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OF THE AIR FORCE**

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**CYBERCREW STANDARDIZATION  
AND EVALUATION PROGRAM**

**COMPLIANCE WITH THIS PUBLICATION IS MANDATORY**

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This instruction implements Air Force (AF) Policy Directive (AFPD) 10-17, *Cyberspace Operations*. It establishes the Cybercrew Standardization and Evaluation (Stan/Eval) Program that supports AF objectives and provides guidance on how to structure and monitor a stan/eval program. This publication applies to all military and civilian AF personnel, members of AF Reserve Command (AFRC) units and the Air National Guard (ANG). Refer to paragraph 1.3 for information on the authority to waive provisions of this AFI. This publication may be supplemented at the unit level, but all direct supplements must be routed through channels to HQ USAF/A6S for coordination prior to certification and approval. Lead MAJCOM-provided instructions will contain specific stan/eval requirements unique to individual and cybercrew positions. Send recommended changes or comments to the Office of Primary Responsibility (HQ USAF/A6SS, 1480 Air Force Pentagon, Washington, DC 20330-1480), using AF Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the

appropriate functional’s chain of command. This instruction requires collecting and maintaining information protected by the Privacy Act of 1974 (5 U.S.C. 552a). System of records notices F036 AF PC C, Military Personnel Records System, and OPM/GOVT-1, *General Personnel Records*, apply. When collecting and maintaining information protect it by the Privacy Act of 1974 authorized by 10 U.S.C. 8013. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with AFMAN 33-363, *Management of Records*, and disposed of in accordance with the AF Records Disposition Schedule (RDS) located in the AF Records Management Information System (AFRIMS). See Attachment 1 for a glossary of references and supporting information.

**(AFSPC)** This instruction implements guidance in Air Force Instruction (AFI) 10-1703, Volume 2, *Cybercrew Standardization and Evaluation Program*. Headquarters (HQ) Air Force Space Command (HQ AFSPC)/A2/3/6TT is the Office of Primary Responsibility (OPR) for this supplement. This document provides guidance to Air Force Space Command Cyberspace professionals including their aligned Air National Guard (ANG) and Air Force Reserve (AFR) units. This instruction applies to cyber crewmembers in positions that are designated Mission Ready (MR)/Combat Mission Ready (CMR). The authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-2, T-3”) number following the compliance statement. See AFI 33-360, *Publication and Forms Management*, Table 1.1, for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately to HQ AFSPC/A2/3/6T for non-tiered compliance items. NGB/A3C or AFRC/A3T will approve waivers for ARC aligned units after coordination with HQ AFSPC/A2/3/6T. Refer recommended changes about this publication to HQ AFSPC/A2/3/6TT using the AF IMT 847, *Recommendation for Change of Publication*; route AF Form 847 from the field through appropriate chain of command through the appropriate chain of command. This publication may be supplemented at any level, but all direct supplements must be routed to the OPR of this publication for coordination prior to certification and approval. This publication requires the collection and maintenance of information protected by the Privacy Act of 1974. The authorities to collect and maintain the records prescribed in this publication are Title 10, United States Code (USC), Section 8013 and Executive Order 9397 (SSN) as amended by Executive Order 13478. Forms affected by the Privacy Act have an appropriate Privacy Act statement. System of Records Notice (SORN) F036 AF PC N, *Unit Assigned Personnel Information* applies. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with Air Force Manual (AFMAN) 33-363, *Management of Records*, and disposed of in accordance with Air Force Records Disposition Schedule (RDS) in the Air Force Information Management System (AFRIMS).

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## Chapter 1

### PURPOSE

**1.1. General.** The Cybercrew Stan/Eval Program provides commanders a tool to validate mission readiness and the effectiveness of unit cyberspace operations, including documentation of individual cybercrew member qualifications and capabilities.

1.1.1. Cybercrews consist of individuals who conduct cyberspace operations and are assigned to a specific cyberspace weapon system (CWS).

1.1.2. This Instruction applies to cybercrew positions that are designated mission ready (MR)/combat mission ready (CMR) in the applicable lead MAJCOM-provided guidance. Personnel filling MR/CMR positions at the 624 OC will adhere to guidance in Paragraphs 1.1 through 1.3.5, and applicable lead MAJCOM-provided guidance only.

1.1.2.1. **(Added-AFSPC)** This supplement applies to personnel performing duties in designated cyberspace weapon systems positions as identified in [Attachment 7](#).

1.1.2.2. **(Added-AFSPC)** Cyberspace MR/CMR status applies to 17D/17S and 1B4 personnel who have completed Undergraduate Cyber Training/Cyber Warfare Operations course, IQT (if available) and MQT, passed an evaluation and are certified by an appropriate certifying official. MR/CMR status also applies to 1NX and 14Ns operating the Cyberspace Defense Analysis (CDA) weapon system. MR/CMR requirements may apply to non-17D/17S and 1B4 personnel at selected units at the direction of HQ AFSPC/A2/3/6 **(T-2)**.

1.1.2.3. **(Added-AFSPC)** The guidance provided in AFI 10-1703, Volume 2, *Cybercrew Standardization and Evaluation Program* along with this AFSPC supplement, will provide stan/eval policy for the 624 OC and associated units. Further guidance for the 624 OC and its associated units, may be provided in a separate supplement. **(T-2)**.

1.1.2.4. **(Added-AFSPC)** Certification Requirements. MR/CMR certification grants individuals the authority to perform unsupervised operations duty. Before individuals are MR/CMR certified, they must meet the following criteria:

1.1.2.4.1. **(Added-AFSPC)** Completion of a formal Stan/Eval evaluation. **(T-2)**.

1.1.3. Individuals who perform cyberspace support functions and are not assigned a MR/CMR cybercrew position within a CWS follow the guidance for AF cyberspace support activities contained in AFI 33-150, *Management of Communications Activities*, and/or AFI 36-2201, *Air Force Training Program*, as applicable. Examples include, but are not limited to, Information Assurance professionals, network administrators, help desk personnel, and Communications Focal Point (CFP) technicians.

1.1.4. **(Added-AFSPC)** Contractors. U.S. contractor personnel who perform cyberspace operations duties in MR/CMR status shall comply with the requirements of this supplement when current contracting language allows. All future contracts (including modifications to existing multi-year contracts) that include cyberspace MR/CMR positions as defined in this instruction must state contractor personnel shall comply with the requirements of this instruction. Contractors and their processes are subject to inspection visits. **(T-2)**.

1.1.5. **(Added-AFSPC)** Government Civilians. Government civilians who perform cyberspace operations duties in MR/CMR status shall comply with the requirements of this supplement. **(T-2)**.

1.1.6. **(Added-AFSPC)** Prior to filling a designated CMR position with a non-military member, the specific duties to be performed will be reviewed by 24 AF/JA to ensure compliance with existing policy and the Law of Armed Conflict. **(T-2)**.

## **1.2. Objectives.**

1.2.1. Provide a system to assess and document individual proficiency and capability to accomplish assigned cyberspace operations duties.

1.2.2. Develop and ensure standardization of operational procedures for CWS employment.

1.2.3. Ensure compliance with appropriate operational, training, and administrative directives.

1.2.4. Evaluate and revise operational directives, procedures, and techniques as required.

1.2.5. Recognize trends in order to recommend/initiate changes to training programs and directives.

**1.3. Waiver Authority.** The authorities to waive wing/unit level requirements in this publication are identified with a Tier (“T-0, T-1, T-3, T-3”) number following the compliance statement. See AFI 33-360, Publications and Forms Management, Table 1.1 for a description of the authorities associated with the Tier numbers. Submit requests for waivers as directed in this paragraph.

1.3.1. HQ AFSPC/A3T is the waiver authority for this instruction. Unless otherwise noted, waiver authority may be delegated to the appropriate Wing Commander, but may not be further delegated.

1.3.2. General Guidance. Provisions of this AFI may be waived by Wing, Group, or NAF Commanders with appropriate justification. Forward copies of all waivers granted to the next higher headquarters, and to HQ AFSPC/A3T and HQ AF/A6SS. AF Reserve and National Guard units will forward copies of waivers to HQ AFRC/A3T or NGB/A3, as appropriate, and to HQ AFSPC/A3T and HQ AF/A6SS.

1.3.3. AF Reserve Units. Waiver authority granted in this instruction applies only to MR/CMR designation and does not extend to the waiver of AFSC-awarding requirements.

1.3.4. Air National Guard (ANG) units. NGB/A3C is the waiver authority for this instruction for ANG units. AFSPC gained units will process waivers IAW paragraph 1.3 through their appropriate ANG group commander where applicable. The group/unit commander will submit waiver requests to NGB/A3C. NGB/A3C will provide a copy of the waiver request and waiver decision to HQ AFSPC/A3T.

1.3.5. Waivers remain in effect for the life of the published guidance, unless a shorter period of time has been specified, the waiver is cancelled in writing, or a change to this AFI alters the basis for the waiver.

## Chapter 2

### HIGHER HEADQUARTERS (HHQ) STAN/EVAL FUNCTIONS AND ORGANIZATION

**2.1. Scope.** For the purposes of this instruction, HHQ includes Headquarters U.S. Air Force (HAF), MAJCOM, and NAF stan/eval functions.

#### **2.2. Air Staff.**

##### 2.2.1. AF/A6S.

2.2.1.1. Sets policy and guides the conduct and execution of the Stan/Eval Program.

2.2.1.2. Assigns AF/A6SS as the Office of Primary Responsibility (OPR) for this Instruction.

2.2.1.3. Oversees development and management of all CWS policy documents.

##### 2.2.2. AF/A6SS.

2.2.2.1. Reviews and maintains this instruction.

2.2.2.2. Reviews MAJCOM supplements to this AFI to ensure compliance with basic policy guidance in this instruction, as applicable.

2.2.2.3. Maintains liaison with HAF organizations, MAJCOMs, and cyber career field functional managers to ensure compliance by all cybercrew personnel.

2.2.2.4. Coordinates with HAF organizations and MAJCOM stan/eval functions to ensure lead MAJCOM-developed guidance conforms to and complies with basic AF policy guidance contained in this Instruction.

2.2.2.5. Oversees development and management of all lead MAJCOM-developed guidance documents.

**2.3. MAJCOMs.** The following guidance applies only to MAJCOMs designated as the lead command or as a using command for a CWS.

##### 2.3.1. General.

2.3.1.1. MAJCOM stan/eval staffs are primarily responsible for establishing administrative processes. Lower echelons of command are primarily responsible for the cyberspace operations and evaluation functions.

2.3.1.2. MAJCOM stan/eval staffs may obtain MR/CMR certification in a cybercrew position to maintain functional expertise.

2.3.1.3. HAF, direct reporting units, and the ANG are considered MAJCOMs for the purpose of this instruction.

##### 2.3.2. Functions.

2.3.2.1. The lead MAJCOM for each CWS will develop and manage applicable guidance.

- 2.3.2.1.1. MAJCOM functionals will determine CWS-specific operational guidance. Guidance provided by the lead MAJCOM will be no less restrictive than that contained in this AFI.
  - 2.3.2.2. Convene conferences and working groups, as necessary, to review and improve command stan/eval policies and procedures.
  - 2.3.2.3. Provide staff coordination and control of all Cybercrew Information File (CIF) items issued from the MAJCOM level to units (see Chapter 9).
  - 2.3.2.4. Establish guidance for MAJCOM-mandated stan/eval software, when applicable.
  - 2.3.2.5. Assist with the review, updating and distribution of CWS-specific Master Question Files (MQFs) as needed (see Chapter 7).
  - 2.3.2.6. Coordinate on evaluation criteria and guidance in conjunction with the lead MAJCOM and other user MAJCOMs operating like CWSs.
  - 2.3.2.7. Coordinate on and process applicable AF Forms 847 through stan/eval channels (Ops Group Stan/Eval (OGV), NAF (if applicable), and MAJCOM. ANG units will utilize the NAF/MAJCOM command structure with oversight responsibility.
  - 2.3.2.8. Review subordinate unit Stan/Eval Board (SEB) minutes and address any action items requiring HHQ assistance.
  - 2.3.2.9. In the absence of a NAF stan/eval function, assume responsibilities listed in paragraph 2.4.
- 2.3.3. Organization.
- 2.3.3.1. MAJCOM Commanders will assign the MAJCOM/A3 (or equivalent) responsibility for the MAJCOM stan/eval program.
- 2.3.4. Augmentation. Each MAJCOM may use augmentees from other MAJCOMs to support or conduct cross-command stan/eval program reviews and evaluations with concurrence of all the MAJCOM stan/eval organizations involved. Augmentees will use the criteria of the MAJCOM they are augmenting.

