

**BY ORDER OF THE COMMANDER  
AIR COMBAT COMMAND**

**AIR COMBAT COMMAND MANUAL  
11-2BQM-167A, VOLUME 2**



**6 MARCH 2025**

***Flying Operations***

***BQM-167A—AIRCREW EVALUATION  
CRITERIA***

**COMPLIANCE WITH THIS PUBLICATION IS MANDATORY**

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This volume implements Air Force Manual (AFMAN) 11-202, Volume 2, *Aircrew Standardization and Evaluation Program*. It establishes the minimum standards for training and qualifying personnel performing duties in the BQM-167A Sub Scale Aerial Target (SSAT) and operating the SSAT under remote control. This publication applies to all civilian employees and uniformed members of the Regular Air Force, the Air Force Reserve, and the Air National Guard. This publication does not apply to the United States Space Force. Ensure all records generated as a result of processes prescribed in this publication adhere to Air Force Instruction (AFI) 33-322, *Records Management and Information Governance Program*, and are disposed in accordance with the Air Force Records Disposition Schedule, which is located in the Air Force Records Information Management System. Refer recommended changes and questions about this publication to Air Combat Command Director of Operations (ACC/A3) through the Office of Primary Responsibility (OPR) using the Department of the Air Force (DAF) Form 847, *Recommendation for Change of Publication*; route DAF Forms 847 through the appropriate functional chain of command. This publication may be supplemented at any level, but all supplements must be routed through the OPR of this publication to ACC/A3 for coordination prior to certification and approval. Waiver authority to this publication is established in [paragraph 1.2](#).

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## Chapter 1

### GENERAL INFORMATION

**1.1. General.** All evaluations will be conducted IAW the provisions of AFMAN 11-202V2, AFMAN 11-202V2\_ACCSSUP, *Aircrew Standardization and Evaluation Program*, and this volume.

**1.2. Waivers.** Waiver authority for this publication is the 53rd Weapons Evaluation Group Commander (53 WEG/CC) and may be delegated to the 82d Aerial Targets Squadron (82 ATRS/CC).

**1.3. Procedures.**

1.3.1. Flight examiners (FEs) will use the evaluation criteria contained in this instruction for conducting all flight and emergency procedure evaluations (EPEs). To ensure standard and objective evaluations, FE will be thoroughly familiar with the prescribed evaluation criteria.

1.3.2. Recording devices, such as the Target Control System (TCS) recording should be used when available to reconstruct/evaluate the mission.

1.3.3. The FE will brief the examinee on the evaluation purpose, conduct and the evaluation areas prior to flight. The examinee will accomplish required mission planning in accordance with the flight position during the evaluation.

1.3.4. The FE may occupy the Yankee position during the remote pilot evaluation. For initial qualifications, the Yankee will be dedicated to support only the X-Ray being evaluated.

1.3.5. The FE will thoroughly debrief all aspects of the evaluation. This debrief will include the examinee's overall rating, specific deviations, area grades assigned (if other than qualified) and any required additional training.

**1.4. Grading Instructions.** Standards and performance parameters are contained in AFMAN 11-202V2\_ACCSUP, and this volume.

1.4.1. Grading assumes smooth air and a stable Remote Pilot Aircraft (RPA) baseline. Momentary deviations from tolerances are acceptable provided the examinee applies prompt corrective action and such deviations do not jeopardize flying safety. The FE will consider cumulative deviations when determining the overall grade.

1.4.2. Examinees will brief and fly the desired airspeed and altitudes for presentations.

1.4.3. Appropriate area grades will be assigned by comparing examinee performance against standards provided in this instruction. The overall flight evaluation grade will be derived from individual area grades based on a composite for the observed events and tasks.

1.4.3.1. FE judgment must be exercised for applying subjective area grades, for specific situations not covered, and for assigning the overall grade.

1.4.3.2. If the examinee receives an unqualified area grade in any of the critical areas identified by this volume, an overall qualification level of "Q-3" will be assigned.

