNICATIONS SYSTEMS	AREA 1
<b>Q</b>	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.
<b>Q-</b>	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION PREPARATION</b>	
<b>AREA 2</b>	
<b>GO/NO-GO (CRITICAL) [1]</b>	
<b>AREA 2.1</b>	
Q	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.
U	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION DUTIES</b>	
<b>AREA 2.2</b>	
Q	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.
Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	

<b>Q</b>	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.
<b>Q-</b>	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
<b>U</b>	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
<b>Q</b>	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
<b>Q-</b>	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
<b>U</b>	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	

Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.
Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	

Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	
Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.
U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	

Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.
Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.

<b>NICKLEBACK (CRITICAL) [1,2]</b>		<b>AREA 21</b>
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.	
U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION MANAGEMENT</b>		<b>AREA 22</b>
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.	
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>SENSOR CROSS-CUE</b>		<b>AREA 23</b>
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.	
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	

<b>COLLECTION PLANNING</b>		<b>AREA 24</b>
Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.	
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PRE-MISSION BRIEFING</b>		<b>AREA 25</b>
Q	Developed/presented applicable portion of the PMB IAW prescribed timelines, format, and content requirements. Used applicable checklists as required.	
Q-	Developed/presented PMB and included most items as required, without significantly degrading overall PMB. Deviations from PMB's local timelines, format, and content requirement did not delay mission operations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Failed to develop/present applicable portion of the PMB or did not include all required items which caused a severe degradation to the PMB. Deviations from PMB's local timelines, format, and content requirement delayed or severely impacted mission operations. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>		<b>AREA 26</b>
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.	
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>POST-MISSION DEBRIEF</b>		<b>AREA 27</b>
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.	

Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b>	
<b>[1] CRITICAL</b>	
<b>[2] Only Applies to SIGINT Units.</b>	

**Table 3.2. CO and CMS Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>		<b>AREA 1</b>
Q	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.	
Q-	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION PREPARATION</b>		<b>AREA 2</b>
<b>GO/NO-GO (CRITICAL) [1]</b>		<b>AREA 2.1</b>
Q	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.	
U	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PRE-MISSION DUTIES</b>		<b>AREA 2.2</b>

Q	<p>Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.</p>
Q-	<p>Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.</p>
U	<p>Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.</p>
<p><b>MISSION EXECUTION</b> <span style="float: right;"><b>AREA 3</b></span></p>	
Q	<p>Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.</p>
Q-	<p>Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEIs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.</p>
U	<p>Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.</p>

<b>CREW COORDINATION</b>		<b>AREA 4</b>
<b>Q</b>	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.	
<b>Q-</b>	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
<b>U</b>	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>POST MISSION ACTIVITIES</b>		<b>AREA 5</b>
<b>Q</b>	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.	
<b>Q-</b>	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
<b>U</b>	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION HANDOFF</b>		<b>AREA 6</b>
<b>Q</b>	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.	

Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	
Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
	<b>AREA 11</b>
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
	<b>AREA 16</b>
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.
U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
	<b>AREA 18</b>
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
	<b>AREA 19</b>
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.
Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>NICKLEBACK (CRITICAL) [1,2]</b>	
<b>AREA 21</b>	
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.
U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION MANAGEMENT</b>	
<b>AREA 22</b>	
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION PLANNING</b>	
<b>AREA 24</b>	
Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION BRIEFING</b>	
<b>AREA 25</b>	
Q	Developed/presented applicable portion of the PMB IAW prescribed timelines, format, and content requirements. Used applicable checklists as required.

Q-	Developed/presented PMB and included most items as required, without significantly degrading overall PMB. Deviations from PMB's local timelines, format, and content requirement did not delay mission operations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to develop/present applicable portion of the PMB or did not include all required items which caused a severe degradation to the PMB. Deviations from PMB's local timelines, format, and content requirement delayed or severely impacted mission operations. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST-MISSION DEBRIEF</b>	
<b>AREA 27</b>	
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.
Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>DIRECTION FINDING</b>	
<b>AREA 28</b>	
Q	Took, verified, recalled, manipulated and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates using available tools to locate emitters. Used applicable checklists as required.
Q-	Acquired, verified, recalled, manipulated, and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Unable to correctly gain, verify, recall, and/or manipulate manual/automatic lines of bearing, ellipses, and latitude/longitude coordinates or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SEARCH AND ACQUISITION</b>	
<b>AREA 29</b>	
Q	Set, displayed, modified, and/or manipulated automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required to accomplish mission objectives. Used applicable checklists as required.
Q-	Set, displayed, modified, and/or manipulated automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to set, display, modify, and/or manipulate automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required with minor deviations or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b>	
[1] <b>CRITICAL</b>	
[2] <b>Only Applies to SIGINT Units.</b>	

**Table 3.3. SA, TA and EMS Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>	
<b>AREA 1</b>	
Q	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.
Q-	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION PREPARATION</b>	
<b>AREA 2</b>	
<b>GO/NO-GO (CRITICAL) [1]</b>	
<b>AREA 2.1</b>	

Q	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.
U	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION DUTIES</b>	
<b>AREA 2.2</b>	
Q	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.
Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	
Q	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.

Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEIs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.

Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	

Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.

U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.
Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>NICKLEBACK (CRITICAL) [1,2]</b>	
<b>AREA 21</b>	
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.
U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION MANAGEMENT</b>	
<b>AREA 22</b>	
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION PLANNING</b>	
	<b>AREA 24</b>
Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
	<b>AREA 26</b>
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>DIRECTION FINDING</b>	
	<b>AREA 28</b>
Q	Took, verified, recalled, manipulated and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates using available tools to locate emitters. Used applicable checklists as required.
Q-	Acquired, verified, recalled, manipulated, and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to correctly gain, verify, recall, and/or manipulate manual/automatic lines of bearing, ellipses, and latitude/longitude coordinates or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SEARCH AND ACQUISITION</b>	
	<b>AREA 29</b>

Q	Set, displayed, modified, and/or manipulated automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required to accomplish mission objectives. Used applicable checklists as required.
Q-	Set, displayed, modified, and/or manipulated automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to set, display, modify, and/or manipulate automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required with minor deviations or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b> <b>[1] CRITICAL</b> <b>[2] Only Applies to SIGINT Units</b>	

**Table 3.4. TR, PR and S&W Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>		<b>AREA 1</b>
Q	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.	
Q-	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION PREPARATION</b>		<b>AREA 2</b>
<b>GO/NO-GO (CRITICAL) [1]</b>		<b>AREA 2.1</b>
Q	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.	