## **2.4. NAFs.**

- 2.4.1. General. NAF stan/eval will maintain a tactical focus and perform the operational role in evaluating unit stan/eval functions within its chain of command. MAJCOM stan/eval assumes these responsibilities when no NAF stan/eval exists.
- 2.4.2. Functions.
  - 2.4.2.1. Provide oversight and guidance for stan/eval functions in lower echelon units, in gained units, and in aligned AFRC/ANG units.
  - 2.4.2.2. Coordinate on and process applicable AF Forms 847 through stan/eval. ANG units will utilize the NAF/MAJCOM command structure with oversight responsibility.
  - 2.4.2.3. Provide staff coordination and control of all CIF items issued from the NAF level to units (see Chapter 8).
  - 2.4.2.4. Provide qualified cyber examiners to augment other MAJCOM and NAF agencies when requested (see paragraph 2.3.4).

2.4.2.5. Administer objectivity evaluations, when practical, to chiefs of stan/eval or senior stan/eval crews in lower echelon units, in gained units, and in AFRC/ANG units for which oversight responsibility is assigned. NAF stan/eval personnel do not require cybercrew examiner certification to conduct objectivity evaluations.

2.4.2.6. Observe execution of unit missions and provide feedback when feasible.

2.4.2.7. Review subordinate unit SEB minutes and, at a minimum, address any action items requiring HHQ assistance.

2.4.2.8. Review and approve MQFs.

2.4.2.9. Review and approve evaluation criteria.

2.4.2.10. Review and coordinate on applicable lead MAJCOM-provided guidance.

#### 2.4.3. Organization.

2.4.3.1. NAF commanders will designate the NAF/A3 (or equivalent) responsible for the NAF stan/eval program.

2.4.3.2. NAF stan/eval staff should be selected from personnel with cybercrew stan/eval experience when practical.

2.4.4. Augmentation. Each NAF may use qualified augmentees to support or conduct reviews, evaluations, and inspections with concurrence of all the NAF stan/eval organizations involved.

## Chapter 3

### UNIT STAN/EVAL FUNCTIONS AND ORGANIZATION

**3.1. Scope.** For purpose of this instruction, "unit" includes levels of organization under HHQ required to establish a stan/eval function. Most units are composed of an Operations Group (OG) and cyber squadrons/detachments (henceforth in this AFI, "Operations Group" will be considered any Group-level command, and "squadron" will be used synonymously with "detachment"). Where there is no parent OG, squadrons will assume duties listed for OGs.

**3.2. Operations Group Commander (OG/CC).** When circumstances prohibit the OG/CC from executing these responsibilities, a squadron/detachment commander (Sq/Det/CC) may assume responsibility for the following functions. This requires a written waiver by the MAJCOM/A3 (T-2). The OG/CC:

- 3.2.1. Directs the conduct of the unit level stan/eval program (T-3).
- 3.2.2. Provides manpower to the unit stan/eval function to execute the duties directed by this AFI (T-3).
- 3.2.3. Designates OGV stan/eval examiners (SEE) (see section 4.2) (T-3).
- 3.2.4. Designates additional cybercrew examiners who are not assigned to OGV, when necessary, to meet unique unit requirements. Document in the SEB minutes (see Attachment 4) (T-3).
- 3.2.5. Designates, when necessary, stan/eval liaison officers (SELOs) to assist OGV in administrative duties (T-3).
- 3.2.6. Chairs the SEB (T-3).
- 3.2.7. Establishes procedures to implement MAJCOM-mandated stan/eval software, as required (T-3).
- 3.2.8. Provides waiver authority for weapon system cybercrew examiners to evaluate mission/skill sets in which they are not certified (T-3).

**3.3. Stan/Eval Organization.** The stan/eval function will normally be administered from the group level (OGV) with the Chief of Stan/Eval reporting directly to the OG/CC. However, when circumstances prohibit, or if directed by the OG/CC, the Squadron/Detachment may assume responsibility for this function. This transfer of responsibility will be reserved for units not collocated with the Group (T-3). The stan/eval function:

- 3.3.1. Consists of a Chief of Stan/Eval and at least one examiner per cybercrew position per CWS.
  - 3.3.1.1. The OG/CC may determine if a specific examiner is not required based on unit requirements or personnel constraints. This will be indicated in the SEB minutes.
  - 3.3.1.2. The Chief of Stan/Eval will be a certified examiner in a unit CWS (T-3) and report directly to, and be rated by, the OG/CC (or Sq/Det/CC when the function resides below group) (T-3).

3.3.1.3. Select examiners from the most suitable, highest qualified and most experienced personnel (T-3).

3.3.2. Processes AF Form 4418, *Certificate of Cybercrew/Spacecrew Qualification* and AF Form 4420, *Individual's Record of Duties and Qualifications* (T-3).

3.3.3. Establishes, monitors, and maintains the unit Individual Qualification Folders (IQF) program IAW Chapter 8 (T-3).

3.3.4. Establishes procedures for review and quality control of evaluation documentation (T-3).

3.3.5. Establishes and maintains a trend analysis program IAW Chapter 9 (T-3).

3.3.6. Conducts SEBs IAW Chapter 9 and ensures SEB minutes are distributed within 15 calendar days (T-3). OG/CC will determine distribution, which will at a minimum include the NAF stan/eval function.

3.3.7. Establishes unit no-notice program and goals. (T-3) Monitors this program to ensure goals set by the OG/CC or SQ/CC are met and unit no-notice evaluations are distributed proportionately among positions and types of evaluations (T-3).

3.3.8. Designs evaluation criteria and submits to NAF for review and approval IAW Attachment 3 (T-3). Evaluation criteria require NAF approval prior to implementation.

3.3.9. Designs Master Question Files (MQFs) for all CWSs assigned to the group and submits to NAF for review and approval IAW Attachment 2 (T-3). MQFs require NAF approval prior to implementation.

3.3.10. Develops and documents the SEE training program (T-3), designed to instruct and certify SEEs on the proper manner in which to correctly assess cybercrew proficiency as part of their role in the Instructional Systems Development (ISD) process. SEE training programs must be reviewed and approved by the appropriate NAF stan/eval prior to implementation and meet the requirements of Chapter 4 (T-3).

3.3.11. Monitors the upgrade and objectivity of all SEEs (T-3).

3.3.12. At least quarterly, advises unit leadership on unit cybercrew qualification status, requisite completion, and upcoming expiration dates (T-3). In addition, at least semi-annually advises unit leadership on unit trends as well as combined trends across all units under the stan/eval office's responsibility. (T-3)

**3.4. Squadron Commander.** Supports the group stan/eval program and encourages a positive climate conducive to successful implementation of the Cybercrew Standardization and Evaluation Program.

3.4.1. (Added-AFSPC) Determines squadron personnel required to be present during evaluation debriefs of squadron personnel. (T-2).

3.4.2. (Added-AFSPC) Assists the Stan/Eval office in accomplishing the Trend Analysis Program. (T-2).

3.4.3. (Added-AFSPC) Ensures proper completion, routing, and filing of Stan/Eval documentation, as appropriate. (T-2).

3.4.4. **(Added-AFSPC)** Implement the group folder maintenance and review program. This includes maintaining IQFs. **(T-2)**.

**3.5. (Added-AFSPC) Certifying Official.** The certifying official ensures the successful completion of required mission-oriented training, and evaluation. **(T-2)**.

3.5.1. **(Added-AFSPC)** The first operational commander in the member's chain of command acts as the MR/CMR certifying official and is responsible for determining corrective action or training, any follow-on evaluation requirements and any crew force management actions for each evaluation and for substandard performance while not under evaluation. This is typically the Detachment Commander, the Operations Squadron Commander, or the Operations Group Commander. The Commander may delegate this authority to his/her Deputy Commander or Operations Officer. No further delegation is authorized. Assistant Directors of Operations (ADOs) are not authorized to be a certifying official. Certification in writing is documented on the AF Form 4418 by the certifying official's signature. **(T-2)**.

3.5.2. **(Added-AFSPC)** Detachment CCs certify in writing all MR/CMR crewmembers as MR/CMR for their respective units. This certifying authority cannot be delegated to a lower level. When the Detachment CC is not available, the parent squadron CC can certify detachment crewmembers. Certification in writing is documented on the AF Form 4418 by the certifying official's signature. **(T-2)**.

3.5.3. **(Added-AFSPC)** For Air Reserve Component (ARC) squadrons supporting active duty squadrons, the ARC OG/CC or Deputy Operations Group Commander acts as the certifying official for the ARC squadron CC. **(T-2)**.

3.5.4. **(Added-AFSPC)** Reserve Associate Unit (RAU) personnel will certify to the squadron CC responsible for the weapon system. **(T-2)**.

3.5.5. **(Added-AFSPC)** For personnel assigned to an ARC unit, the ARC squadron CC or operations officer is the certifying official. The ARC squadron CC may allow the CC or Operations Officer of an active duty squadron they support to act as a dual certification official. **(T-2)**.

3.5.6. **(Added-AFSPC)** The 24 AF/CC or 24 AF/CV is the certifying official for Wing/OC CCs. Staff certification documentation through 24 AF/A3T. **(T-2)**.

3.5.7. **(Added-AFSPC)** The OG/CC or Deputy Group Commander is the certifying official for personnel assigned to OGV. **(T-2)**.

3.5.8. **(Added-AFSPC)** The certifying official's signature will be documented on the AF Form 4418 for MR/CMR certifications. **(T-2)**.

## Chapter 4

### CYBERCREW EXAMINERS

**4.1. General.** The evaluation portion of the Cybercrew Stan/Eval Program is administered by SEEs at both the group and squadron levels. An examiner who is qualified on more than one CWS may evaluate more than one position.

#### **4.2. SEEs:**

4.2.1. Will complete appropriate training program documented on AF Form 4420 before certification **(T-3)**. A certified SEE conducting the SEE training on another individual does not need to be appointed as an instructor. Evaluator trainees will be observed and supervised by a certified SEE **(T-3)**. At a minimum the training will consist of: **(T-3)**

4.2.1.1. Applicable equipment configuration and scheduling procedures (e.g., simulator and on-line equipment configuration, test and evaluation scenario control procedures).

4.2.1.2. ISD process and procedures.

4.2.1.3. Construction, conduct, and administration of the written phase of an evaluation.

4.2.1.4. Construction, conduct, and administration of the performance phase of an evaluation.

4.2.1.5. Observance, at a minimum, of one certified SEE conducting an evaluation.

4.2.2. Conduct cybercrew evaluations IAW with this instruction. **(T-3)**

4.2.3. Maintain MR/CMR status in each position that they will evaluate **(T-3)**. NAF-level examiners will only be required to maintain basic mission capable (BMC) status per the requirements in AFI 10-1703, Volume 1, *Cybercrew Training*. **(T-3)**

4.2.4. Administer evaluations only in those positions in which they maintain qualification and certification. **(T-3)** Exception: spot qualification (SPOT) evaluations and where specifically authorized in applicable MAJCOM guidance.

4.2.5. Will not administer evaluations outside of their MAJCOM unless specifically requested by the MAJCOM stan/eval organization of the examinee and approved by the MAJCOM stan/eval organization of the examiner **(T-2)**. MAJCOMs may establish procedures in their supplement for CWS cybercrew examiners to administer evaluations outside of NAFs/units within their own MAJCOM (see also paragraph 2.3.4).

4.2.6. Pass an objectivity evaluation administered by the Chief of Stan/Eval or designee based on the NAF approved SEE training and certification program. Objectivity evaluations can be administered by HHQ personnel IAW paragraph 2.4.2.5.

4.2.7. Conduct a thorough pre-evaluation briefing and post-evaluation debriefing for the examinee and applicable cybercrew members on all aspects of the evaluation.

4.2.8. Debrief the examinee's flight commander or operations officer on the results of the evaluation. As soon as possible, notify the examinee's squadron commander (or available supervision if the squadron commander cannot be reached) whenever Qualification Level 2 or 3 (Q2 or Q3) performance is observed (see paragraph 5.4).

## Chapter 5

### CYBERCREW QUALIFICATION EVALUATIONS

**5.1. General.** The Cybercrew Stan/Eval Program utilizes cybercrew evaluations to ensure qualification of cybercrew members and standardization of operations.

5.1.1. **(Added-AFSPC)** To promote efficient use of cyber operations resources, accomplish cybercrew qualification evaluations concurrently as a crew, whenever practical. **(T-2)**.

5.1.2. **(Added-AFSPC)** Evaluation programs, practices and operations procedures will be standardized with training programs as much as practical, to include standard stimuli. A stimuli list to document entering arguments for each performance task/subtask may developed and used, as needed.

**5.2. Categories.** Cybercrew qualification evaluations are divided into three categories, (Qualification (QUAL), Mission (MSN), and SPOT), each consisting of two structured phases, written and performance. (Exception: A SPOT evaluation may only consist of one phase, depending on its purpose.)