**Table 1.1. General Criteria.**

<b>Note:</b> The following general criteria apply at all times unless more restrictive in <b>Chapter 3</b> :		
<b>Q</b>	Altitude	+/- 200 feet
	Airspeed	+/- 5%
	Course	+/- 5 degrees/3 NM (whichever is greater)
<b>Q-</b>	Altitude	+/- 300 feet
	Airspeed	+/- 10%
	Course	+/- 10 degrees/5 NM (whichever is greater)
<b>U</b>		Exceeded Q- limits

**1.5. SSAT Emergency Procedures Evaluation.** The EPE will be conducted in the TCS simulator or verbally. Only conduct a verbal EPE if the TCS simulator is not available. Grading criteria for required items are listed in this instruction. This evaluation will include areas commensurate with examinee's qualification(s) as listed on the squadron letter of qualifications (LOX).

1.5.1. Emergency procedures will be evaluated. Emergency procedures will be selected from the emergency procedures **Table 2.2**.

1.5.1.1. A minimum of one additional emergency procedure from the Ground Emergencies Section of **Chapter 3** of the SSAT Technical Order (T.O.)

1.5.1.2. A minimum of one additional emergency procedure from the Launch Emergencies Section of **Chapter 3** of the SSAT T.O.

1.5.1.3. A minimum of one additional emergency procedure from the In-flight Emergencies Section of **Chapter 3** of the SSAT T.O.

1.5.1.4. SSAT General Knowledge.

1.5.1.5. Crew Resource Management (CRM).

1.5.2. Examinees receiving an overall unqualified grade will be placed in supervised status until recommended additional training is completed and/or a reevaluation is successfully accomplished. For EPEs in which the examinee is qualified, but requires additional training, the FE will indicate whether the additional training will be accomplished before the next flight. Additional training and reevaluations will be accomplished IAW AFMAN 11-202V2.

1.5.3. The following grading criteria will be used to grade individual items on SSAT EPEs:

1.5.3.1. **Q.** Performance is correct. Quickly recognizes and corrects errors.

1.5.3.2. **Q-.** Performance is safe, but indicates limited proficiency. Makes errors of omission or commission.

1.5.3.3. **U.** Performance is unsafe or indicates lack of knowledge or ability.

**1.6. Crew Resource Management (CRM).** IAW AFMAN 11-202V2, CRM skills will be evaluated for all crewmembers during all evaluations in the following areas (AFMAN 11-290, *Cockpit/Crew Resource Management and Threat & Error Management Program*, may be used as a reference).

1.6.1. Mission planning/briefing.

1.6.2. Crew coordination.

1.6.3. Situational awareness/task management.

1.6.4. Risk management/decision making.

1.6.5. Communication.

1.6.6. Mission debriefing.

### **1.7. Examinations.**

1.7.1. **Closed book.** All closed book questions will come from the BQM-167A Master Question File (MQF) and local procedures. At least ten percent of the questions will be from local procedures (local area MQF is optional).

1.7.2. **Open book.** Questions are derived from flight manuals and governing command directives.

## Chapter 2

### EVALUATION REQUIREMENTS

#### 2.1. General.

2.1.1. All evaluations will follow the guidelines set in AFMAN 11-202V2.

2.1.2. Required areas for flight evaluations are detailed in **Table 2.1** and for EPEs in **Table 2.2**. When it is impractical or not possible to accomplish a required flight evaluation area in-flight, it may be evaluated by an alternate method (e.g., TCS simulator or verbal examination) in order to complete the evaluation. Document the reason and type of alternate method used in the Comments portion of the AF Form 8, *Certificate of Aircrew Qualification*. If the FE determines the required item cannot be adequately evaluated by an alternate method, the examinee will require an additional flight to complete the evaluation.

2.1.2.1. Areas annotated with an “R” are required items for that evaluation.

2.1.2.2. Areas annotated with an “R1” require evaluation of at least one of the items under the associated section and category for that evaluation.

2.1.2.3. Areas indicated with an “R2” require evaluation of at least two of the items under the associated section for that evaluation.

2.1.3. CRM. In accordance with AFMAN 11-290, CRM skills will be evaluated during all evaluations. CRM skills are integral to all phases of flight and are embedded within specific grading criteria. Therefore, no specific evaluation criteria area titled CRM exists. As all the CRM skills listed on the AF Form 4031, *CRM/TEM Skills Criteria Training/Evaluation*, are included/embedded, use of the AF Form 4031 is unnecessary for evaluations in the SSAT. The Stan/Eval trend program can be used to measure the effectiveness of CRM training.