U	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION DUTIES</b>	
<b>AREA 2.2</b>	
Q	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.
Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	
Q	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.

Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEIs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.

Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	

Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.

U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.

Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>NICKLEBACK (CRITICAL) [1]</b>	
<b>AREA 21</b>	
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.
U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION MANAGEMENT</b>	
<b>AREA 22</b>	
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.

U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST-MISSION DEBRIEF</b>	
<b>AREA 27</b>	
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.
Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b>	
<b>[1] CRITICAL</b>	

**Table 3.5. GA and IMS Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>	
<b>AREA 1</b>	
Q	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.
Q-	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION PREPARATION</b>	
<b>AREA 2</b>	
<b>GO/NO-GO (CRITICAL) [1]</b>	
<b>AREA 2.1</b>	

Q	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.
U	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION DUTIES</b>	
<b>AREA 2.2</b>	
Q	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.
Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	
Q	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.

Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.

Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	

Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	

Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.
Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION MANAGEMENT</b>	
<b>AREA 22</b>	
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION PLANNING</b>	
<b>AREA 24</b>	

Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION BRIEFING</b>	
<b>AREA 25</b>	
Q	Developed/presented applicable portion of the PMB IAW prescribed timelines, format, and content requirements. Used applicable checklists as required.
Q-	Developed/presented PMB and included most items as required, without significantly degrading overall PMB. Deviations from PMB's local timelines, format, and content requirement did not delay mission operations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to develop/present applicable portion of the PMB or did not include all required items which caused a severe degradation to the PMB. Deviations from PMB's local timelines, format, and content requirement delayed or severely impacted mission operations. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST-MISSION DEBRIEF</b>	
<b>AREA 27</b>	
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.

Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b> <b>[1] CRITICAL</b>	

**Table 3.6. GRE and SCR Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>		<b>AREA 1</b>
<b>Q</b>	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.	
<b>Q-</b>	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
<b>U</b>	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION PREPARATION</b>		<b>AREA 2</b>
<b>GO/NO-GO (CRITICAL) [1]</b>		<b>AREA 2.1</b>
<b>Q</b>	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.	
<b>U</b>	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PRE-MISSION DUTIES</b>		<b>AREA 2.2</b>

Q	<p>Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.</p>
Q-	<p>Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.</p>
U	<p>Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.</p>
<p><b>MISSION EXECUTION</b>   <b>AREA 3</b></p>	
Q	<p>Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.</p>
Q-	<p>Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEIs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.</p>

U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.
Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
	<b>AREA 6</b>
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
	<b>AREA 7</b>
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
	<b>AREA 8</b>
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
	<b>AREA 9</b>
Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.

U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.

Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.
Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	

Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b> <b>[1] CRITICAL</b>	

**Table 3.7. SSO and DLO Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>		<b>AREA 1</b>
Q	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.	
Q-	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION PREPARATION</b>		<b>AREA 2</b>

<b>GO/NO-GO (CRITICAL) [1]</b>		<b>AREA 2.1</b>
<b>Q</b>	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.	
<b>U</b>	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PRE-MISSION DUTIES</b>		<b>AREA 2.2</b>
<b>Q</b>	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.	
<b>Q-</b>	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
<b>U</b>	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION EXECUTION</b>		<b>AREA 3</b>
<b>Q</b>	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.	

Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.

Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	

Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.

U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
<b>AREA 20</b>	
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.

Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>NICKLEBACK (CRITICAL) [1,2]</b>	
<b>AREA 21</b>	
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.
U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>DIRECTION FINDING</b>	
<b>AREA 28</b>	

Q	Took, verified, recalled, manipulated and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates using available tools to locate emitters. Used applicable checklists as required.
Q-	Acquired, verified, recalled, manipulated, and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to correctly gain, verify, recall, and/or manipulate manual/automatic lines of bearing, ellipses, and latitude/longitude coordinates or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SEARCH AND ACQUISITION</b>	
<b>AREA 29</b>	
Q	Set, displayed, modified, and/or manipulated automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required to accomplish mission objectives. Used applicable checklists as required.
Q-	Set, displayed, modified, and/or manipulated automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to set, display, modify, and/or manipulate automatic/manual search and acquisition assignments, including collection frequencies and/or parametrics, as required with minor deviations or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>TACTICAL DATA LINK OPERATIONS</b>	
<b>AREA 30</b>	
Q	Performed data link operations. Amplified pertinent data to provide actionable intelligence information within prescribed timelines and processes. Used applicable checklists as required.
U-	Performed data link operations with minor deviations. Amplified pertinent data to provide actionable intelligence information with minor deviations to prescribed timelines and processes. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to perform data link operations or amplify pertinent data to provide actionable intelligence information within prescribed timelines and processes or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b>	
[1] <b>CRITICAL</b>	
[2] <b>Only Applies to SIGINT Units.</b>	

**Table 3.8. MSA and MMS Positions Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>		<b>AREA 1</b>
<b>Q</b>	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.	
<b>Q-</b>	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
<b>U</b>	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION PREPARATION</b>		<b>AREA 2</b>
<b>GO/NO-GO (CRITICAL) [1]</b>		<b>AREA 2.1</b>
<b>Q</b>	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.	
<b>U</b>	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PRE-MISSION DUTIES</b>		<b>AREA 2.2</b>
<b>Q</b>	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.	

Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	
Q	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.
Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.

Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.
Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	
Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	

Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.
U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>RESEARCH AND ANALYSIS</b>	
<b>AREA 17</b>	
Q	Analyzed available data, information, and/or intelligence from tactical, operational and strategic sources. Use applicable software capabilities/resources to research and analyze correlated intelligence concerning potential symmetric/asymmetric threats, to include military, information, diplomatic, and economic, as required. Effectively answered RFIs via applicable reporting criteria/special instructions. Used applicable checklists as required.
Q-	Analyzed most available data, information, and/or intelligence from tactical, operational and strategic sources as applicable but with minor deficiencies. Did not preclude the identification of tactical, operational, and strategic intelligence. Used applicable software capabilities/resources to research and analyze correlated intelligence with minor deviations/omissions; however, was able to identify potential symmetric/asymmetric threats, to include military, information, diplomatic, and economic, as required. Answered RFIs as required but with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Unable to or did not analyze available data, information, and/or intelligence from tactical, operational and strategic sources as applicable. Unable to or did not identify tactical, operational, and strategic intelligence. Did not utilize applicable software capabilities/resources to perform research to include analyzing correlated intelligence. Failed to answer RFIs as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>NICKLEBACK (CRITICAL) [1,2]</b>	
<b>AREA 21</b>	
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.

U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION MANAGEMENT</b>	
<b>AREA 22</b>	
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION PLANNING</b>	
<b>AREA 24</b>	

Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION BRIEFING</b>	
<b>AREA 25</b>	
Q	Developed/presented applicable portion of the PMB IAW prescribed timelines, format, and content requirements. Used applicable checklists as required.
Q-	Developed/presented PMB and included most items as required, without significantly degrading overall PMB. Deviations from PMB's local timelines, format, and content requirement did not delay mission operations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to develop/present applicable portion of the PMB or did not include all required items which caused a severe degradation to the PMB. Deviations from PMB's local timelines, format, and content requirement delayed or severely impacted mission operations. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST-MISSION DEBRIEF</b>	
<b>AREA 27</b>	
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.
Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.

**Notes:****[1] CRITICAL****[2] Only Applies to SIGINT Units.****Table 3.9. SP Position Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>		<b>AREA 1</b>
<b>Q</b>	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.	
<b>Q-</b>	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.	
<b>U</b>	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>MISSION PREPARATION</b>		<b>AREA 2</b>
<b>GO/NO-GO (CRITICAL) [1]</b>		<b>AREA 2.1</b>
<b>Q</b>	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.	
<b>U</b>	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.	
<b>PRE-MISSION DUTIES</b>		<b>AREA 2.2</b>
<b>Q</b>	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.	

Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	
Q	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.
Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEIs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.

Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.
Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.
U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	
Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	

Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.
Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.
U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.

Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION PLANNING</b>	
<b>AREA 24</b>	
Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION BRIEFING</b>	
<b>AREA 25</b>	

Q	Developed/presented applicable portion of the PMB IAW prescribed timelines, format, and content requirements. Used applicable checklists as required.
Q-	Developed/presented PMB and included most items as required, without significantly degrading overall PMB. Deviations from PMB's local timelines, format, and content requirement did not delay mission operations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to develop/present applicable portion of the PMB or did not include all required items which caused a severe degradation to the PMB. Deviations from PMB's local timelines, format, and content requirement delayed or severely impacted mission operations. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST-MISSION DEBRIEF</b>	
<b>AREA 27</b>	
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.
Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b> <b>[1] CRITICAL</b>	

**Table 3.10. GMS Position Specific Grading Criteria.**

<b>COMMUNICATIONS SYSTEMS</b>	
<b>AREA 1</b>	
Q	Operated all available text, graphic, and/or voice communication systems. Applied proper communication standards, and maintained communication discipline. Used applicable checklists as required.