#### 5.2.1. QUAL Evaluations.

5.2.1.1. Purpose. Ensure basic qualification in a CWS and/or cybercrew position.

5.2.1.2. Execution. All cybercrews will complete periodic QUAL evaluation in their primary assigned CWS cybercrew positions in accordance with lead command developed criteria described in paragraph 2.3.2.1 of this instruction **(T-3)**. QUAL evaluations may be combined with MSN evaluations IAW lead MAJCOM guidance.

#### 5.2.2. MSN Evaluations.

5.2.2.1. Purpose. To ensure qualification to employ the CWS at the assigned cybercrew position in the accomplishment of the unit's operational and/or designated operational capability (DOC) statement missions.

5.2.2.2. Execution. All cybercrew members maintaining MR/CMR status (IAW AFI 10-1703, Vol 1) will complete a periodic MSN evaluation as specified in the applicable lead MAJCOM guidance. **(T-3)**

5.2.2.2.1. The MSN evaluation should reflect the type and difficulty of tasks required in fulfillment of the CWS operational and/or DOC statement missions.

5.2.2.2.2. **(Added-AFSPC)** MSN evals may be used to evaluate personnel on special mission qualifications or upgrade positions within the unit.

#### 5.2.3. SPOT Evaluations.

5.2.3.1. Purpose. Evaluate a specific event or requirement without intending to satisfy the requirements of a periodic evaluation and/or an initial evaluation.

5.2.3.2. Execution. A SPOT has no specific requisites, unless specified in lead MAJCOM guidance, but may be no notice (N/N).

5.2.3.2.1. An examinee may utilize a SPOT evaluation to update a QUAL/MSN evaluation expiration date provided all requirements for the QUAL/MSN are met.

5.2.3.2.2. Any qualifying event and/or evaluation not listed in paragraphs 5.2.1 through 5.2.3 will be documented as a SPOT evaluation. **(T-3)**

5.2.3.2.3. Objectivity evaluations will be documented as a SPOT on the AF Form 4418. **(T-3)**

5.2.4. Prefixes. The following prefixes will be used, when applicable, to further describe the evaluations listed in paragraphs 5.2.1 through 5.2.3: **(T-3)**

5.2.4.1. Initial (INIT). The first evaluation of any type in a specific CWS cybercrew position.

5.2.4.2. Requalification (RQ). An evaluation administered to remedy a loss of qualification due to:

5.2.4.2.1. Expiration of a required periodic evaluation. The recheck will be IAW the guidance for that periodic evaluation. **(T-3)**

5.2.4.2.2. Loss of currency that requires a requalification evaluation (IAW lead MAJCOM guidance). In this case RQ SPOT will be used for documentation **(T-3)**. The requalification criteria will be as directed by the certifying official and will include, as a minimum, those items for which the individual is non-current. **(T-3)**

5.2.4.2.3. A failed periodic evaluation. The requalification criteria will be as directed by the certifying official and will include, as a minimum, those items for which the individual failed the evaluation. **(T-3)**

5.2.4.2.4. Loss of qualification due to a commander-directed downgrade (see paragraph 5.10). The recheck criteria will be as directed by the commander on the AF Form 4418. **(T-3)**

5.2.4.2.5. The RQ prefix will not be used to prefix a requalification following a failed INIT evaluation. **(T-3)** No qualification was achieved, thus requalification is not possible.

5.2.4.3. No-Notice.

5.2.4.3.1. The N/N evaluation program provides commanders a sampling of daily cybercrew performance and an assessment of unit training effectiveness.

5.2.4.3.2. A N/N evaluation is one where the examinee is notified of the evaluation at or after the beginning of the cybercrew changeover.

5.2.4.3.3. A N/N cannot be combined with an INIT evaluation. **(T-3)**

5.2.4.4. Simulator (SIM). An evaluation where the performance phase requisite is conducted in a simulator as defined in lead MAJCOM guidance.

5.2.4.5. Multiple Prefixes. More than one prefix may be used to describe an evaluation. The applicability of any prefixes to portions of any combined evaluations and the purpose for any prefixes (if not obvious by the context of the evaluation) will be explained on the AF Form 4418 IAW Chapter 8. **(T-3)**

**5.3. Phases.** QUAL and MSN evaluations consist of two structured phases, written and performance. The written is considered a pre-requisite and must be passed prior to beginning the

performance phase. (T-3) SPOT evaluations may consist of one or both phases depending on their purpose.

**5.4. Qualification Levels.** Qualification levels are grades assigned to the overall evaluation. Individual phases are graded IAW Chapters 6 and 7 and are considered when determining the overall qualification level. Qualification levels are:

5.4.1. Qualification Level 1 (Q1). The member demonstrated desired performance and knowledge of safety, procedures, equipment and directives within tolerances specified in the grading criteria. This is awarded when no discrepancies were noted, and may be awarded when discrepancies are noted if:

5.4.1.1. The discrepancies resulted in no unsatisfactory (U) grades being given in any area(s)/subarea(s).

5.4.1.2. All discrepancies noted during the evaluation were resolved during the debrief of that evaluation.

5.4.1.3. Passed written exam with score of 90-100 on first attempt.

5.4.2. Qualification Level 2 (Q2). The member generally demonstrated desired performance and knowledge of safety, procedures, equipment and directives within tolerances specified in the grading criteria, but:

5.4.2.1. There were one or more area(s)/subarea(s) where additional training was assigned.

5.4.2.2. A non-critical area/subarea grade of U was awarded.

5.4.2.3. Passed written exam with score of 80 to <90 on first attempt.

5.4.3. Qualification Level 3 (Q3). The member demonstrated an unacceptable level of safety, performance or knowledge. The member is not qualified to perform cybercrew duties.

5.4.3.1. An area grade of U awarded in a critical area requires an overall Q3 for the evaluation.

5.4.3.2. Failed written exam with a score of <80.

5.4.3.3. Reference paragraph 7.7 for retest scoring information.

5.4.4. Exceptionally Qualified (EQ) Designation (Optional). An EQ designation may be awarded by the examiner when:

5.4.4.1. The examinee has demonstrated exceptional skill and knowledge in all portions of the evaluation.

5.4.4.2. The examinee has not failed any part and;

5.4.4.3. The examinee received a Q1 grade with no discrepancies on all areas/subareas.

5.4.4.4. The operator passed written exam with a score of 95-100.

**5.5. Evaluation Criteria.** Evaluation criteria define the performance standards expected of cybercrews in their accomplishment of the mission. These standards are the measurement against which crewmembers are evaluated to achieve and maintain their qualifications. Evaluation

criteria in lead MAJCOM-provided guidance will contain areas/subareas required for evaluation completion (T-3). Attachment 3 gives examples for evaluation criteria.

5.5.1. (Added-AFSPC) NAF policy and guidance will include MSN and/or QUAL evaluation criteria for all crew position qualifications (e.g., Crew Commander, Cyber Operator, etc.) appropriate to that weapon system. (T-2).

5.5.2. (Added-AFSPC) Evaluation criteria will contain areas/subareas required for evaluation completion. Attachment 3 provides examples of evaluation criteria. (T-2).

5.5.2.1. (Added-AFSPC) Areas/subareas will be arranged into general and specific evaluation sections. (T-2).

5.5.2.2. (Added-AFSPC) Each area/subarea will contain associated performance standards, conditions, and applicable timing requirements. (T-2).

5.5.2.3. (Added-AFSPC) Critical areas/subareas will be identified. These are those areas/subareas that, upon failure, would most adversely affect the qualification of a cybercrew member. They include, but are not limited to, safety and weapon system discipline. (T-2).

5.5.3. (Added-AFSPC) All critical and mission-essential tasks and subtasks (IAW NAF-approved Evaluation Criteria) will be evaluated across the crew force. This will not be interpreted to mean that every crew member will receive every task and subtask, but tasks/subtasks will be presented and assessed across the entire crew force. (T-2).

**5.6. Requisites.** Requisites are defined as that combination of written examinations, performance examinations, and other requirements as directed by the appropriate lead MAJCOM-provided guidance before an evaluation is considered complete.

5.6.1. Lead MAJCOM-provided guidance will specify requisites for each cybercrew position and associated qualifications (T-2).

5.6.1.1. (Added-AFSPC) Conduct a written exam for each MR/CMR crew position. Written tests will be developed and administered IAW AFH 36-2235 Volume 12, *Information for Designers of Instructional Systems Test and Measurement Handbook*. (T-2).

5.6.1.2. (Added-AFSPC) Conduct a performance evaluation for each MR/CMR crew position. Performance phases of the evaluation should be developed and administered using AFH 36-2235 Volume 12 as a guide. (T-2).

5.6.2. Units that direct additional requisites beyond those specified in the appropriate lead MAJCOM-provided guidance must document these within their unit instructions (T-3).

5.6.3. For multiple qualifications, the evaluation of one requisite may count for separate evaluations provided the evaluations occur IAW the provisions of section 5.7.

5.6.4. Requisites that were valid for a failed examination remain valid.

## **5.7. Timing of Qualification Evaluations.**

5.7.1. Expiration Date. Required periodic evaluations are defined in the respective lead MAJCOM-provided guidance but will not exceed the last day of the 17th month after the evaluation was successfully completed (T-3).

5.7.1.1. **(Added-AFSPC)** Each crew member must pass a periodic QUAL evaluation NLT the last day of the 17th month from the previous QUAL evaluation.

5.7.2. Requirements before Permanent Change of Station (PCS)/Temporary Duty (TDY). If a periodic evaluation will expire within three months after the proposed departure for a PCS to an assignment in the same mission type, or during an upcoming TDY, complete the required evaluation(s) before departing for either the PCS assignment or the TDY.

5.7.3. **(Added-AFSPC)** Requisite completion.

5.7.3.1. **(Added-AFSPC)** Requalification (for evaluations used to remedy a failed or expired periodic evaluation).

5.7.3.1.1. **(Added-AFSPC)** Requisites that were valid for a failed evaluation remain valid, IAW paragraph 5.6 (T-2).

5.7.3.1.2. **(Added-AFSPC)** Expiration of a required periodic evaluation. The requalification evaluation will be IAW the guidance for that periodic evaluation. (T-2).

5.7.3.1.3. **(Added-AFSPC)** Loss of currency that requires a requal evaluation. In this case RQ SPOT will be used for documentation. The requalification evaluation criteria will be as directed by the SQ/CC and will include, as a minimum, those items for which the individual is non-current. RQ SPOT does not reset a member's clock for the full periodic QUAL, but only ensures regaining currency in those specific areas the member was noncurrent. (T-2).

5.7.3.1.4. **(Added-AFSPC)** A performance requalification evaluation following a failed periodic evaluation. A failed periodic evaluation puts the member in a fully unqualified status. The requalification evaluation will be IAW the provisions of paragraph 5.8 (T-2).

5.7.3.1.5. **(Added-AFSPC)** Loss of qualification due to a commander-directed downgrade IAW paragraph 5.10 The requalification evaluation criteria will be as directed by the commander on the AF Form 4418. (T-2).

5.7.3.1.6. **(Added-AFSPC)** The RQ prefix will not be used under the following circumstances:

5.7.3.1.6.1. **(Added-AFSPC)** If the expiration of a required periodic evaluation is due to failure to complete one or more of the written phase requisites, but the performance evaluation was successfully completed and the certifying official determines that qualification will be re-established by completion of the written requisites without re-accomplishment of the performance evaluation. (T-2).

5.7.3.1.6.2. **(Added-AFSPC)** Any reattempted evaluation following a failed INIT evaluation. No qualification was achieved, thus requalification is not possible. (T-2).

## 5.8. Failure to Pass a Positional Evaluation.

5.8.1. Requalification. If a member fails a positional evaluation, a successful RQ must be completed within 30 calendar days after the date of the first failure (e.g., for an evaluation on 20 June, complete the recheck by 19 July) (T-3). For Air Reserve Component (ARC) units, a

successful RQ must be completed within 90 calendar days after the date of the first failure **(T-3)**.

5.8.2. Restrictions. When called for by this instruction or deemed necessary in the judgment of the SEE, the SEE may recommend restrictions be imposed on the examinee until successful completion of assigned additional training and/or a recheck. The certifying official, or designated representative, makes the final determination.

5.8.2.1. Restrictions should address the specific phase of operation that requires supervision and the criteria for removal of the restrictions.

5.8.2.2. QUAL Evaluation: Place the examinee on supervised status (see paragraph 5.8.4) on the system in which the evaluation was administered. For specialized and/or multiple qualified cybercrew maintaining qualification for similar duty in multiple CWSs, lead MAJCOM-provided guidance may direct supervised status on all systems in which the individual maintains qualification.

5.8.2.3. MSN Evaluation: Place the examinee on supervised status (see paragraph 5.8.4) on the system in which the evaluation was administered.

5.8.3. Status Downgrade. Cybercrew members receiving a Q3 QUAL and/or MSN evaluation are non-mission ready (N-MR)/non-combat mission ready (N-CMR) IAW lead MAJCOM-provided guidance. Place cybercrew members receiving a failing score on a QUAL on supervised status.