**2.2. SSAT Qualification (QUAL)/Mission (MSN) Evaluation.** This evaluation requires control operations utilizing TCS. It will incorporate all applicable evaluation requirements from **Table 2.1**. SSAT missions support actual test customers and profiles will be based upon the project mission requirements. Minimum ground phase requisites are:

2.2.1. Closed and open book qualification examinations.

2.2.2. EPE.

**2.3. Formal Course Evaluation.** Syllabus evaluations will be flown IAW applicable formal syllabus. Formal course guidelines may be modified, based on local operating considerations or FE judgement, to complete the evaluation. Training objectives and related areas will be graded using the performance criteria in **Chapter 3** and **Chapter 4**.

**2.4. Instructor Evaluation.** Instructor evaluations will be conducted IAW AFMAN 11-202V2.

2.4.1. Initial Flight Evaluation. To initially qualify as an instructor in the SSAT, the remote pilot must successfully complete an initial instructor evaluation IAW the formal syllabus. This is a one-time evaluation in which the examinee must demonstrate ability to instruct in some phase of the unit’s mission. Except for requirements delineated under Area 33, Instructor Performance, in **Chapter 3**, specific profiles and/or events will be determined by the FE.

2.4.2. Subsequent aircrew MSN evaluations will include instructor portions during the evaluations.

**Table 2.1. Flight Evaluations.**

<b>1- QUAL/MSN EVALUATION</b>			
<b>AREA</b>	<b>NOTE</b>	<b>AREA TITLE</b>	
<b>GENERAL</b>			
1		MISSION PLANNING	<b>R</b>
2		BRIEFING	<b>R</b>
3		PRE-LAUNCH	<b>R</b>
4		LAUNCH/TAKEOFF	<b>R</b>
5		NOT USED	
6		DEPARTURE	<b>R</b>
7		LEVEL OFF	<b>R</b>
8		CRUISE/NAVIGATION	<b>R</b>
9		FORMATION	
10		IN-FLIGHT CHECKS	<b>R</b>
11		FUEL MANAGEMENT	<b>R</b>
12		COMM	<b>R</b>
13		NOT USED	
14		AIRWORK/MANUEVERS	<b>R</b>
15		UNUSUAL ATTITUDE RECOVERIES	
16-17		NOT USED	
18		DESCENT	
19		NOT USED	

20		RECOVERY (LAND/WATER)	<b>R</b>
21-26		NOT USED	
27		FLIGHT LEADERSHIP (if applicable)	<b>R</b>
28		DEBRIEFING/CRITIQUE	<b>R</b>
29		KNOWLEDGE	<b>R</b>
30	Critical	AIRMANSHIP/SITUATIONAL AWARENESS	<b>R</b>
31	Critical	SAFETY	<b>R</b>
32	Critical	FLIGHT DISCIPLINE	<b>R</b>
33		INSTRUCTOR PERFORMANCE (if applicable)	<b>R</b>
34-35		NOT USED	
36		TASK PRIORITIZATION	<b>R</b>
37-70		NOT USED	

**Table 2.2. Emergency Procedure Evaluations.**

AREA	NOTE	1. MISSION EMERGENCY PROCEDURES EVALUATION	R1
201-210		NOT USE	
		<b>GROUND EMERGENCIES</b>	
211		TARGET ON FIRE PRIOR TO ENGINE START	
212		TARGET ON FIRE AFTER START	
		<b>LAUNCH EMERGENCIES</b>	
213		LAUNCH ABORT WITH UMBILICAL CONNECTED	
214		LAUNCH ABORT WITH UMBILICAL DISCONNECTED	
215		LAUNCH ABORT WITH RATO BOTTLE MISFIRE	
216		LAUNCH PITCH ATTITUDE ABOVE MAXIMUM	