Q-	Used applicable text, graphic, and/or voice communication systems to communicate with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Adhered to proper communication standards with minor deviations; however, was able to communicate information to crewmembers, external agencies, and supported elements. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to use communication systems to communicate information. Did not adhere to established communication standards. Did not maintain communication discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION PREPARATION</b>	
<b>GO/NO-GO (CRITICAL) [1]</b>	
Q	Reviewed the IRF part B, part C and/or entire library, as applicable, and completed required documentation. Confirmed his/her individual currency requirements had been met. If applicable, confirmed supervised crew members met all currency requirements. Ensured his/her individual crew rest requirements had been met. If applicable, ensured supervised crew members met all crew rest requirements. Used applicable checklist as required.
U	Did not review IRF part B, part C, and/or entire library, as applicable, and/or did not complete required documentation. Did not confirm his/her individual currency requirements had been met. Did not confirm supervised crew members met all currency requirements, as applicable. Did not ensure his/her individual crew rest requirements had been met. Did not ensure supervised crew members have met all crew rest requirements, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION DUTIES</b>	
Q	Initialized and signed-on the workstation. Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions. Attended PMB and conducted pre-mission activities to support an AF DCGS mission. Accessed and verified all required mission materials for the crew position to include publications, checklists and working aids. Possessed all required personal and professional equipment (e.g., headsets) in serviceable condition. Used applicable checklists as required.
Q-	Demonstrated an understanding of the squadron's specific intelligence system and graphics software to conduct missions with minor omissions. Delay/omissions in pre-mission activities impacted mission duties; however, did not delay mission operations and was able to recover on own accord. Had most mission materials for the crew position to include publications, checklists and working aids; however, did not delay mission operations and was able to access mission materials when required. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Failed to initialize and sign-on the workstation. Failed to verify required mission materials for the crew position. Failed to possess all required personal and professional equipment (e.g., headsets) in serviceable condition prior to mission start. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION EXECUTION</b>	
<b>AREA 3</b>	
Q	Conducted an AF DCGS mission via established TCPED procedures through timely, accurate, and relevant integration, evaluation, and analysis of all available data, information, and intelligence. Located mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW EEIs. Maintained situational awareness of ongoing activity and accounted for all collected target(s)/activity during mission execution. Used applicable checklists as required.
Q-	Had minor deviations in timeliness, accuracy, and relevancy of some TCPED procedures; however, deviations did not significantly impact mission accomplishment. Located most mission essential information from previously executed missions and determined relevancy to current mission. Collected intelligence data and monitored/exploited raw intelligence data/activity and reported IAW most EEIs; however, deviations did not significantly impact mission accomplishment. Maintained situational awareness of ongoing activity; however, accounted for significant collected target(s)/activity during mission execution. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Had deviations in timeliness, accuracy, and relevancy of TCPED procedures; or deviations significantly impacted mission accomplishment. Omitted significant TCPED procedures resulting in negative impact to mission accomplishment. Failed to locate mission essential information from previously executed missions and/or determine relevancy to current mission. Failed to maintain situational awareness of ongoing activity however, and/or did not account for any collected target(s)/activity during mission execution. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CREW COORDINATION</b>	
<b>AREA 4</b>	
Q	Communicated mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions to ensure mission execution. Applied crew resource management (CRM) and requested/provided crew assistance as necessary. Identified breakdowns in judgment and crew discipline and took appropriate action. Used applicable checklists as required.
Q-	Communicated most mission objectives/data with appropriate AF DCGS crewmembers and mission segments resulting in effective, well-coordinated actions; however, all significant objectives were included. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Did not communicate mission objectives/data with appropriate AF DCGS crewmembers and mission segments or omitted significant information resulting in an ineffective, un-coordinated action. Failed to apply CRM and did not request/provide crew assistance as necessary. Did not identify breakdowns in judgment/crew discipline and/or take appropriate actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST MISSION ACTIVITIES</b>	
<b>AREA 5</b>	
Q	Accounted for all mission-related events. Passed on all required mission-related events to shift lead for inclusion in the Post Mission Debrief (PMD). Attended PMD as required, including lessons learned for internal and external agency process adjustments in order to better execute mission objectives. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required. Properly logged off/shutdown workstation, as required. Used applicable checklists as required. Coordinated with crewmembers without delay. Used applicable checklists as required.
Q-	Accounted for most mission-related events. Passed on most required mission-related events to shift lead for inclusion in the PMD. Created or provided input to post mission databases, logs, checklists and reports, including archiving data, as required; with minor deviations. Logged off/shutdown workstation with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not account for significant mission-related events (e.g., significant mission, crew, and system issues). Did not pass on significant mission-related events to shift lead for inclusion in the PMD. Failed to attend PMD as required. Failed to create or provide input to post mission databases, logs, checklists and reports, including archiving data, as required. Did not log off/shutdown workstation, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION HANDOFF</b>	
<b>AREA 6</b>	
Q	Developed and conducted an effective transfer of mission to relieving crewmember(s). Organized, prioritized and presented key information at mission transfer. Fully briefed relieving crewmember(s) of ongoing and upcoming theater operations, mission situations, collection and reporting status, crew position problems, and subordinate crewmember status. Used applicable checklists as required.
Q-	Developed and conducted mission transfer to relieving crewmember(s) with minor omissions/deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to conduct an effective transfer of mission to relieving crewmember(s). Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EMERGENCY/SAFETY PROCEDURES (CRITICAL) [1]</b>	
<b>AREA 7</b>	
Q	Performed all actions safely before, during, and after the mission. Thoroughly familiar with emergency and safety procedures and applied proper preventative and/or corrective actions to emergency situations and/or evaluated potential hazards. Coordinated with crewmembers without delay or confusion. Used applicable checklists as required.

U	Failed to recognize unsafe practices and/or emergency situations. Failed to coordinate with crewmembers without delay or confusion, jeopardizing mission crew safety. Did not, or ineffectively used, mission manuals to apply proper corrective actions. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SECURITY (CRITICAL) [1]</b>	
<b>AREA 8</b>	
Q	Complied with security directives. Properly marked, sanitized and safeguarded classified information IAW governing directives, and established procedures related to crew duties. Used applicable checklists as required.
U	Did not adhere to security directives. Failed to properly mark, sanitize and/or downgrade classified information IAW governing directives and established procedures related to crew duties. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>THREAT WARNING (TW) (CRITICAL) [1]</b>	
<b>AREA 9</b>	
Q	Demonstrated proper TW procedures IAW national, theater or local guidance, weapon system standards. Identified and located possible threats and notified appropriate segment lead. Provided threat amplifying information as required (e.g., characterization, activity, timing, location) and took appropriate actions. Used common terminology, combat terminology, code words, authentication methods, and brevity terms as required. Used applicable checklists as required.
U	Failed to identify or locate possible significant threats. Did not execute proper procedures as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>GRAPHICS FUNCTIONS</b>	
<b>AREA 10</b>	
Q	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives. Used applicable checklists as required.
Q-	Manipulated workstation maps and displayed specific action points, likely threats, and/or other OB as required to execute mission objectives with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Unable to manipulate workstation maps or display specific action points, likely threats, or other OB or significant deviations adversely affected mission accomplishment. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION MINIMIZATION (CRITICAL) [1]</b>	
<b>AREA 11</b>	
Q	Adhered to national, AF, and local collection minimization directives. Used applicable checklists as required.
U	Did not completely adhere to collection minimization requirements IAW national, AF, and local directives. Failed to use applicable checklist as required.
<b>INTELLIGENCE PRODUCTS</b>	
<b>AREA 15</b>	
Q	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods and met applicable timelines. Used applicable checklists as required.