5.8.4. Supervised Status.

5.8.4.1. If unsatisfactory performance or restrictions require an examinee be placed on supervised status, the type of supervisor (i.e., instructor or designated supervisor) will be determined by the squadron commander and/or as specified in lead MAJCOM-provided guidance **(T-3)**.

5.8.4.2. The certifying official determines the restrictions to be imposed on the member.

5.8.4.3. **(Added-AFSPC)** As a minimum, the certifying official will place personnel in supervised status for the following. **(T-2)**:

5.8.4.3.1. **(Added-AFSPC)** Failure to pass a cybercrew evaluation. **(T-2)**.

5.8.4.3.2. **(Added-AFSPC)** Expiration of or failure to complete a periodic cybercrew evaluation. **(T-2)**.

5.8.4.4. **(Added-AFSPC)** Removal from Supervised Status. The certifying official determines when to remove an individual from supervised status based on the circumstances of each case. Multi-position certified individuals must meet the requirements in each duty position for which they are in supervised status. Document removal from supervised status on the AF Form 4420, *Individual's Record of Duties and Qualifications*. Before removing an individual from supervised status. **(T-2)**:

5.8.4.4.1. **(Added-AFSPC)** Individuals who failed a cybercrew evaluation or received a Q2 requiring corrective action must complete the required corrective action and, if necessary, successfully complete a requalification evaluation. **(T-2)**.

5.8.4.4.2. (**Added-AFSPC**) Individuals who are delinquent on their periodic cybercrew evaluation must complete the required corrective action and successfully complete a requalification evaluation. (**T-2**).

### **5.9. Failure to Complete an Evaluation within the Required Period.**

5.9.1. If a member fails to complete an evaluation within the period listed in paragraph 5.7, the member loses the qualification covered by the evaluation and the restrictions of paragraph 5.8 apply.

5.9.2. Qualification may be re-established by administering a requalification evaluation or by completion of the delinquent evaluation. OG/CC or designee may approve waivers to preclude the re-accomplishment of completed requisites to complete the evaluation on a case-by-case basis.

**5.10. Commander-Directed Downgrade.** The certifying official may direct a downgrade (Q-/U) in a specific area/sub-area without disqualifying an individual. Additionally, a certifying official may direct a downgrade that either removes a qualification or completely disqualifies an individual. Downgrades may be directed without administering an evaluation using the following guidance:

5.10.1. For performance-related cases use for cause only (e.g., breach of weapon system discipline, safety, etc.). Incidents do not have to be directly observed by an examiner, but may be recommended by an examiner from any CWS/cybercrew specialty.

5.10.2. For non-performance-related cases involving lapses of judgment significant enough to cause a commander to lose confidence in the cybercrew member's ability to safely operate the equipment, do not use a downgrade or disqualification as a substitute for or in lieu of appropriate progressive disciplinary measures (e.g., Verbal Counseling, Letter of Counseling, Letter of Reprimand, Article 15, etc.). Consult with the supporting Staff Judge Advocate office for legal advice in these cases. Use in cases where such incidences directly affect the commander's confidence in the cybercrew member's ability to safely operate the equipment (e.g., lapse in judgment significant enough to cast doubt on the cybercrews decision-making abilities on the system).

5.10.3. For downgrades that either remove qualifications or completely disqualify an individual, the affected cybercrew will cease acting in the qualification(s) from which they have been downgraded effective with the date the commander initiated the downgrade. (**T-3**)

5.10.4. Document commander-directed downgrades IAW paragraph 8.3.2. (**T-3**)

**5.11. Multiple Qualifications.** Evaluations in multiple cybercrew positions will be addressed in lead MAJCOM-provided guidance.

5.11.1. Documentation. MAJCOMs may authorize certification in more than one CWS for crewmembers only when such action is directed by command mission requirements and is economically justifiable. This authority cannot be delegated below the MAJCOM level, except for the lead MAJCOM, which may further delegate within its command, but not lower than wing commander. Document MAJCOM authority for multiple qualifications in the IQF.

5.11.2. QUAL Evaluations. All members require a QUAL evaluation in each position (**T-2**).

5.11.3. Failure to pass an evaluation. A downgrade resulting from a failure of a QUAL applies only to the specific position for which the evaluation was administered.

## Chapter 6

### CYBERCREW PERFORMANCE EXAMINATION PROGRAM

**6.1. Purpose.** The performance program measures the skills and abilities of a crewmember through observation of their performance in a specific cybercrew position.

**6.2. General.**

6.2.1. Performance examination management. Unit stan/eval will develop and maintain standard performance examination scenarios for each position IAW Attachment 5. **(T-3)**

6.2.1.1. **(Added-AFSPC)** The performance phase of the evaluation includes real-world observations and/or operationally realistic scenarios presented in a simulated environment. Evaluation scripts, scenarios, and profiles must be used to guide presentation of the performance phase of the evaluation conducted in a simulated environment. Scripts are not required for real-world task observations if no simulated inputs/stimuli are presented. If simulated inputs/stimuli are presented during real-world task observations, scripts must be used to guide the simulated portion of the performance phase of the evaluation. The combination of observations and/or scenarios will be selected to provide a sufficient sample of critical and mission essential tasks to assess examinee knowledge/proficiency. The performance phase of the evaluation will be based upon NAF-approved evaluation criteria. The content and format of the script will be determined by the Unit Stan/Eval office, IAW par 3.3, using AFH 36-2235 Vol. 12 as a guide.

6.2.1.1.1. **(Added-AFSPC)** At a minimum, each performance phase of the evaluation will include inputs/observations that measure crew coordination and prioritization. Review and approval of the performance phase will be determined by Group or Unit Stan/Eval offices, however, must comply with guidance IAW AFSPCI 10-415, *Weapons and Tactics Program*. Unless deemed necessary by the Group, Squadron or Detachment Commander, units need not maintain multiple scripts on file to cover the entire annual period, nor are units required to keep scripts which are no longer intended for use. The intent of this policy is to reduce the documentation requirements of the operational units. A Plan of Evaluation (POE) will be maintained to describe how annual evaluation requirements will be met. Scripts must be developed and approved prior to use. **(T-2)**.

6.2.2. Performance examination scenario reviews. Unit stan/eval will review all steps of the performance evaluations for accuracy, feasibility, and correct process steps semi-annually. **(T-3)**

**6.3. Grading System.**

6.3.1. A two-step grading system is used to evaluate and document crewmember performance.

6.3.1.1. In the first step, individual grades are assigned against each area and subarea of the evaluation criteria established for the appropriate cybercrew position.

6.3.1.2. In the second step, an overall qualification level is assigned based on a compilation of all individual area/subarea grades IAW Chapter 5.

#### 6.3.2. Performance Areas/Subareas.

6.3.2.1. Areas/subareas will have a two-tier (Q/U) grading system for critical areas/subareas or three-tier (Q/Q-/U) grading system for non-critical areas/subareas in accordance with the appropriate lead MAJCOM guidance. **(T-3)** Discrepancies will be documented against the established areas/subareas. **(T-3)**

6.3.2.1.1. Q indicates the examinee demonstrated both a satisfactory knowledge of all required information and performed cybercrew duties within the prescribed tolerances.

6.3.2.1.2. Q- indicates the examinee is qualified to perform the assigned area/subarea tasks, but requires debriefing or additional training as determined by the SEE. Deviations must not exceed the prescribed Q- tolerances, jeopardize safety, or be a breach of CWS discipline. **(T-3)**

6.3.2.1.3. U indicates that performance was outside allowable parameters, thereby compromising safety; that deviations from prescribed procedures/tolerances adversely affected mission accomplishment; and/or that evaluated performance constituted a breach of CWS discipline.

#### 6.4. Conduct of a Performance Evaluation.

6.4.1. The examiner will grade the areas/subareas listed as required within NAF-approved evaluation criteria. **(T-3)**

6.4.2. In addition to required areas/subareas, the examiner will grade any area/subarea observed during an evaluation that was incidental to the task(s) being performed and the examiner observed less than acceptable performance which could adversely impact operations or overall safety. **(T-3)**

6.4.3. Minor momentary deviations are acceptable, provided the examinee applies prompt corrective action and such deviations do not jeopardize safety. Consider cumulative deviations when determining the overall area/subarea grade.

**6.5. Remedial Action.** An examinee receiving an area/subarea grade of Q- or U requires debriefing and/or additional training, as determined by the SEE.

6.5.1. Debriefed Discrepancy. Examiners will explain the discrepancy to ensure that the examinee has gained the necessary knowledge or proficiency. **(T-3)**

6.5.2. Additional Training. Any training recommended by the examiner to remedy deficiencies identified during an evaluation.

6.5.2.1. May include self-study, use of a simulator, supervised operations on the “live” network, or operations in a range environment.

6.5.2.2. Will be complete 30 days following the date of the discrepancy. For ARC units, will be complete within 90 calendar days after the date of the discrepancy. **(T-3)**

6.5.2.3. If a cybercrew member exceeds the allotted time for completion of additional training, the certifying official will review the situation and direct appropriate action. Document the circumstances on the AF Form 4420. **(T-3)**

6.5.2.4. Document additional training on the AF Form 4418.

6.5.2.5. Requires a SPOT evaluation of the area(s)/subarea(s) in which additional training was prescribed within 30 days of additional training completion. Document SPOT evaluation on a separate AF Form 4418.

**6.6. Supervised Status Requirement.** Place personnel who fail performance examination in supervised status until successful retesting is completed.

**6.7. Re-Evaluation.**

6.7.1. Unit stan/eval will administer an alternate examination upon completion of retraining, but no later than the last day of the first month following the date of the discrepancy. **(T-3)** Unit stan/eval will make every reasonable effort to accomplish re-testing prior to the end of the crewmember's eligibility window. **(T-3)** ARC units will administer an alternate examination within 90 calendar days after the date of the first failure. **(T-3)**

6.7.2. The authority to extend the time allowed to successfully complete the examination is the OG/CC.

## Chapter 7

### CYBERCREW WRITTEN EXAMINATION PROGRAM

**7.1. Purpose.** The examination program measures knowledge, procedures, and other information for effective operations through the administration of written, computer-based, or electronic examinations. Poor testing performance on examinations indicates areas requiring increased training emphasis.

**7.2. General.**

7.2.1. Examination Management. Unit stan/eval will develop and maintain a minimum of two different examinations for each position, or generate a unique test for each person requiring an exam. **(T-3)**

7.2.1.1. A closed-book exam is required as a prerequisite to a QUAL or MSN evaluation. An open book exam may also be administered as a prerequisite to a QUAL or MSN evaluation in conjunction with the closed-book exam. If both an open- and a closed-book exam are administered, the scores are considered separately when determining the overall qualification level. For example, if the examinee fails the closed-book exam on the first attempt, but scores 100% on the open-book, upon passing the closed-book exam the highest overall rating allowed is Q-2.

7.2.1.2. Unit stan/eval will change a minimum of 25 percent of the questions on each examination every calendar year. **(T-3)**

7.2.1.3. **(Added-AFSPC)** Unit Stan/Eval will develop and control a minimum of two examinations for each weapon system crew position unless the information being tested is the same for each position. **(T-2)**.

7.2.2. Examination Reviews. Unit stan/eval will review all MQFs and prepared exams for accuracy annually and after any changes in source documents. **(T-3)** If a complete review was accomplished due to a source document change, it may be annotated as the annual review.

7.2.3. Examination Security. Unit stan/eval will maintain positive control of all exams, applicable answer sheets, and associated computer-based/electronic media. **(T-3)**

7.2.4. Examination Question Sources.

7.2.4.1. Open Book Exams (Optional). Open book exams will be derived from technical orders, manuals, handbooks, or instructions that may not require immediate recall or are not regularly referenced. **(T-3)** Questions will come from publications containing information pertinent to the operation and performance of the assigned mission. **(T-3)**

7.2.4.2. Closed Book Exams (Required). Closed book exam questions will come from MQFs. **(T-3)** These questions will emphasize system knowledge, time-sensitive information, and information required to be immediately recalled for quick responses. **(T-3)**

7.2.5. End-of-Course Examinations. Formal training units (FTU) administering USAF formal school courses listed in the *Air Force Education and Training Course Announcement*

(ETCA) database (<https://etca.randolph.af.mil/>) may use end-of-course (EOC) examinations to fulfill the requirements of the open book and closed book requisite examinations.

7.2.5.1. The MAJCOM stan/eval responsible for the USAF formal training will coordinate with AF/A6CF to ensure the EOC examination meets the requirements of this instruction and applicable instructional supplements before awarding credit for requisite completion. **(T-2)**

7.2.5.2. EOC examination test questions do not need to incorporate NAF-approved MQFs; however, all questions must reflect the latest changes to all systems and/or operational procedures and not conflict with any MQFs.