217		LAUNCH PITCH ATTITUDE BELOW MINIMUM ANGLE	
218		HEADING DIVERGENCE	
219		ENGINE FAILURE DURING LAUNCH PHASE	
		<b>IN-FLIGHT EMERGENCIES</b>	
220		TARGET FIRE	
221		EMERGENCY RECOVERY	
222		ENGINE FAILURE IN FLIGHT	
223		LOSS OF TARGET CONTROL	
224		PARTIAL LOSS OF DIRECTIONAL CONTROL	
225		SPEED BRAKES IN / COMMANDED OUT MESSAGE	
226		SPEED BRAKES OUT / NO COMMAND MESSAGE	
227		WARNING: MAIN BATT LOW MESSAGE	
228		MAIN BATT FAIL – RECOVER NOW MESSAGE	
229		WARNING: RECOVERY BATT LOW MESSAGE	
230		RCV BATT FAIL – RECOVER NOW MESSAGE	
231		APS SERIAL BUS FAIL MESSAGE	
232		FUEL TRANSFER FAILURE MESSAGE	
233		EGT OVERTEMP – RED LIMIT MESSAGE	
234-325		NOT USED	
326		AIRCRAFT GENERAL KNOWLEDGE	
327		UNUSUAL ATTITUDE	
328-331		NOT USED	

## Chapter 3

### FLIGHT EVALUATION CRITERIA

**3.1. General Grading Standards.** Grading criteria, use all sections for criteria applicable to the events performed on the evaluation.

#### **3.2. General.**

##### **3.2.1. Area 1--Mission Planning:**

###### **3.2.1.1. Mission Preparation:**

3.2.1.1.1. **Q.** Clearly defined the mission overview and mission goals. Developed a sound plan to accomplish the mission. Provided specific information required to be done. Solicited feedback from other flight controllers to ensure understanding of mission requirements. Thoroughly critiqued plans to identify potential problem areas and ensured all flight controllers understood possible contingencies. Checked all factors applicable to flight in accordance with applicable directives. When required, extracted necessary information from mission profiles. Aware of alternatives available if mission cannot be completed as planned.

3.2.1.1.2. **Q-** Did not adequately define the mission overview and mission goals. Did not adequately address potential problem areas. Did not adequately solicit feedback or critique the plans to ensure understanding of possible contingencies. Minor error(s) or omission(s) detracted from mission effectiveness, but did not affect mission accomplishment. Demonstrated limited knowledge of performance capabilities or approved operating procedures/rules in some areas.

3.2.1.1.3. **U.** Did not define the mission overview and goals. Lack of specific information on required items. Did not solicit feedback from other controllers to ensure understanding. Did not critique plans to identify potential problem areas. Major error(s) or omission(s) would have prevented a safe or effective mission. Displayed unsatisfactory knowledge of operating data or procedures. Not prepared at briefing time.

##### **3.2.2. Area 2--Briefing:**

###### **3.2.2.1. Organization:**

3.2.2.1.1. **Q.** Well organized, included all applicable information and presented in a logical sequence. Briefed flight controller responsibilities, de-confliction contracts, and mission priorities. Concluded briefing in the allotted time to allow for drone pre-launch checks.

3.2.2.1.2. **Q-** Events out of sequence, hard to follow, some redundancy. Not fully prepared for briefing.

3.2.2.1.3. **U.** Confusing presentation, poorly organized and not presented in a logical sequence. Did not allow time for drone pre-launch checks. Failed to brief required areas.

###### **3.2.2.2. Presentation:**

3.2.2.2.1. **Q.** Presented briefing in a professional manner covering all pertinent items. Effectively used available briefing aids. Flight controllers clearly understood mission requirements.

3.2.2.2.2. **Q-.** Some difficulty communicating clearly. Did not make effective use of available briefing aids. Dwelt on nonessential mission items.

3.2.2.2.3. **U.** Failed to conduct/attend required briefings. Redundant with lack of continuity. Lost interest of controllers. Demonstrated lack of knowledge of subject. Presentation created doubts or confusion.

### 3.2.2.3. **Mission Coverage:**

3.2.2.3.1. **Q.** Established objectives for the mission. Presented all events and special interest items. Included effective technique discussion for accomplishing the mission.

3.2.2.3.2. **Q-.** Omitted items pertinent, but not critical, to the mission. Dwelt on non-essential items.

3.2.2.3.3. **U.** Did not establish relevant objectives for the mission. Omitted essential items. Presented erroneous information and/or did not correct erroneous information that would affect safe/effective mission accomplishment. Omitted major events.

### 3.2.2.4. **Flight Member Consideration:**

3.2.2.4.1. **Q.** Properly assessed the abilities of all flight members. Briefed corrective action from previous mission and probable problem areas when appropriate.