Q-	Created and disseminated/or submitted data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) using the appropriate methods with minor deviations. Did not always meet applicable timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Utilized some checklists or omitted checklist items.
U	Failed to create and/or disseminate/or submit data, information, and/or intelligence products (e.g., textual, graphical, and/or voice reports) or used inappropriate methods. Consistently failed to meet established timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>CRITIC REPORTING (CRITICAL) [1]</b>	
<b>AREA 16</b>	
Q	Recognized events meeting potential CRITIC criteria. Performed CRITIC procedures IAW national policy and local directives. Used applicable checklists as required.
U	Failed to recognize events meeting potential CRITIC criteria. Failed to execute CRITIC procedures IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION TASKING</b>	
<b>AREA 18</b>	
Q	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the area of interest (AOI). Retrieved and identified key components and extracted unit tasking from national, theater and local tasking guidance. Used applicable checklists as required.
Q-	Reviewed current tasking and collection requirements to identify exploitation requirements for current mission and ensured understanding of reporting criteria for the AOI with minor omissions/deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not/could not review current tasking and collection requirements to identify exploitation requirements for current mission and ensure understanding of reporting criteria for the AOI. Failed to retrieve and/or identify key components and extract unit tasking from national, theater and local tasking guidance. Significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>EXTERNAL COORDINATION</b>	
<b>AREA 19</b>	
Q	Coordinated mission objectives with external agencies. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators, as required. Used applicable checklists as required.
Q-	Coordinated most mission objectives with external agencies; however coordinated all significant objectives. Coordinated with national agencies, tactical controlling authorities and collection platforms and provided timely direction or information to operators with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Failed to coordinate mission objectives with external agencies. Did not consistently coordinate with national agencies, tactical controlling authorities and collection platforms nor provide timely direction or information to operators, as required. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRODUCT MANAGEMENT</b>	
	<b>AREA 20</b>
Q	Managed all collected, satisfied, and unsatisfied targets and products as required. Ensured products contain all applicable information for type of product issued and met reporting guidance and timeliness. Performed proper accounting and quality control on intelligence products as required. Used applicable checklists as required.
Q-	Managed all collected, satisfied and unsatisfied targets with minor deviations. Accounted for and quality controlled products with minor deviations. Reviewed products omitted minor details. Reviewed products contained minor deviations from reporting guidance and timelines. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however, omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not consistently manage collected, satisfied and unsatisfied targets and products as required. Did not account and/or quality control products. Reviewed products omitted significant applicable information. Reviewed products, contained significant deviations from reporting guidance and timelines. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>NICKLEBACK (CRITICAL) [1,2]</b>	
	<b>AREA 21</b>
Q	Recognized events meeting potential NICKELBACK criteria. Provided NICKELBACK support IAW national policy and local directives. Used applicable checklists as required.
U	Did not recognize potential NICKELBACK criteria. Did not provide NICKELBACK support IAW national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>MISSION MANAGEMENT</b>	
	<b>AREA 22</b>
Q	Managed mission resources (e.g., personnel, equipment, time). Demonstrated proficiency in executing mission management tasks. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Troubleshoot and/or made conclusions on system data and took appropriate actions. Resolved breakdown in judgment and crew discipline. Used applicable checklists as required.
U-	Managed mission resources with minor deviations. Monitored operator activities, systems status, assignment status, mission TTPs and other management functions as required to satisfy priorities, managed workload distribution and ensured mission effectiveness/efficiency with minor deficiencies. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Did not effectively or proficiently manage mission resources/tasks. Failed to monitor operator activities, systems status, assignment status, mission TTPs, and other management functions as required to satisfy priorities, manage workload distribution and ensure mission effectiveness/efficiency. Failed to troubleshoot and/or make conclusions on system data and take appropriate actions. Failed to resolve breakdown in judgment and crew discipline. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>SENSOR CROSS-CUE</b>	
<b>AREA 23</b>	
Q	Identified and executed cross-cue opportunities across mission segments, federated/distributed partners, ISR platforms and organizations. Used national, theater, and tactical assets to enhance AF DCGS operations. Used proper communication channels and procedures for retasking opportunities. Used applicable checklists as required.
Q-	Recognized most cross-cue opportunities and coordinated appropriately within mission segments, federated/distributed partners, ISR platforms, and other organizations for re-tasking opportunities or executed with minor deficiencies. Examinee identified and used national, theater and tactical assets to enhance AF DCGS operations with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to determine/identify significant cross-cue opportunities. Did not effectively coordinate with mission segments, federated/distributed partner, ISR platforms, or other organizations during a recognized cross-cue opportunity. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>COLLECTION PLANNING</b>	
<b>AREA 24</b>	
Q	Developed and modified a mission plan or oversaw collection planning to ensure mission collection objectives were met. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs. Used applicable checklists as required.
Q-	Developed and modified a mission plan or oversaw collection planning with minor omissions; however still met all significant mission collection objectives. Used mission materials to develop a mission plan based on tasking, collection requirements, flight requirements, sensor capabilities, and/or customer needs with minor omissions that did not degrade collection planning requirements, as applicable. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not develop or modify a mission plan or oversee collection planning to ensure significant requirements and/or customer needs were met. Did not use mission materials to develop mission plan, as applicable. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PRE-MISSION BRIEFING</b>	
<b>AREA 25</b>	
Q	Developed/presented applicable portion of the PMB IAW prescribed timelines, format, and content requirements. Used applicable checklists as required.