7.2.5.3. All EOC examinations that fulfill the requirements of requisite examinations will be graded according to this AFI and appropriate lead MAJCOM guidance, and entered on the stan/eval qualification documentation. **(T-3)**

### **7.3. Grading System.**

7.3.1. The total number of questions on a written exam should be determined by the total number of areas graded within the appropriate lead MAJCOM guidance. The minimum passing grade for all stan/eval examinations is 80 percent.

### **7.4. Conduct of Written Examinations.**

7.4.1. For open book exams, examiners will make available to examinees all source publications used to generate the exam. **(T-3)**

7.4.2. Unit stan/eval will leverage computer-based or electronic examinations when feasible. **(T-3)**

7.4.3. Unit stan/eval will retain graded exam answer sheets/computer records until the stan/eval qualification documentation is completed. **(T-3)**

**7.5. Remedial Action.** An examinee receiving a failing grade on a written examination requires debriefing and additional training (as determined by the SEE) and a retest. Notify the examinee's supervisor of the exam failure immediately.

7.5.1. The examiner will provide instruction concerning the missed test questions to ensure the examinee understands the areas/subareas that must be addressed. **(T-3)**

7.5.2. Remedial Training. Remedial training will be completed by the examinee with the assistance of an instructor, as needed, and may include self-study, use of a simulator, supervised operations on the "live" network, or operations in a range environment. **(T-3)**

7.5.2.1. Will be complete by the last day of the first month following the date of the discrepancy (e.g., for an evaluation on 21 February, remedial training must be accomplished by 31 March). **(T-3)** For ARC units, will be complete within 90 calendar days after the date of the discrepancy. **(T-3)**

7.5.2.2. If a cybercrew member exceeds the allotted time for completion of remedial training, the certifying official will review the situation and direct appropriate action. Document the circumstances with a memorandum for record (MFR) to be included with the AF Form 4418. **(T-3)**

7.5.2.3. Document additional training on the AF Form 4418.

7.5.3. In the event of a second failure on an exam, notify the certifying official, who will direct required actions to be taken. **(T-3)** Further examinations will not be administered until directed by the certifying official. **(T-3)**

**7.6. Supervised Status Requirement.** Place personnel who fail a requisite open book or closed book examination in supervised status until successful retesting is completed. **(T-3)** For personnel who maintain multiple qualifications, supervised status resulting from failure of either an open or closed book examination applies only to the position for which the examination was administered.

**7.7. Retest.**

7.7.1. Unit stan/eval will administer an alternate exam upon completion of retraining, but no later than the last day of the first month following the date of the failure. **(T-3)** For ARC units, will administer an alternate examination within 90 calendar days after the date of the first failure. **(T-3)**

7.7.2. The authority to extend the time allowed to successfully complete the examination is the OG/CC. However, if the eligibility window falls within 30 days, every effort must be made to re-examine prior to expiration. **(T-3)**

7.7.3. A person failing a written examination must be afforded an adequate study period prior to re-examination. **(T-3)**

7.7.4. A person failing a written examination may not receive an overall qualification rating greater than Q2 after passing the retest.

## Chapter 8

### DOCUMENTATION

**8.1. Scope.** Administration of the Qualification Evaluation Program requires accurate and standardized documentation. The qualifications and authorizations for which a person is to be evaluated are determined from the unit certification document. The results of evaluations are recorded on AF Form 4418, which certifies the member's qualification.

8.1.1. Record the results of cybercrew evaluations on AF Form 4418. Record the chronological history of evaluations for a member on AF Form 4420. Maintain these forms in the IQF. **(T-3)**

8.1.2. The use of electronic forms is authorized, to include use of electronic signatures and wholly electronic IQFs IAW lead MAJCOM guidance. In all instances, computer-generated forms must include the same information/data as AF Forms as published on the USAF E-Publishing web site. **(T-3)**

8.1.3. **(Added-AFSPC)** Individuals assigned or attached to other than USAF units may use the format of the service to which they are assigned/attached to document their history of qualification/ certification. **(T-2)**.

**8.2. Electronic Database.** Units are highly encouraged to use electronic database files for record keeping, trend analysis, printing of standard forms, etc. The lead MAJCOM will establish standards for archiving and assessment of electronic files. **(T-2)** Units not using an electronic database will maintain hard-copy records as directed in this instruction. **(T-3)**

**8.3. AF Form 4418, *Certificate of Cybercrew/Spacecrew Qualification.***

8.3.1. Purpose. Use the AF Form 4418 as the source document to record and verify the qualification of a cybercrew member on a CWS.

8.3.2. Completion of an AF Form 4418 is accomplished by three individuals; the examiner, a final approving officer, and the examinee. Exception: for an AF Form 4418 which documents a Commander-Directed Downgrade, only the commander, as the final approving authority, and the individual affected sign the form.

8.3.3. Use a separate AF Form 4418 for all positional phase rechecks. **(T-3)**

8.3.4. **(Added-AFSPC)** Certifying Official. The certifying official for additional training is the instructor who administered the training or Chief of Training. **(T-2)**.

8.3.4.1. **(Added-AFSPC)** Enter the rank and organization of the instructor who administered the additional training (or final event if more than one instructor is used) who will sign as the certifying official. **(T-2)**.

8.3.4.2. **(Added-AFSPC)** Signature. Signature of the Chief of Training or the instructor who administered the last required additional training event. **(T-2)**.

8.3.4.3. **(Added-AFSPC)** Date. Date of the last training event resulting in the completion of the prescribed additional training. **(T-2)**.

8.3.4.4. **(Added-AFSPC)** Restrictions/Exceptionally Qualified/Commander-Directed Downgrade. Place an “X” in the appropriate block when comments are annotated in Section V. Do not annotate for restrictions resulting from failed requisite exams. **(T-2)**.

8.3.5. **(Added-AFSPC)** Completion of an AF Form 4418 is accomplished by three individuals; the Examiner, a Final Approving Officer, and the examinee. **Exception:** For a Commander-Directed Downgrade AF Form 4418, only the commander, as the Final Approving Officer and individual affected, as Examinee, signs the form. **(T-2)**.

8.3.5.1. **(Added-AFSPC)** Examiner. The examiner signing Section III of the AF Form 4418:

8.3.5.1.1. **(Added-AFSPC)** Is responsible for the content of the AF Form 4418, and will not sign Section III until verifying all required items, IAW this supplement, are documented. **(T-2)**.

8.3.5.1.2. **(Added-AFSPC)** Will always place an “X” in the remarks block and make comments in the comments block. **(T-2)**.

8.3.5.1.3. **(Added-AFSPC)** Signature. Signature of the examiner. **(T-2)**.

8.3.5.1.4. **(Added-AFSPC)** Date. Date the examiner signed. **(T-2)**.

8.3.5.2. **(Added-AFSPC)** Reviewing and Final Approving Officers. **(T-2)**.

8.3.5.2.1. **(Added-AFSPC)** The reviewing officer signature section is not required, but may be used at the unit’s discretion. **(T-2)**.

8.3.5.2.2. **(Added-AFSPC)** The final approving officer (Squadron Commander or designate) will review the content of the AF Form 4418 and the examiner’s overall assessment, ensure all required additional training is adequate to correct the noted deficiencies and training is complete (only for Q1 ratings or Q2 ratings requiring additional training), and will place an “X” in the “Concur” block. If the evaluation results in a Q3, the examiner, the final approving official, and the examinee will review the content of the AF Form 4418 and sign the form to close out the evaluation. If the final approving officer does not agree with any portion of the AF Form 4418 they will place an “X” in the “Do Not Concur” block and provide justification (e.g., reason for non-concurrence, suggested modifications to additional training, etc.). **(T-2)**.

8.3.5.2.2.1. **(Added-AFSPC)** The final approving officer will sign and date the AF Form 4418 after the examiner but prior to the examinee. As applicable, the final approving officer may recommend or give a commander-directed downgrade IAW paragraph 5.10, if further action is warranted. If additional training is required for Q2 evaluations, the instructor (or Chief of Training) completing the additional training will sign the form before the final approving officer. **(T-2)**.

8.3.5.3. **(Added-AFSPC)** Examinee. The examinee will sign and date after the final approving officer certifying they were debriefed and understand the action(s) being taken. **(T-2)**.

**8.4. AF Form 4420, Individual’s Record of Duties and Qualification.** The AF Form 4420 is an index providing pertinent information extracted from all the AF Forms 4418 accomplished for

the member. A computer generated AF Form 4420 may be used as long as cumulative entries are retained.

**8.5. Individual Qualification Folder (IQF).** The IQF contains the source documents that constitute the history of certification for each member. The AF Form 4418 is the source document used to record certification of a member. A complete history of the AF Forms 4418 in an IQF is maintained on an accompanying AF Form 4420. Software applications capturing the same information are authorized provided the unit gains approval by the MAJCOM stan/eval office prior to use.

8.5.1. Electronic format IQFs are authorized provided proper security measures, backup capability, and sustainment plans are in place. If electronic IQFs are used, the Chief of Stan/Eval (or equivalent) will publish guidance on storage and layout. **(T-3)**

8.5.1.1. **(Added-AFSPC)** At a minimum the following items will be documented via approved Forms or software applications capturing the same information.

8.5.1.1.1. **(Added-AFSPC)** Acknowledgement and documentation of task qualification/certification upon completion of evaluation. **(T-2)**.

8.5.1.1.2. **(Added-AFSPC)** All errors or discrepancies identified during an evaluation. **(T-2)**.

8.5.1.1.3. **(Added-AFSPC)** Examinee strengths, weaknesses, attitude, and corrective action (if required). **(T-2)**.

8.5.1.1.4. **(Added-AFSPC)** Explanation of delays in evaluation requirements and/or completion, problems encountered with task certification (if any). **(T-2)**.

8.5.1.1.5. **(Added-AFSPC)** Placement in and removal from supervised status by the certifying official (e.g., MR/CMR, instructor, evaluator). **(T-2)**.

8.5.2. Maintaining IQF. Each member who is in a MR/CMR position must have an IQF, which includes all AF Forms 4418 and AF Forms 4420. **(T-3)**

8.5.2.1. The IQF must be maintained by a stan/eval functional office, normally in the organization to which the individual is assigned or attached for operational duties. **(T-3)**

8.5.2.2. HHQ personnel on active operational status may have their IQFs maintained by the stan/eval function at their assigned stations.

8.5.2.3. The IQF for personnel in inactive operational status will be maintained within a collocated stan/eval office. **(T-3)**

8.5.2.4. IQF maintenance will be described in a supplement to this instruction. **(T-3)**

8.5.2.5. Individuals assigned or attached to other than USAF units may use the format of the service to which they are assigned/attached to document their history of qualification/certification.

8.5.3. Contents of IQF. If the IQF is maintained as a hard-copy record, divide it into two sections:

8.5.3.1. Section I (left side). This section contains AF Form 4420.

8.5.3.1.1. Place AF Forms 4420 on top of Tab 1 in this section in chronological order with the most recent on top. **(T-3)**

8.5.3.1.2. If used, file electronic storage media in Section I of the IQF. **(T-3)**

8.5.3.2. Section II (right side). This section contains AF Forms 4418 and MFRs for all evaluations listed on the AF Form 4420 in Section I.

8.5.3.2.1. File AF Form 4418s in chronological order with the most recent on top. **(T-3)** Individuals who maintain qualification in two or more positions in the same CWS will file AF Form 4418s in chronological order, without consideration of CWS or position. **(T-3)**

8.5.3.2.2. File MFRs documenting waivers and extensions on top of the affected AF Form 4418. When action is complete, incorporate the information contained in the MFR onto the affected AF Form 4418 under Examiner Remarks paragraph D, Additional Comments and remove the MFR from the IQF. **(T-3)** File permanent MFRs documenting major discrepancies relating to qualification immediately above the latest affected AF Form 4418. In cases where the MFR is for other items than those found on the AF Forms 4418, they are filed in chronological order with AF Forms 4418. MFRs become a permanent part of the IQF only when the major discrepancy addressed by the MFR is *not* addressed or corrected by a later Form 4418.

8.5.3.2.3. File MFRs documenting major discrepancies of a particular AF Form 4418 on top of that AF Form 4418 regardless of the date the discrepancy is discovered. **(T-3)**

8.5.3.2.4. File MFRs documenting similar discrepancies found on multiple AF Form 4418s on top of the latest affected AF Form 4418. **(T-3)**

8.5.3.2.5. Copies of these source documents may be filed with other organizations for evaluation program management.

8.5.4. Review of IQF. Document the procedures on how to accomplish an initial review and how to implement the periodic review of IQFs in the supplemental guidance to this instruction. **(T-3)**

8.5.4.1. Initial Review. The unit will review the IQF for all newly assigned members to establish their currency and qualification prior to their first mission. Document this review on the AF Form 4420. **(T-3)** Review previous AF Form 4420 entries to determine all applicable qualifications/certifications of the new assigned/attached member. Then, document applicable qualifications/certifications accepted by the gaining unit commander on a new AF Form 4420 with "Initial Review" signed by the commander as the last entry. **(T-3)**

8.5.4.1.1. The unit commander is responsible for establishing the currency and qualification of the member as determined from the latest applicable documentation in sections I and II of the IQF. Following determination of the currency and qualification of the member, the unit maintaining the IQF is responsible only for documentation subsequently placed in the IQF.