3.2.2.4.2. **Q-.** Did not correctly assess all flight members' abilities. Did not identify probable problem areas.

3.2.2.4.3. **U.** Ignored flight members' abilities and past problem areas.

### 3.2.3. **Area 3--Pre-Launch:**

3.2.3.1. **Q.** Established and adhered to start engine, and launch times to assure thorough preflight, briefing, etc. Accurately determined readiness of drone for flight. Performed all checks and procedures prior to launch in accordance with approved checklists and applicable directives.

3.2.3.2. **Q-.** Same as above except for minor procedural deviations which did not detract from mission effectiveness.

3.2.3.3. **U.** Omitted major item(s) of the appropriate checklist. Major deviations in procedure which would preclude safe mission accomplishment. Failed to accurately determine readiness of drone for flight. Pilot errors directly contributed to a late launch which degraded the mission or made it non-effective.

### 3.2.4. **Area 4--Launch:**

3.2.4.1. **Q.** Maintained smooth drone control throughout launch. Performed launch in accordance with flight manual procedures and techniques.

3.2.4.2. **Q-.** Minor flight manual procedural or technique deviations. Control was inconsistent, rough or erratic.

3.2.4.3. **U.** Launch potentially dangerous. Exceeded drone/systems limitations and/or violated applicable flight rules. Over-controlled drone resulting in excessive deviations from intended flight path.

**3.2.5. Area 5--Not Used.**

**3.2.6. Area 6--Departure: Departure/Climb Out:**

3.2.6.1. **Q.** Performed departure as directed and complied with all restrictions.

3.2.6.2. **Q-.** Minor deviations in airspeed and navigation occurred during completion of departure.

3.2.6.3. **U.** Failed to comply with published/directed departure instructions.

**3.2.7. Area 7--Level Off:**

3.2.7.1. **Q.** Level-off smoothly. Promptly established proper cruise airspeed.

3.2.7.2. **Q-.** Level-off was erratic. Slow in establishing proper cruise airspeed.

3.2.7.3. **U.** Level-off was erratic. Exceeded Q- limits. Excessive delay or failed to establish proper cruise airspeed.

**3.2.8. Area 8--Cruise/Navigation:**

3.2.8.1. **Q.** Demonstrated satisfactory capability to navigate using all available means. Complied with clearance instructions. Aware of position at all times. Remained within the confines of assigned airspace.

3.2.8.2. **Q-.** Minor errors in procedures. Slow to comply with clearance instructions. Had some difficulty in establishing exact position and course.

3.2.8.3. **U.** Major errors in procedures. Did not remain within the confines of assigned airspace. Exceeded parameters for Q-.

**3.2.9. Area 9--Formation:**

**3.2.9.1. Flight Lead:**

3.2.9.1.1. **Q.** Established and maintained appropriate formations utilizing established briefed procedures. Maintained positive control of flight/element. Smooth control and considered the wingman appropriately. Planned ahead and made timely decisions. Ensured wingman position and adherence to de-confliction contracts. Effectively coordinated with other flight members throughout the mission. Ensured smooth and efficient flight operation.

3.2.9.1.2. **Q-.** Made minor deviations from briefed procedures. Demonstrated limited flight management. Occasionally rough on the controls. Maneuvered excessively, making it difficult for wingman to maintain position. Did not always plan ahead and/or hesitant in making decisions. Flight coordination was adequate to accomplish the mission. Deficiencies in communication or interaction resulted in degraded flight or mission efficiency.

3.2.9.1.3. **U.** Formation flight not accomplished in accordance with briefed procedures. Did not establish appropriate formations. Continually rough on the controls. Maneuvered erratically causing wingman to break out or overshoot formation.

Provided little consideration for wingman. Indecisive. Failed to ensure wingman maintained proper position. Failed to maintain de-confliction contracts. Poor flight coordination seriously degraded mission accomplishment or safety of flight.

#### 3.2.9.2. **Wingman:**

3.2.9.2.1. **Q.** Maintained position in accordance with briefed procedures with only momentary deviations. Demonstrated smooth and immediate position corrections. Maintained appropriate separation and complied with leader's instructions. Rejoin was smooth and timely. Contributed to the smooth and efficient operation of the flight. Maintained mutual support during the entire sortie.