Q-	Developed/presented PMB and included most items as required, without significantly degrading overall PMB. Deviations from PMB's local timelines, format, and content requirement did not delay mission operations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Failed to develop/present applicable portion of the PMB or did not include all required items which caused a severe degradation to the PMB. Deviations from PMB's local timelines, format, and content requirement delayed or severely impacted mission operations. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>PERSONNEL RECOVERY (CRITICAL) [1]</b>	
<b>AREA 26</b>	
Q	Recognized Personnel Recovery events. Performed Personnel Recovery procedures following national policy and local directives. Used applicable checklists as required.
U	Failed to recognize Personnel Recovery event. Did not perform Personnel Recovery procedures following national policy and local directives. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>POST-MISSION DEBRIEF</b>	
<b>AREA 27</b>	
Q	Planned, coordinated and conducted applicable portion of PMD. Passed on all required mission/crew/system-related events to shift lead (when applicable) for inclusion in the crew debrief and included relevant information in applicable mission log/databases. Used applicable checklists as required.
Q-	Debriefed most required items. Accounted for and passed on most mission related events to include system outages and troubleshooting in applicable mission log/databases. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.
U	Did not conduct a crew performance debrief as applicable. Did not contribute/solicit inputs from crew and/or missed items that led to uninformative PMD. Did not account for all significant mission related events. Did not include relevant information in applicable mission log/databases. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>DIRECTION FINDING</b>	
<b>AREA 28</b>	
Q	Took, verified, recalled, manipulated and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates using available tools to locate emitters. Used applicable checklists as required.
Q-	Acquired, verified, recalled, manipulated, and refined manual and automatic lines of bearing, ellipses, and latitude and longitude coordinates with minor deviations. Deviations, omissions, or discrepancies did not jeopardize mission accomplishment, safety or security. Used applicable checklist; however omitted minor items that did not jeopardize mission accomplishment, safety or security.

U	Unable to correctly gain, verify, recall, and/or manipulate manual/automatic lines of bearing, ellipses, and latitude/longitude coordinates or significant deviations adversely affected mission accomplishments. Failed to use applicable checklist or omitted major checklist items that adversely affected mission accomplishment, safety or security.
<b>Notes:</b>	
<b>[1] CRITICAL</b>	
<b>[2] Only Applies to SIGINT Units.</b>	

**Table 3.11. Instructor Qualification Grading Criteria.**

<b>INSTRUCTION</b>		<b>AREA 31</b>
<b>Q</b>	Demonstrated ability to communicate effectively. Provided appropriate corrective guidance when necessary. Planned ahead and made timely decisions. Correctly analyzed student errors.	
<b>Q-</b>	Minor discrepancies in the above criteria that did not adversely impact student progress.	
<b>U</b>	Unable to effectively communicate with the student. Did not provide corrective action where necessary. Did not plan ahead or anticipate student problems. Incorrectly analyzed student errors. Adversely impacted student progress.	
<b>BRIEFINGS/CRITIQUE</b>		<b>AREA 32</b>
<b>Q</b>	Briefings were well organized, accurate, and thorough. Reviewed student's present level of training and defined mission events to be performed. Demonstrated ability during critique to reconstruct the mission, offer mission analysis, and provide corrective guidance where appropriate. Completed all training documents according to prescribed directives. Appropriate grades awarded.	
<b>Q-</b>	As above but with minor errors or omissions in briefings, critique, or training documents that did not adversely impact student progress.	
<b>U</b>	Briefings were marginal or nonexistent. Did not review student's training folder or past performance. Failed to adequately critique student or conducted an incomplete mission analysis which compromised learning. Student strengths or weaknesses were not identified. Adversely impacted student progress. Inappropriate grades awarded. Overlooked or omitted major discrepancies.	
<b>DEMONSTRATION AND PERFORMANCE</b>		<b>AREA 33</b>
<b>Q</b>	Effectively demonstrated procedures and techniques on the ground and in-mission. Demonstrated thorough knowledge of aircraft systems, procedures, and all applicable publications and regulations.	
<b>Q-</b>	Minor discrepancies in the above criteria that did not adversely impact student progress.	
<b>U</b>	Did not demonstrate correct procedure or technique. Insufficient depth of knowledge about aircraft systems, procedures, or proper source material. Adversely impacted student progress.	
<b>Note:</b> Awarding a (U) grade, or qualified with discrepancies (Q-) grade with additional training, in any of the above areas will result in a Q-3 for the overall instructor grade.		

## Chapter 4

### INTELLIGENCE EVALUATOR TRAINING AND CERTIFICATION.

**4.1. Intelligence Evaluator.** IEs are experienced Basic Mission Capable (BMC) or Combat Mission Ready (CMR) instructors who are certified to conduct AF DCGS evaluations.

4.1.1. Evaluator Upgrade Requirements. This program establishes the minimum guidelines for those personnel identified to certify as an IE.

4.1.1.1. The HHQ Chief of Stan/Eval function will select and designate, in writing, IEs for their staffs. Selection criteria will include experience in the applicable weapon system and in the Training or Stan/Eval fields.

4.1.1.2. At Wing and below Stan/Eval functions, the Commander will select and designate all IEs in writing per recommendation by the unit Stan/Eval Chief.

4.1.1.3. Units will select IEs from the most highly qualified and experienced instructors and will:

4.1.1.3.1. Be approved for entry into the upgrade by the Unit Commander.

4.1.1.3.2. Maintain crew position and instructor currency and all continuation training requirements IAW AFISRAI 14-153v1.

4.1.1.3.3. Receive formal IE training taught at the unit using AFISRA developed materials (e.g., study guide, JQS, and examinations). Training will include at a minimum: Stan/Eval programs, forms, documentation and routing, evaluation preparation, evaluation pre-briefing, IE objectivity and evaluation procedures, and mission critique. Units may supplement AFISRA materials.

4.1.1.3.4. Be appointed as an IE, in writing, by the unit commander and reported monthly in the letter of qualifications.

4.1.2. Loss of IE Status. If an IE is no longer able or required to perform evaluator duties, the crewmember will be removed from the subsequent appointment letter, decertified and will not be allowed to administer evaluations until re-certification is accomplished. Decertification falls into two categories: Decertification for Cause (with prejudice) and Discretionary Decertification (without prejudice).

4.1.2.1. Decertification for Cause. Used for observed substandard performance.

4.1.2.2. Discretionary Decertification. An administrative action not based on performance.

4.1.3. IE Re-certification. At a minimum will consist of the items in paragraph **4.1.1.3.4**, and review (and/or re-accomplishment if necessary) of required unit certification documentation (i.e., JQS).