- 8.5.4.1.2. If the IQF of HHQ personnel on active operational status is maintained by the stan/eval function at their assigned stations, that stan/eval function will also review the IQF prior to operations. **(T-3)**
- 8.5.4.2. Posting Review. The stan/eval function will review each AF Form 4418 when it is placed in the IQF to ensure accuracy and completeness. This review will confirm that the eligibility period and qualification as documented are correct, all required evaluation events and requisites were accomplished within the eligibility period, and that the AF Form 4418 contains all signatures and initials within allotted time. **(T-3)**
- 8.5.4.3. Periodic Review. The stan/eval function will review all unit IQFs to confirm expiration dates used to track required qualification evaluations are the same as those listed in the IQFs. **(T-3)** The interval between reviews will not exceed the qualification period window established by paragraph 5.7. **(T-3)** Document the periodic review IAW instructional supplements. Periodic review of IQFs for personnel in inactive status is not required.
- 8.5.5. IQF Discrepancies. IQF Discrepancies include those on the AF Form 4418s and AF Form 4420.
- 8.5.5.1. Categories of Discrepancies. Discrepancies are categorized by their impact on qualification/certification and are either major or minor.
- 8.5.5.1.1. Discrepancies that alter the qualification/certification of the affected member are considered major (i.e., expired qualification).
- 8.5.5.1.2. Those discrepancies that do not alter the qualification/certification of the affected member are considered minor (i.e., typos, formatting, or misspellings).
- 8.5.5.2. Disposition of Major Discrepancies. Document major discrepancies on an MFR filed in Section II immediately above the affected AF Form 4418. **(T-3)** Remove MFRs created to document late evaluations, Group CC waivers, etc., from the IQF once the information is incorporated onto the completed affected AF Form 4418 under examiner remarks paragraph D, Additional Comments. MFRs become a permanent part of the IQF only when the major discrepancy addressed by the MFR is *not* addressed or corrected by a later AF Form 4418.
- 8.5.5.3. Disposition of Minor Discrepancies. Document minor discrepancies on a non-permanent record as defined by supplements to this instruction. The record of minor discrepancies ensures standardization of AF Forms 4418, AF Form 4420, and member IQFs. **(T-3)**
- 8.5.5.4. Corrections.
- 8.5.5.4.1. AF Form 4418. Because it is a source document, the AF Form 4418 may not be corrected by use of white-out/over-print or pen and ink alteration of the original document. **(T-3)**
- 8.5.5.4.2. AF Form 4420. AF Forms 4420, not being source documents, may be altered without restriction to reflect the assignment of the affected member and the contents of Section II of the IQF.

8.5.6. Transfer of IQF. The losing unit will coordinate with the member and the gaining unit to transfer the IQF (T-3). The IQF may be either hand-carried by the member or, in the case of digital or classified files, transmitted electronically or by appropriate secure means.

## Chapter 9

### ADDITIONAL PROGRAMS (CIF, CII, GO/NO-GO, TREND ANALYSIS, SEB)

**9.1. Scope.** This chapter provides guidance on additional programs administered by stan/eval.

**9.2. Crew Information File (CIF).** Units will establish and maintain a CIF (**T-3**). The CIF is a library consisting of a current read file and publications. This library will consist of volumes as listed in Table 9.1, in either hardcopy or electronic format (**T-3**). All publications in the CIF will be current and complete (**T-3**).

**Table 9.1. CIF Volumes**

<b>VOLUME</b>	<b>TITLE</b>
VOLUME I	Table of Contents and Current Read File
VOLUME II (optional)	Publications—Air Force Directives/MAJCOM Supplements
VOLUME III (optional)	Publications—MAJCOM/NAF/Local Directives
VOLUME IV (optional)	Manuals/Checklists/Crew Aids/Technical Orders
VOLUME V (optional)	Safety Information – refer to Squadron safety program IAW AFI 91-202 and 91-203.

9.2.1. Current Read File. Volume I consists of a minimum of two parts to include an index (Part A) and current read files (Parts B and C (*Note: Part C is optional*)). MAJCOMs may add additional components to Volume I as appropriate.

9.2.1.1. Part A is a table of contents listing all material contained in CIF Volumes I through V.

9.2.1.2. Part B is the Current Read File of CIF messages. Messages contain information temporary in nature, directly pertinent to the safe conduct of operations, and must be read before operations (**T-3**). CIFs that contain system-related information will be forwarded to all using MAJCOMs (**T-3**).

9.2.1.3. Part C is the current read file that contains information temporary in nature but not related to the safe conduct of operations and not required to be read before operations.

9.2.2. Publications Library. Volumes II through IV, if used, will consist of a CIF Functional Publications Library according to MAJCOM directives. (**T-3**) See AFI 33-360 for basic library requirements.

9.2.2.1. All publications in the library will be current and complete. (**T-3**) MAJCOMs may authorize units to withhold posting of information that does not apply based on system configuration.

9.2.2.2. Units will establish and maintain a table of contents for the publications library containing, at a minimum, a listing of basic publication numbers and short titles. (**T-3**) Publication dates, supplements, and changes are not required.

9.2.2.3. MAJCOMS may waive Volumes II-V requirements for special training units (i.e., 57 IAG).

9.2.2.4. File the CIF index and library IAW AFI 33-360, regardless of whether these are in hardcopy or electronic format. **(T-3)**

9.2.2.4.1. If any part of the CIF library is maintained electronically and not specifically addressed above (or in AFI 33-360 and/or TO 00-5-1), units will ensure that the information is current and accessible for concurrent viewing by multiple cybercrew members. **(T-3)**

9.2.2.4.2. At a minimum, units will maintain the required index and location of electronic files in a hard-copy binder in the CIF library. **(T-3)**

9.2.2.4.3. Documents in the CIF library will be made available for deployments via either electronic or hardcopy means. **(T-3)**

**9.3. Stan/Eval Command Interest Items (CII).** CIIs are a tool to train members on training deficiencies, new systems/procedures, or trends.

9.3.1. CIIs are emphasis items of existing procedures designed to mitigate or eliminate specific risks or trends. CIIs do not add to or amend established procedures. CIIs will be based on analysis of risks and trends from a variety of sources. **(T-3)** They may be issued by AFSPC, NAF, or units to address incidents, trends, deployed area operations, or potential problems with equipment/procedures. Only the issuing organization may rescind the CII.

9.3.1.1. The Chief of Stan/Eval, at the discretion of the command authority, establishes stan/eval CII.

9.3.1.2. CII should not be used as a routine message-passing vehicle; they should only be used to draw attention to changes or deficiencies in the certification and qualification processes.

9.3.2. When an item is designated for review and evaluation as a stan/eval CII, the stan/eval OPR will assign a CII number. The CII number will be based upon the calendar year and numbered consecutively (i.e., I-NOSC CII 98-01, 26 NOG CII 99-01, or RAMSTEIN ESU CII 00-01). The OPR will then transmit a CII message to all affected subordinate units. **(T-3)**  
*Note:* CII may be published locally at any unit that maintains a stan/eval function.

9.3.3. The message that announces a new stan/eval CII will include applicable checklists and procedures, an expiration date, and a statement that identifies units and/or positions for which the CII is required. **(T-3)** Publish CII messages and all pertinent information IAW the CEF requirements. Once the CII expires, all unit stan/eval functions shall incorporate the CII procedures into the permanent program wherever applicable. **(T-3)**

9.3.4. Do not establish a CII for a period longer than one year. **(T-3)**

9.3.5. Brief all cybercrew positional and Crew Resource Management/Operational Risk Management (CRM/ORM) related CII during turnover briefings for the duration of the CII. **(T-3)** Mission-related CII need only be briefed on those missions for which the CII is relevant.

9.3.6. Units will document CII in SEB minutes which will be maintained for historical purposes. **(T-3)**

**9.4. Go/No-Go Program.** The Go/No-Go program ensures individual cybercrew members are current, qualified, or adequately supervised to perform operations and have reviewed CIF Volume 1, Part B prior to crew operations/shift change.

9.4.1. Units will establish a control system to ensure cybercrew members have completed all training and stan/eval items required for duty prior to shift turn over. **(T-3)**

9.4.2. The unit commander will appoint a scheduler who will ensure Go/No-Go status is utilized for scheduling cybercrew members for operations. **(T-3)**

9.4.3. The senior controller from the previous day/shift or unit commander's designated representative will certify the oncoming cybercrew prior to conducting operations. **(T-3)**

9.4.4. At a minimum, the Go/No-Go monitor will verify the following **(T-3)**:

9.4.4.1. The training items from AFI 10-1703, Volume 1 required for cybercrew duty.

9.4.4.2. The stan/eval testing items required for cybercrew duty from any unit supplement to this instruction.

9.4.4.3. Any mandatory training items not involving cybercrew duty but included at the discretion of the commander.

9.4.4.4. Currency on all CIF (Volume I, Part B) items. Accomplish an initial review and certification of all volumes prior to an individual's first operational mission. **(T-3)** Assigned or attached cybercrew members on extensive absence from operational missions (90 days or more) will accomplish a complete review of all volumes and recertification prior to operations. **(T-3)**

9.4.5. Units will define and publish their control system in the unit supplement to this instruction. **(T-3)** Use the Go/No-Go procedures to document the review, certification, and acknowledgment of Volume 1, Part B information by assigned, attached, and visiting cybercrew members. Volume 1, Part C may be monitored by using Go/No Go procedures at unit discretion.

**9.5. Trend Analysis Program.** Trend analysis refers to the collecting of information to identify a pattern or predict future events. Each stan/eval function will establish a trend analysis program to identify, document, report, and recommend corrective action for all negative trends. **(T-3)** The trend analysis program is used to identify and track written, positional and periodic evaluation data for adverse trends. Group stan/eval will publish and define their trends program in a supplement to this instruction. **(T-3)**

9.5.1. Trend Analysis Monitor. The appointed trend analysis monitor will identify, track and record questions that are all incorrect (i.e. same question is not missed) or questions that are consistently missed (i.e. a question is missed by the majority) and all discrepancies or overt consistencies (lack of errors) on positional evaluations to create trend data. **(T-3)** The trend analysis monitor will compile and analyze the trend data on a quarterly basis to determine if any adverse, negative, or positive trends exist. **(T-3)**

9.5.2. Defining Trends. A positive trend is based on exceptional performance. An adverse or negative trend is defined as sustained poor, substandard performance by a group of members in a specific evaluation area over a period of time. The number of similar discrepancies

required to constitute a trend will vary depending upon the number of evaluations administered for a particular position.

9.5.3. Trend Responses (**T-3**). If a trend is identified by the above criteria, the trend analysis monitor will:

9.5.3.1. Notify the commander in writing through the Chief of Stan/Eval of the trend identification and recommend appointment of OPR.

9.5.3.2. Research and recommend corrective actions for negative trends.

9.5.3.3. Assign an Office of Collateral Responsibility (OCR).

9.5.3.4. Identify the suspense date by which corrective actions will be in place.

9.5.3.5. Follow-up on open trends to verify the actions taken to correct the trend.

9.5.3.6. Ensure all trends are widely publicized in the unit using read files, bulletin boards, newsletters, or other means.

9.5.3.7. Ensure trends are briefed at the SEB and included in minutes until closed.

9.5.4. Closing Trends. Trends will only be closed when a subsequent quarterly trend analysis indicates the adverse trend no longer exists.

**9.6. Stan/Eval Board.** An SEB is a forum convened at the group level to review and resolve stan/eval related issues. Examples include evaluation results, trends noticed during evaluations, stan/eval manning, waiver/extensions of evaluations, inspection results, and memoranda of agreement. Group stan/eval will publish and define its SEB program in a supplement to this instruction. (**T-3**)

9.6.1. (**Added-AFSPC**) SEB Monitor.

9.6.1.1. (**Added-AFSPC**) Prepares SEB minutes in accordance with applicable instructional supplements for group commander approval. (**T-2**).

9.6.1.2. (**Added-AFSPC**) Distributes the approved minutes to stan/eval offices and unit commanders. (**T-2**).

9.6.2. (**Added-AFSPC**) Units will compile information gathered within periods established as 1 January through 30 June, and 1 July through 31 December, for their SEB. SEBs will be conducted NLT 28 February and 31 August. (**T-2**).