3.2.9.2.2. **Q-.** Made minor deviations to briefed procedures. Slow to comply with leader's instructions. Varied position considerably. Over controlled. Slow to rejoin. Made minor mistakes reducing mutual support. Minor errors in performing assigned flight tasks.

3.2.9.2.3. **U.** Formation flight not accomplished in accordance with briefed procedures. Did not comply with leader's instructions. Unable to maintain a formation position. Failed to maintain de-confliction contracts. Made abrupt position corrections. Did not maintain appropriate separation. Rejoin was unsafe. Poor flight coordination seriously degraded mission accomplishment or safety of flight.

#### 3.2.10. **Area 10--In-flight Checks:**

3.2.10.1. **Q.** Performed all in-flight checks as required.

3.2.10.2. **Q-.** Same as qualified, except for minor deviations or omissions during checks. Did not detract from mission accomplishment.

3.2.10.3. **U.** Did not perform in-flight checks. Major deviations and omissions during checks that would have severely degraded mission accomplishment.

#### 3.2.11. **Area 11--Fuel Management:**

3.2.11.1. **Q.** Properly managed fuel throughout the mission. Complied with all established fuel requirements.

3.2.11.2. **Q-.** Errors in fuel management procedures which did not preclude mission accomplishment.

3.2.11.3. **U.** Failed to monitor fuel status or comply with established fuel requirements. Poor fuel management precluded mission accomplishment.

#### 3.2.12. **Area 12--Communication:**

3.2.12.1. **Q.** Complete knowledge of and compliance with correct communication procedures. Transmissions concise, accurate and utilized proper terminology. Complied with and acknowledged all required instructions. Thoroughly familiar with communications equipment.

3.2.12.2. **Q-.** Occasional deviations from correct procedures required retransmissions. Slow in initiating or missed several required calls. Minor errors or omissions did not significantly detract from situational awareness or mission accomplishment. Transmissions

contained extraneous matter, were not in proper sequence or used nonstandard terminology. Demonstrated limited knowledge of communications equipment.

3.2.12.3. **U.** Incorrect procedures or poor performance caused confusion and jeopardized mission accomplishment. Omitted numerous required radio calls. Inaccurate or confusing terminology significantly detracted from situational awareness or mission accomplishment. Displayed inadequate knowledge of communications equipment.

**3.2.13. Area 13--Not used:**

**3.2.14. Area 14--Airwork/Maneuvers:**

3.2.14.1. **Q.** Control during maneuvers was positive and smooth. Maneuvers performed IAW directives and appropriate to the tactical situation/environment. Adhered to established procedures.

3.2.14.2. **Q-.** Control during maneuvers not always smooth and positive, but adequate. Minor procedure deviations or lack of full consideration for the tactical situation.

3.2.14.3. **U.** Control erratic. Aircraft handling caused unsatisfactory accomplishment of maneuvers. Exceeded Q- criteria. Failed to consider the tactical situation. Temporary loss of aircraft control.

**3.2.15. Area 15--Unusual Attitude Recoveries:**

3.2.15.1. **Q.** Smooth, positive recovery to level flight with correct recovery procedures.

3.2.15.2. **Q-.** Slow to analyze attitude, or erratic in recovery to level flight. Correct recovery procedures used.

3.2.15.3. **U.** Unable to determine attitude. Improper recovery procedures were used.

**3.2.16. Area 16--Not used.**

**3.2.17. Area 17--Not Used.**

**3.2.18. Area 18--Descent:**

3.2.18.1. **Q.** Performed descent as directed, complied with all restrictions.

3.2.18.2. **Q-.** Performed descent as directed with minor deviations.

3.2.18.3. **U.** Performed descent with major deviations.

**3.2.19. Area 19--Not Used.**

**3.2.20. Area 20--Recovery:**

3.2.20.1. **Q.** Performed recovery IAW applicable procedures using proper techniques.

3.2.20.2. **Q-.** Performed recovery with minor deviations from established or appropriate procedures.

3.2.20.3. **U.** Recovery not performed IAW applicable procedures.