## Chapter 5

### INFORMATION COLLECTION AND REPORTING

**5.1. Information Collections.** No reports are created by this publication.

**5.2. Records.** Maintain all records created as a result of processes prescribed in this publication in accordance with AFMAN 33-363, *Management of Records*, and disposed of in accordance with the Air Force Records Disposition Schedule (RDS) located at <https://www.my.af.mil/afrims/afrims/afrims/rimc.cfm>.

ROBERT P. OTTO, Maj Gen, USAF  
Commander

**Attachment 1****GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFPD 14-2, *Intelligence Rules and Procedures*, 29 November 2007

AFI 14-202, Volume 1, *Intelligence Training*, 10 March 2008

AFI 14-202, Volume 2, *Intelligence Standardization/Evaluation Program*, 10 March 2008

AFI 14-202, Volume 3, *General Intelligence Rules*, 10 March 2008

AFMAN 33-363, *Management of Records*, 1 March 2008

AFISRAI 14-153, Volume 1, *Air Forces Distributed Common Ground System (AF DCGS) Intelligence Training*, TBD

AFISRAI 14-153, Volume 3, *Air Force Distributed Common Ground System (AF DCGS) Operations Procedures*, TBD

Air Force Records Information Management System (AFRIMS) Records Disposition Schedule (RDS) <https://www.my.af.mil/afrims/afrims/afrims/rims.cfm>

***Adopted Forms***

AF Form 847, *Recommendation for Change of Publication*

AF Form 4349 *Record of Intelligence Evaluation*

AF Form 4350, *Certificate of Intelligence Qualification*

***Abbreviations and Acronyms***

**AETC**—Air Education and Training Command

**AF**—Air Force

**AFI**—Air Force Instruction

**AFISRA**—Air Force Intelligence, Surveillance and Reconnaissance Agency

**AFMAN**—Air Force Manual

**AFPD**—Air Force Policy Directive

**AFRC**—Air Force Reserve Command

**AFRIMS**—Air Force Records Information Management System

**AFTTP**—Air Force Tactics, Techniques and Procedures

**ANG**—Air National Guard

**AOI**—Area of Interest

**AOR**—Area of Responsibility

**ATO**—Air Tasking Order

**BMC**—Basic Mission Capable

**CAN**—Correlation Analyst  
**CC**—Commander  
**CER**—Correlated Event Report  
**CMR**—Combat Mission Ready  
**CMS**—COMINT Mission Supervisor  
**CO**—Cryptologic Operator  
**CRITIC**—Critical Information  
**CRM**—Crew Resource Management  
**CSAR**—Combat Search and Rescue  
**DCGS**—Distributed Common Ground System  
**DGS**—Distributed Ground System  
**DLO**—Data Link Operator  
**DMS**—Distributed Mission Supervisor  
**MOC**—Mission Operations Commander  
**DRU**—Direct Reporting Unit  
**EEL**—Essential Elements of Information  
**ELINT**—Electronic Intelligence  
**EMS**—ELINT Mission Supervisor  
**EOC**—End of Course  
**FOA**—Field Operating Agency  
**FTU**—Formal Training Unit  
**GA**—Geospatial Intelligence Analyst  
**GMS**—Ground Mission Supervisor  
**GRE**—Geospatial Intelligence Reports Editor  
**HHQ**—Higher Headquarters  
**HQ**—Headquarters  
**IAW**—In Accordance With  
**IE**—Intelligence Evaluator  
**IMS**—Imagery Mission Supervisor  
**INIT**—Initial (Evaluation)  
**INIT MSN**—Initial Mission Qualification Evaluation  
**INSTR**—Instructor

**IPIR**—Initial Phase Interpretation Report  
**IQT**—Initial Qualification Training  
**IRF**—Intelligence Read File  
**ISR**—Intelligence, Surveillance, and Reconnaissance  
**MDS**—Mission Design Series  
**MQF**—Master Question File  
**MQT**—Mission Qualification Training  
**MSA**—Multi-Source Analyst  
**MSN**—Mission Qualification Evaluation  
**N-BMC**—Non-Basic Mission Capable  
**N-CMR**—Non-Combat Mission Ready  
**OB**—Order of Battle  
**OPR**—Office of Primary Responsibility  
**PED**—Processing, Exploitation and Dissemination  
**PFP**—Predator Flight Plan  
**PMB**—Pre-Mission Briefing  
**PMD**—Post Mission Debrief  
**PR**—Product Reporter  
**Q**—Qualified  
**QC**—Quality Control  
**QUAL**—Qualification Evaluation  
**RFI**—Request for Information  
**RIP**—Ready Intelligence Program  
**RSTA**—Reconnaissance, Surveillance and Target Acquisition  
**RQ**—Requalification (Evaluation)  
**S&W**—Surveillance and Warning Supervisor  
**SA**—Signals Analyst  
**SCR**—Screener  
**SIGINT**—Signals Intelligence  
**SP**—Sensor Planner  
**SPINS**—Special Instructions  
**SSO**—Special Signals Operator

**Stan/Eval**—Standardization/Evaluation

**TA**—Threat Analyst

**TACREP**—Tactical Report

**TCPED**—Tasking, Collection, Processing, Exploitation and Dissemination

**TR**—Technical Reporter

**TW**—Threat Warning

**U**—Unqualified

**USAF**—United States Air Force

### *Terms*

**Air Force Distributed Common Ground System (DCGS)**—A distributed, network-centric, global system designated as the AF AN/GSQ-272 SENTINEL intelligence, surveillance and reconnaissance (ISR) weapon system, AF DCGS consists of ground stations, mission sites, collaborative work centers and remote entities connected in a network-centric data and information distributed system. AF DCGS takes advantage of AF, sister service, national and coalition sensors in the air, on land, in space, and at sea, spanning multi-INT disciplines. It provides tailored, correlated information to those who need it at all levels across the globe, in peace and in combat. It is scalable and comprised of fixed & deployable total force components capable of forward-based activities & robust, full-scale reachback operations. AF DCGS is a component of the larger DoD DCGS enterprise.