9.6.3. (**Added-AFSPC**) Attendees will include all permanent-party SEEs unless excused by Chief of OGV, (acceptable excuses include: TDY, on leave, quarters). Additional-duty SEEs and squadron commanders are highly encouraged to attend. Absent SEB members will, at a minimum, read SEB minutes. For units not collocated, SEE attendance is not mandatory, but may be accomplished via video teleconference. (**T-2**).

**9.7. Disposition of Documentation.** Dispose of IQFs and other related material according to the AF Records Disposition Schedule (RDS), Table 36-12, Rule 02.00, and AF guidance concerning the protection of Personally Identifiable Information.

**9.8. (Added-AFSPC) New or Upgraded System Requirements.** For new or upgraded Cyberspace Operations systems, the unit training office and standardization and evaluation office will develop training and evaluation programs to meet requirements within this instruction, AFI

36-2251, *Management of Air Force Training Systems*, and AFSPCI 36-283, *Space Training System Management*. The following activities must be accomplished by the responsible AFSPC organization to ensure a smooth transition from program development to the Operational Acceptance (OA) or Initial Operational Capability (IOC) of new or upgraded Cyberspace Operations systems:

9.8.1. **(Added-AFSPC)** The unit standardization and evaluation office will coordinate with the appropriate group and/or wing for specific requirements for planning a new evaluation program to include a validation plan and program approval strategy. **(T-2)**.

BURTON M. FIELD, Lt Gen, USAF  
DCS Operations, Plans & Requirements

**(AFSPC)**

STEPHEN T. DENKER, Major General, USAF  
Director, Integrated Air, Space Cyberspace  
and ISR Operations

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

(Added-AFSPC) AFH 36-2235 Volume 12, Information for Designers of Instructional Systems Test and Measurement Handbook, 1 November 2002

AFPD 10-9, *Lead Command Designation and Responsibilities for Weapon Systems*, 8 March 2007

AFPD 10-17, *Cyberspace Operations*, 31 July 2012

AFI 10-1703, Volume 1, *Cybercrew Training*, 5 April 2014

(Added-AFSPC) **AFI 10-1703, Volume 2**, *Cybercrew Standardization and Evaluation Program*, 15 October 2014

AFI 33-150, *Management of Communication Activities*, 30 November 2011

AFI 33-210, *AF Certification and Accreditation (C&A) Program (AFCAP)*, 23 December 2008

AFI 33-324, *The Air Force Information Collections and Reports Management Program*, 6 March 2013

AFI 33-360, *Publications and Forms Management*, 25 September 2013

AFI 36-2101, *Classifying Military Personnel (Officer and Enlisted)*, 14 June 2010

AFI 36-2201, *Air Force Training Program*, 15 September 2010

(Added-AFSPC) **AFI 36-2251**, *Management of Air Force Training Systems*, 5 June 2009

AFI 36-2605, *Air Force Military Personnel Testing System*, 24 September 2008

AFI 90-201, *The Air Force Inspection System*, 23 March 2012

AFI 91-202, *The US Air Force Mishap Prevention Program*, 5 August 2011

AFI 91-203, *Air Force Consolidated Occupational Safety Instruction*, 15 June 2012

AFMAN 33-282, *Computer Security (COMPUSEC)*, 27 March 2012

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

AFMAN 36-2236, *Guidebook for Air Force Instructors*, 12 November 2003

(Added-AFSPC) AFSPCI 10-415, *Weapons and Tactics Program*, 14 June 2013

(Added-AFSPC) AFSPCI 36-283, *Space Training System Management*, 2 August 2004

(Added-AFSPC) **Privacy Act SORN F036 AF PC N**, *Military Personnel Records System*, 13 October 2000

T.O. 00-5-1 *AF Technical Order System*, 1 October 2007

AF Records Disposition Schedule (RDS), located in AFRIMS

<https://www.my.af.mil/afrims/afrims/afrims/rims.cfm>

***Prescribed Forms***

AF Form 4418, *Certificate of Cybercrew/Spacecrew Qualification*

AF Form 4420, *Individual's Record of Duties and Qualifications*

***Adopted Forms***

AF Form 847, *Recommendation for Change of Publication.*

AFTO Form 22, *Technical Manual Change Recommendation and Reply*

(AFSPC) AF Form 4420, *Individual's Record of Duties and Qualifications*

***Abbreviations and Acronyms***

(Added-AFSPC) **ADO**—Assistant Directors of Operations

**ARC**—Air Reserve Component

**BMC**—Basic Mission Capable

**CIF**—Cybercrew Information File

**CII**—Command Interest Item

**CMR**—Combat Mission Ready

**CRM**—Crew Resource Management

**CWS**—Cyberspace Weapon System

**DO**—Director of Operations

**EQ**—Exceptionally Qualified

**EOC**—End of Course

**EPS**—Evaluation Performance Standard

**ETCA**—Education and Training Course Announcement

**FTU**—Formal Training Unit

**HHQ**—Higher Headquarters

**IAW**—In accordance with

**IMT**—Information Management Tool

**INIT**—Initial Evaluation

**INSTR**—Instructor Qualification Evaluation

(Added-AFSPC) **IOC**—Initial Operational Capability

**IQT**—Initial Qualification Training

**ISD**—Instructional Systems Development

**MA**—Mission Area

**MFR**—Memorandum for Record

**MQF**—Master Question File  
**MQT**—Mission Qualification Training  
**MR**—Mission Ready  
**MSN**—Mission Qualification Evaluation  
**N-BMC**—Non-Basic Mission Capable  
**N-CMR**—Non-Combat Mission Ready  
**N-MR**—Non-Mission Ready  
**(Added-AFSPC) OA**—Operational Acceptance  
**OCR**—Office of Collateral Responsibility  
**OGV**—Operations Group Stan/Eval  
**OPR**—Office of Primary Responsibility  
**ORM**—Operational Risk Management  
**PCS**—Permanent Change of Station  
**PE**—Performance Evaluation  
**(Added-AFSPC) POE**—Plan of Evaluation  
**Q**—Qualified  
**(Added-AFSPC) RAU**—Reserve Associate Unit  
**RT**—Recurring Training  
**RQ**—Requalification evaluation  
**SAV**—Staff Assistance Visit  
**SEB**—Standardization and Evaluation Board  
**SEE**—Standardization and Evaluation Examiner  
**SELO**—Standardization and Evaluation Liaison Officer  
**SIM**—Simulator Evaluation  
**SOP**—Standard Operating Procedure  
**SPOT**—Spot Qualification Evaluation  
**Stan/Eval**—Standardization and Evaluation  
**TF**—Training Folder  
**TO**—Training Officer  
**TR**—Training Requirements  
**TRS**—Training Squadron  
**TTP**—Tactics, Techniques, and Procedures

UQ—Unqualified

UTA—Unit Training Assembly

### *Terms*

**Additional Training.**—This includes any training or action recommended by a SEE that must be completed following an evaluation. The TO determines training requirements (TRs) to correct deficiencies identified by stan/eval. Accomplish this training within 30 days (2 UTAs).

**Attached Personnel.**—This includes anyone not assigned to the unit but maintaining qualification through that unit. AFRC, ANG, and HAF augmented personnel are an example of attached personnel.

**Basic Mission Capable. A cybercrew member who has satisfactorily completed IQT and MQT, but is not in fully**—certified MR/CMR status. The cybercrew member must be able to attain MR/CMR status to meet operational taskings as specified in the applicable instructional supplements. This status is primarily for individuals in units that perform weapon system-specific operational support functions (i.e., formal training units, operational test and tactics development). BMC requirements will be identified in the appropriate lead MAJCOM-provided guidance.

**Certification.**—Designation of an individual by the certifying official (or his/her designee) as having completed required training and evaluation and being capable of performing a specific duty.

**Combat Mission Ready.**—A cybercrew member who has satisfactorily completed IQT and MQT, and maintains certification, currency and proficiency in the command or unit combat mission.

**Commander Interest Item.**—This is an operational area of concern designated by stan/eval functions for local units and all subordinate units. CIIs are intended to focus special attention on areas of concern and should be evaluated during formal stan/eval visits and positional evaluations.

**Critical Task.**—These are tasks where strict adherence to procedures and directives is mandatory; failure to satisfactorily accomplish this task directly impacts overall mission success.

**Cyberspace Weapon System. A combination of one or more weaponized cyber**—capabilities with all related equipment, materials, services, personnel, and means of delivery and deployment required for self-sufficiency.

**Cybercrew Information File. A collection of publications and material determined by the MAJCOM and unit as necessary for day**—to-day operations.

**Downgrade. The downgrading of an individual from Q to UQ status due to failure of any positional evaluation, failure to complete a recurring evaluation by the scheduled date, or the unit commander determines the individual to be non**—proficient.

**Evaluation.**—This includes positional and written examinations used to determine proficiency as prescribed by governing directives.

**Formal Visit.**—This is a visit conducted by the stan/eval function to subordinate units. The purpose is to evaluate the effectiveness of the unit stan/eval program and cybercrew and individual proficiency.

**Individual Qualification Folder.**—The IQF contains the basic documents that show the history of an individual's positional qualification. Only one IQF will be developed/maintained for an individual in accordance with paragraph 7.6. IQFs shall only be maintained by stan/eval.

**Informal Visit.**—This is an announced visit by the stan/eval function to subordinate units for proficiency training or for orientation.

**Initial Qualification Training.**—One or more courses covering system specific and/or positional specific training as a prerequisite to Mission Qualification Training (MQT).

**Instructor.**—An experienced individual qualified to instruct other individuals in mission area academics and positional duties. Instructors will be qualified appropriately to the level of the training they provide.

**Master Question File.**—A headquarters developed and published bank of questions for each crew position covering those aspects of the position that are common throughout the AF. Stan/Eval functions use the MQF in constructing written examinations that this instruction requires.

**Mission Area.**—A logical grouping by heading of position qualification criteria. Some MAs are broken into subareas to more closely break out large topics.

**Mission Evaluation.**—Qualifies a cybercrew member to employ the member's assigned system in accomplishing the unit's operational or DOC statement mission. Requires AF Form 4418 documentation.

**Mission Qualification Training.**—Training needed to qualify for cybercrew duties in an assigned cybercrew position for a specific CWS.

**Mission Ready.**—A cybercrew member who has satisfactorily completed IQT and MQT, and maintains qualification, currency and proficiency in the command or unit operational mission.

**No—Notice Evaluation.** An evaluation administered without prior notice or warning to test an individual's current skills.

**Objectivity Evaluation.**— The unit Chief of Stan/Eval (or his/her designated representative) gives this evaluation to unit SEEs to determine their ability to perform SEE duties. Document qualification as a SEE on an AF Form 4418 and designate the individual by letter upon completion of this evaluation.

**Qualification.**—Designation of an individual by the unit commander as having completed required training and evaluation and being capable of performing a specific duty.

**Qualification Evaluation.**—A written and/or positional evaluation conducted to check an individual's proficiency in performing operational duties or to let an examinee demonstrate to the SEE the academic knowledge and ability to do assigned position functions effectively. Types of qualification evaluations are Qualification (QUAL), Mission (MSN), and SPOT. Document qualification evaluations on AF Form 4418.

**Recurring Training.**—Academic and positional training required to maintain CMR and BMC status.

**Requalification Evaluation.**—An evaluation administered to remedy a loss of qualification due to expiration of a required periodic evaluation, loss of currency exceeding six months (as specified in applicable lead MAJCOM guidance), a recheck following a failed evaluation or a commander directed downgrade. Requires AF Form 4418 documentation.

**SPOT Evaluation.** Conduct this qualification evaluation to ensure correction of identified discrepancies or to spot check an individual's proficiency. A SPOT evaluation is normally limited in scope. It may be either a positional evaluation and/or a written examination. These evaluations may be either no—notice or given with prior coordination.

**Standardization/Evaluation Examiner.**—A SEE is an individual who has completed an objectivity evaluation and is designated to perform evaluation duties as specified by this instruction. SEEs must be current and qualified in the position they are evaluating.

**Time Periods.**—The following definitions are provided for interpretation of timing requirements specified in this instruction:

(a) **Day**— Unless otherwise specified, "day" means calendar days. When "work days" are specified, only count duty days. Do not count scheduled unit down days against this time limit.

(b) **Month**— The term "month" means calendar months, not 30-day periods.

**Unit.** For the purposes of this instruction, a unit is defined as a group/squadron/flight, I—NOSC squadron/detachment, or any operations section required to establish its own stan/eval program.

**Unqualified. Previous CMR crewmembers whose CMR status has lapsed due to any of the reasons contained in AFI 10—1703, Volume 1, paragraph 2.4.**

**Attachment 2****MASTER QUESTION FILE**

**A2.1.** Use the following information when developing questions for the Master Question File (T-3):

A2.1.1. Write questions for all knowledge level (A, B, C, D) tasks identified on the approved Master Training Task List. Questions may also be written covering the knowledge aspect of performance level (i.e. 2b, 3c, 4a etc...) tasks.