**3.2.21. Area 21-26--Not Used.**

**3.2.22. Area 27--Flight Leadership (if applicable):**

3.2.22.1. **Q.** Positively and effectively led the flight and made timely comments to correct discrepancies when required. Made sound and timely in-flight decisions. Provided direction/information when needed. Adapted effectively to meet new situational demands. Knew assigned tasks of other flight members. Asked for inputs and made positive statements to motivate flight members/other agencies. Coordinated effectively with other flight members/other agencies without misunderstanding, confusion, or undue delay.

3.2.22.2. **Q-.** In-flight decisions delayed mission accomplishment or degraded training benefit. Flight coordination was limited though adequate to accomplish the mission. Provided limited direction/information when needed. Slow to adapt to meet new situational demands. Demonstrated only limited knowledge of assigned tasks of other flight members. Did not consistently seek inputs from other flight members/other agencies. Limited effort to motivate flight members/other agencies through positive statements.

3.2.22.3. **U.** Did not accomplish the mission or failed to correct in-flight discrepancies. In-flight decisions were unsafe and/or jeopardized mission accomplishment. Failed to maintain briefed formation roles and responsibilities. Did not provide direction/information when needed. Did not adapt to meet new situational demands. Did not know the assigned tasks of other flight members. Did not ask for inputs. Made no effort to make positive statements to motivate flight members/other agencies. Lack of flight/other agency coordination resulted in significant degradation of mission accomplishment.

### 3.2.23. **Area 28--Debriefing/Critique:**

3.2.23.1. **Q.** Thoroughly debriefed the mission (or applicable portions) in a timely manner. Correctly analyzed mission results with respect to established objectives. Provided specific, objective, non-threatening positive and negative feedback on team and individual performance. Debriefed deviations. Offered corrective guidance as appropriate. Thoroughly debriefed any breakdowns in de-confliction contracts, roles and responsibilities. Asked for reactions/inputs from other mission participants. Re-capped key points and compared mission results with mission objectives.

3.2.23.2. **Q-.** Limited debriefing. Did not thoroughly discuss performance relative to mission objectives. Minor time management problems. Debriefed mission without specific, non-threatening positive and negative feedback on individual and team performance. Did not debrief significant deviations to an acceptable level. Did not consistently seek input from other mission participants. Incomplete or inadequate re-cap of key points and comparison of mission results to mission objectives.

3.2.23.3. **U.** Did not correctly debrief mission deviations or offer corrective guidance. Used excessive time to debrief. Failed to debrief breakdowns in de-confliction contracts, roles and responsibilities. Did not provide non-threatening positive and negative feedback during debriefing. Did not seek input from other mission participants. Did not re-cap key mission points nor compare mission results to mission objectives.

### 3.2.24. **Area 29—Knowledge:** Evaluate all applicable subareas.

#### 3.2.24.1. **SSAT Remote Pilot Aircraft (RPA) General:**

3.2.24.1.1. **Q.** Demonstrated thorough knowledge of aircraft systems, limitations and performance characteristics.

- 3.2.24.1.2. **Q-** Knowledge of aircraft systems, limitations, and performance characteristics sufficient to perform the mission safely. Demonstrated deficiencies either in depth of knowledge or comprehension.
- 3.2.24.1.3. **U.** Demonstrated unsatisfactory knowledge of aircraft systems, limitations or performance characteristics.
- 3.2.24.2. **Emergency Procedures:**
- 3.2.24.2.1. **Q.** Displayed 100% correct, immediate response to emergency situations. Effectively used checklist.
- 3.2.24.2.2. **Q-** Response to emergency 100% correct. Response to certain areas of emergencies or follow on steps were slow/confused. Used the checklist when appropriate, but slow to locate required data.
- 3.2.24.2.3. **U.** Incorrect response to emergency. Unable to analyze problems or take corrective action. Did not use checklist, or lacks acceptable familiarity with its arrangement or contents.
- 3.2.24.3. **Flight Rules/Procedures:**
- 3.2.24.3.1. **Q.** Thorough knowledge of flight rules and procedures.
- 3.2.24.3.2. **Q-** Deficiencies in depth of knowledge.
- 3.2.24.3.3. **U.** Inadequate knowledge of flight rules and procedures.
- 3.2.24.4. **Local Area Procedures:**
- 3.2.24.4.1. **Q.** Thorough knowledge of local procedures.
- 3.2.24.4.2. **Q-** Limited knowledge of local procedures.
- 3.2.24.4.3. **U.** Inadequate knowledge of local procedures.
- 3.2.25. **Area 30--Airmanship/Situational Awareness (Critical):**
- 3.2.25.1. **Q.** Executed the assigned mission in a timely, efficient manner. Conducted the flight with a sense of understanding and comprehension. Made appropriate decisions based on available information. Recognized the need for action. Aware of performance of self and other flight members. Aware of on-going mission status. Recognized, verbalized and correctly acted on unexpected events.
- 3.2.25.2. **U.** Decisions or lack thereof resulted in failure to accomplish the assigned mission. Missed analyzed flight conditions and/or failed to recognize/understand mission developments, or demonstrated poor judgment to the extent that flight safety could have been compromised. Did not recognize the need for action. Not aware of performance of self and other flight members. Not aware of on-going mission status. Failed to recognize, verbalize and act on unexpected events.
- 3.2.26. **Area 31--Safety (Critical):**
- 3.2.26.1. **Q.** Aware of and complied with all safety factors required for safe aircraft operation and mission accomplishment.