**Basic Mission Capable (BMC)**—The status of intelligence personnel who have satisfactorily completed MQT, are qualified in the unit mission, but do not maintain MR/CMR status.

**Certification**—The status of a crewmember who has satisfactorily completed training prescribed to maintain the knowledge and skills necessary to supplement qualifications. Certifications are attained through methods other than evaluation and are verified by an instructor.

**Crew**—The entire complement of crewmembers (primary crewmember, mission crewmember) required to operate a mission system and to complete an assigned mission.

**Collection Minimization**—Procedures established to ensure adherence to national, AF and local directives regarding restrictions to collection when performing crew mission duties.

**Combat Mission Ready (CMR)**—The status of intelligence personnel who have satisfactorily completed MQT and maintain qualification and currency in the appropriate tasks and knowledge required by this document.

**Crew Briefing**—A briefing that summarizes tactical intelligence observations from recent missions (i.e., during the last 72 hours) and presents the current AF DCGS mission status, tasking, threat situation and tactical observations.

**Crew Resource Management (CRM)**—The effective use of all available resources--people, weapon systems, facilities, and equipment, and environment -- by individuals or crews to safely and efficiently accomplish an assigned mission or task.

**Critical Area**—A critical area is a designated area that is absolutely necessary for the success of the mission where failure to follow the strict requirements of instructions/regulations, safe operations or conduct could compromise the mission.

**Currency**—A measure of how frequently and/or recently a task is completed. Currency requirements should ensure mission crews maintain a minimum level of proficiency in a given event.

**Debriefed Discrepancy**—Remedial action taken by an intelligence evaluator to remedy a discrepancy noted during an evaluation. This action is accomplished during debrief of the evaluation wherein the intelligence evaluator provides briefing/instruction concerning the discrepancy and determines that the examinee has gained the necessary knowledge or proficiency to remedy said discrepancy. The discrepancy area/subarea description is annotated with “Debriefed” in the Evaluator’s Remarks section of the AF Form 4350 Comments.

**Debriefing**—The process to convert mission information into intelligence for dissemination to affected parties. The mission crewmember will extract relevant mission intelligence from the pilot and sensor operator, ask amplifying questions relevant to the mission, identify time-sensitive information and disseminate appropriately and expeditiously.

**Formal Training Unit (FTU)**—A unit with a primary mission to train crew personnel according to approved syllabi.

**Initial Evaluation (INIT)**—The first evaluation of any type for a crew position.

**Initial Qualification Training (IQT)**—Training needed to qualify intelligence personnel for basic duties in an assigned position for a specific MDS, weapons system, intelligence function or activity, without regard for a unit's specific mission.

**Intelligence Evaluator (IE)**— Current and qualified (BMC or CMR) AF DCGS instructor personnel who has completed the IE training and certification. IEs must be current and qualified in the events they evaluate. Only IEs may conduct intelligence qualification (mission or specialized) evaluations (initial or periodic).

**Intelligence Reports**—Reports generated by AF DCGS personnel to provide information to higher headquarters and external agencies (e.g., Correlated Event Report (CER), Initial Phase Interpretation Report (IPIR), Tactical Report (TACREP)).

**Instructor**—An experienced crewmember qualified to instruct others in operations, academics and positional duties. Instructors can certify training complete on appropriate mission JQS.

**Intelligence Read File (IRF)**—A collection of publications and material determined by the AFISRA and squadron as necessary for day-to-day operations. Volume I of the IRF library contains the Current Read File which is used to inform mission crewmembers on items of interest pertaining to the system and/or personnel. This includes items such as changes in operating procedures, safety warnings, deployment procedures, software changes etc.

**Mission Handoff**—Process of providing a briefing to provide incoming personnel a synopsis of events and issues to prepare them for their shift. Include issues needing immediate attention, pending tasks, personnel and equipment problems, work center status and briefing times

**Mission Qualification Evaluation (MSN)**—An evaluation that certifies and maintains the qualification (CMR or BMC) of the examinee. Includes evaluations that initially qualify and

requalify a DGS crewmember (i.e., INIT MSN, RQ MSN). The mission qualification evaluation is administered to ensure the individual's ability to support full mission planning and employment in accomplishing the squadron's operational mission. The designator for the mission qualification evaluation is "MSN" as used with the AF Form 4349 and AF Form 4350.

**Mission Qualification Training (MQT)**—Training needed to qualify mission crews to perform their specific squadron mission in an assigned position. This training is a prerequisite for CMR or BMC status.

**Proficiency**—The quality of having competence and a command of the fundamentals derived from practice and familiarity. A measure of how well a task is completed. An individual is considered proficient when he/she can perform tasks at the minimum acceptable levels of speed, accuracy, and safety.

**Qualification Evaluation (QUAL)**—An evaluation that certifies the basic qualification (BQ) of the examinee. The QUAL is administered to ensure basic qualification in support to the MDS, weapons system, function or activity, and duty position of the intelligence professional. The designator for the qualification evaluation is "QUAL" as used with the AF Form 4350 and AF Form 4349.

**Requalification (RQ) Evaluation**—An evaluation administered to remedy a loss of qualification due to expiration of a required periodic evaluation, loss of currency exceeding 6 months or a recheck following a failed evaluation.

**Requisites**—Requirements such as exams, academics, etc., that have to be accomplished before an evaluation is considered complete.

**Shadow Missions**—Local/remote monitoring of live/archive missions where the trainee/examinee and the immediately adjacent crewmembers (superior/subordinate) are present and available for crew coordination. Shadow missions will not PED products for live missions. Activities meeting possible CRITIC reporting criteria not previously recognized will be relayed through appropriate channels.