A2.1.1.1. Develop a minimum of two questions for each knowledge level task.

A2.1.2. Use AFMAN 36-2236, *Guidebook for AF Instructors*, Chapter 22 as a guide for question development.

A2.1.3. The preferred question format for MQFs is multiple-choice. Avoid true/false questions.

A2.1.4. Questions will include a reference for the correct answer. The reference will not be visible to the examinee when the question is administered. The reference will be used for validation as well as after-exam support in the event a question is challenged.

A2.1.4.1. Units will maintain a listing of all references used in exam questions to aid in determining if source material has changed when conducting annual exam reviews.

A2.1.5. The Group Chief of Stan/Eval will approve MQFs before submitting them to the NAF for final format review and approval.

### Attachment 3

#### EVALUATION CRITERIA

**A3.1.** The following information provides assistance in developing evaluation criteria:

A3.1.1. Identify areas/subareas essential for mission accomplishment.

A3.1.2. Define the area criticality level (Critical (C), Major (M) or Minor (m)).

A3.1.3. Group like tasks/subtasks and consolidate in a comprehensive area/subarea.

A3.1.3.1. Critical Area/Subarea. These are tasks that could result in mission failure, endanger human life, or cause serious injury or death. Critical areas/subareas have the greatest potential for extreme mission or personnel impacts and drive the most stringent training and evaluation program requirements. Critical areas/subareas apply to time-sensitive tasks or tasks that must be accomplished as expeditiously as possible without any intervening lower priority actions that would, in the normal sequence of events, adversely affect task performance/outcome.

A3.1.3.2. Major Area/Subarea. These are tasks deemed integral to the performance of other tasks and required to sustain acceptable weapon system operations and mission execution. Major areas/subareas drive significant training requirements.

A3.1.3.3. Minor Area/Subarea. These are rudimentary or simple tasks related to weapons system operations that by themselves have little or no impact on mission execution. Minor areas/subareas require the least stringent training requirements.

A3.1.4. For each area/subarea, identify the cybercrew position, Master Training Task List items included under the area/subareas, and the grading criteria for evaluation. Critical areas/subareas are graded either Q or U and Major/Minor area/subareas are graded with either a Q, Q- or U rating. Areas/subareas should also be marked with an "R" if required to be included on all evaluations. If not required on both a QUAL and MSN evaluation, precede the "R" with a Q for QUAL or M for MSN.

A3.1.5. Use the sample areas/subareas on the next pages as examples of required formatting only.

**Table A3.1. (Sample) Critical Area Requirements**

<b>AREA 1: PERFORM EMERGENCY ACTION PROCEEDURES (C) - R</b>
<b>MTTL TASK(S)</b>
E01A: Execute Fire Response E01B: Execute Bomb Response E01C: Execute Severe Weather Response
<b>EVALUATION STANDARD</b>
Q. Obtained the correct checklist based on the scenario presented. Executed all required steps.
U. Failed to locate and/or utilize the appropriate checklist based on the scenario presented. Did not perform checklist steps correctly. Failed to meet one or more of the performance standards.

**Table A3.2. (Sample) Major Area Requirements**

<b>UTILIZE COLLABORATION TOOLS (M)</b>
<b>MTTL Task(s)</b>
B01A: Utilize Defense Connect Online B01B: Utilize mIRC Software
<b>EVALUATION STANDARD</b>
Q. Tool(s) utilized properly and in accordance with established standards. Knowledge on tool use was satisfactory.
Q-. Tool(s) utilized satisfactorily with minor errors in use not affecting overall mission execution. Knowledge on tool use was marginal.
U. Tool(s) utilized in an unsafe or inappropriate manner. Functions of tool(s) were unknown and/or could not demonstrate functions required of position. Knowledge on tool(s) use was unacceptable.

**Table A3.3. (Sample) Minor Area Requirements**

<b>MODIFY SITUATIONAL AWARENESS BRIEFING (M) - QR</b>
<b>MTTL TASK(S)</b>
B04A: Modify cybercrew changeover briefing
<b>EVALUATION STANDARD</b>
Q. All performance standards met.
Q-. Failed to meet one or more of the performance standards.
U. Performance standards were not met.

## Attachment 4

## STAN/EVAL BOARD MINUTES

**A4.1. Note.** The information below is an example of the minimum information a board should address. Use this template, although not all fields may necessarily be needed in each report.

**Figure A4.1. Stan/Eval Board Minutes**

<p>MEMORANDUM FOR (SEE DISTRIBUTION)</p> <p>FROM: (UNIT'S COMPLETE ADDRESS)</p> <p>SUBJECT: STAN/EVAL BOARD MINUTES</p> <p>1. Personnel Attending (name and organization)</p> <p>2. Overview.</p> <p>a. Manning. (Enter any stan/eval manning problems discussed or deviations from authorized manning. Record all current SEEs including attached HHQ and/or attached squadron SEEs.) Include any OG/CC designated additional OGV SEEs.</p> <p>b. Summary.</p> <p>(1) Evaluations. Report CWS evaluations by cybercrew position and type of evaluation (QUAL and MSN as outlined in the appropriate lead MAJCOM provided guidance). Include SPOT, N/N, and INIT INSTR evaluations, when applicable. Show qualification levels, sub-levels, and rates (rate = number of each type of test given divided by total given).</p> <p>(a) Q1s</p> <p>(b) Q2s</p> <p>(c) Q3s</p> <p>(d) Total evaluations for each cybercrew position</p> <p>(2) Examinations. Report examination results by cybercrew position and type of examination (open book, and closed book).</p> <p>(3) Waivers and Extensions. Identify all waivers and extensions as identified in this AFI.</p> <p>(4) Trends. Identify new, continuing, and resolved trends. Where necessary, report corrective action as OPEN/CLOSED, the OPR(s) and any suspense date.</p> <p>(5) Report progress toward achievement of no-notice requirements, if applicable.</p>
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c. Stan/Eval Program Inspections and Reviews (if applicable).

d. Cybercrew Publications. Review open AF Form 847s.

3. Old Business. Enter the disposition of any items left open at the last board meeting. If final action was taken on an item during the quarter, state the action taken and then close the item if closure is approved by the board chairman. If an item remains open, list the action taken since the last board. Findings from formal stan/eval inspections will be addressed and covered until they are closed out.

4. New Business. Enter all new business discussed during the board. The new business items are those included on the published agenda along with any unplanned items discussed.

5. Other: This is an optional paragraph that can be used as necessary.

6. Problems Requiring HHQ Assistance. Enter problems that, based on board resolution, require HHQ assistance. The assistance may be in any form (for example, staff assistance visit requests, clarification of directives, change of directives, and so forth).

(SIGNATURE BLOCK)

**Attachments:**

1. Board Agenda
2. Weapon System Examiner Roster Reviewed
3. As Required

## Attachment 5

### PERFORMANCE EXAMINATION SCENARIO

**A5.1.** Use the following guidelines when developing a performance examination scenario (**T-3**):

A5.1.1. Unit stan/eval will develop and maintain a minimum of two scenarios per weapon system position.

A5.1.2. Scenarios will be mission based as compared to task oriented. The scenario should enable the examinee to move through events as they would normally when executing operational duties in the evaluated position.

A5.1.3. Scenarios will be as realistic as possible. Account for normal cybercrew structures and consider evaluating in a cybercrew setting rather than a one-on-one setting.

A5.1.4. Scenarios will reflect current approved evaluation criteria as well as current operations. As operations change, update evaluation criteria and scenarios as required.

A5.1.5. Scenarios will identify the area(s)/subarea(s) being evaluated, the supporting material/people required and any system configurations required.

A5.1.5.1. Develop supporting inject material at the same time as the scenario and label it in a manner that can be easily referenced in the scenario.

A5.1.6. Scenario developers should anticipate all possible responses (correct or incorrect) the examinee could take in response to injects and anticipate any possible safety or security concerns.

A5.1.7. The Group Chief of Stan/Eval will approve scenarios prior to their implementation.

A5.1.7.1. Unit stan/eval personnel will conduct a dry run on the scenario prior to submitting it for approval.

A5.1.7.2. The scenario will indicate the individual(s) involved in the scenario development, the date of dry-run and a signature block for the Group Chief of Stan/Eval.

A5.1.8. Re-certify scenarios at a minimum annually.

**Attachment 6 (Added-AFSPC)**

**STAN/EVAL EXAMINER (SEE) OBJECTIVITY**

**A6.1. (AFSPC) Instructions.** **Table A6.1** is an example that may be used by the Chief of Stan/Eval or appointed SEEs when conducting SEE Objectivity.

**Table A6.1. Stan/Eval Examiner Objectivity Criteria Example**

<b>AREA 1 – COMPLIANCE WITH Stan/Eval DIRECTIVES</b>	
<b>Q</b>	Complied with all directives pertaining to the administration of the evaluation.
<b>Q-</b>	Complied with most directives. Deviations did not jeopardize the effectiveness of the evaluation or mission success/safety.
<b>U</b>	Failed to comply with directives or allowed mission success/safety to be jeopardized.
<b>AREA 2 – EXAMINER’S BRIEFING</b>	
<b>Q</b>	Thoroughly briefed the examinee on the conduct of the evaluation, mission requirements, responsibilities, grading criteria, and examiner actions/position during the evaluation.
<b>Q-</b>	Items were omitted during the briefing causing minor confusion. Did not fully brief the examinee as to the conduct and purpose of the evaluation.
<b>U</b>	Examiner failed to adequately brief the examinee.
<b>AREA 3 – IDENTIFICATION OF DISCREPANCIES AND ASSIGNMENT OF AREA GRADES</b>	
<b>Q</b>	Identified all discrepancies and assigned proper area grade.
<b>Q-</b>	Most discrepancies were identified. Failed to assign Q- grade when appropriate. Assigned discrepancies for performance which was within standards.
<b>U</b>	Failed to identify discrepancies related to mission discipline or deviations which merited an unqualified grade. Assigned Q- grades that should have been U or assigned U grades for performance within standards.
<b>AREA 4 – ASSESSMENT OF OVERALL PERFORMANCE</b>	
<b>Q</b>	Awarded the appropriate overall grade based on the examinee’s performance.
<b>Q-</b>	Awarded an overall grade without consideration of cumulative deviations in the examinee’s performance.
<b>U</b>	Did not award a grade commensurate with overall performance.
<b>AREA 5 – APPROPRIATE ASSIGNMENT OF ADDITIONAL TRAINING</b>	
<b>Q</b>	Assigned proper additional training if warranted and briefed the individual’s training officer.

Q-	Additional training assigned was insufficient to ensure the examinee would achieve proper level of qualification.
U	Failed to assign additional training when warranted and/or failed to brief the individual's training officer.
<b>AREA 6 – MISSION CRITIQUE</b>	
Q	Thoroughly debriefed the examinee on all aspects of the evaluation. Debriefed all key mission events, providing instruction and references as required.
Q-	Failed to discuss all deviations and assigned grades. Did not advise the examinee of additional training, if required. Failed to debrief or adequately reconstruct all key mission events.
U	Did not discuss any assigned area grades or the overall rating. Changed grades without briefing the examinee. Did not debrief any portion of the mission. Debriefed few or no key mission events.

**Attachment 7 (Added-AFSPC)**

**CYBERCREW POSITIONS**

**A7.1. (AFSPC) HQ AFSPC/A2/3/6** is the sole authority for revoking or establishing MR/CMR positions. 24 AF will submit recommendations with appropriate justification to HQ AFSPC/A2/3/6TT. Upon approval, HQ AFSPC/ A2/3/6 will update applicable guidance. The following positions in **Figure A7.1** have been designated as MR/CMR by weapon systems. (T-2).

**Figure A7.1. Positions Designated as MR/CMR by Weapons Systems**

<b>Network Attack System (NAS)</b>	
NAS Crew Commander	
NAS Operations Controller	
NAS Operator	
<b>Cyberspace Command and Control Mission System (C3MS)</b>	
C3MS Senior Duty Officer	
C3MS Watch Officer	
C3MS Operations Controller	
<b>Air Force Cyberspace Defense (ACD)</b>	
ACD Crew Commander	
ACD Operations Controller	
ACD Operator	
<b>Cyberspace Vulnerability Assessment/Hunter (CVA/H)</b>	
CVA/H Crew Commander	
CVA/H Operations Controller	
CVA/H Operator	
<b>Cyberspace Defense Analysis (CDA)</b>	
CDA Operations Controller	
CDA Analyst	
<b>Cyber Security and Control System (CSCS)</b>	
CSCS Crew Commander	
CSCS Operations Controller	
CSCS Operator	
<b>Air Force Intranet Control (AFINC)</b>	
AFINC Crew Commander	
AFINC Operations Controller	
AFINC Operator	