3.2.26.2. **U.** Was not aware of or did not comply with all safety factors required for safe operation or mission accomplishment. Did not adequately clear aircraft flight path. Operated the aircraft in a dangerous manner.

**3.2.27. Area 32--Flight Discipline (Critical):**

3.2.27.1. **Q.** Provided required direction/information. Correctly adapted to meet new situational demands. Demonstrated strict professional flight and crew discipline throughout all phases of the mission.

3.2.27.2. **U.** Did not provide direction/information when needed. Did not correctly adapt to meet new situational demands. Failed to exhibit strict flight or pilot discipline. Violated or ignored rules or instructions.

**3.2.28. Area 33--Instructor Performance (if applicable):**

**3.2.28.1. Briefing/Debriefing:**

3.2.28.1.1. **Q.** Presented a comprehensive, instructional briefing/debriefing which encompassed all mission events. Made excellent use of training aids. Excellent analysis of all events/maneuvers. Clearly defined objectives. Gave positive and negative performance feedback at appropriate times—feedback was specific, objective, based on observable behavior, and given constructively. Re-capped key points/compared mission's results with objectives. When appropriate, took the initiative and time to share operational knowledge and experience.

3.2.28.1.2. **Q-.** Minor errors or omissions in briefing/debriefing or mission critique. Occasionally unclear in analysis of events or maneuvers. Some feedback given, but was not always given at appropriate times and not always a positive learning experience for the entire formation. Debrief covered the mission highlights but was not specific enough.

3.2.28.1.3. **U.** Major errors or omissions in briefing/debriefing. Analysis of events or maneuvers was incomplete, inaccurate or confusing. Did not use training aids/reference material effectively. Briefing/debriefing below the caliber of that expected of instructors. Failed to define mission objectives. Feedback not given or given poorly. Attempted to hide mistakes. Elected not to conduct flight debrief.

**3.2.28.2. Demonstration of Maneuvers:**

3.2.28.2.1. **Q.** Performed required maneuvers within prescribed parameters. Provided concise, meaningful in-flight commentary. Demonstrated excellent instructor proficiency.

3.2.28.2.2. **Q-.** Performed required maneuvers with minor deviations from prescribed parameters. In-flight commentary was sometimes unclear.

3.2.28.2.3. **U.** Was unable to properly perform required maneuvers. Made major procedural errors. Did not provide in-flight commentary. Demonstrated below average instructor proficiency.

**3.2.28.3. Instructor Knowledge:**

- 3.2.28.3.1. **Q.** Demonstrated in-depth knowledge of procedures, requirements, aircraft systems/performance characteristics, mission and tactics beyond that expected of non-instructors.
- 3.2.28.3.2. **Q-.** Deficiencies in depth of knowledge, comprehension of procedures, requirements, aircraft systems/performance characteristics, mission or tactics.
- 3.2.28.3.3. **U.** Unfamiliar with procedures, requirements, aircraft systems/performance characteristics, mission or tactics. Lack of knowledge in certain areas seriously detracted from instructor effectiveness.
- 3.2.28.4. Ability to Instruct:**
- 3.2.28.4.1. **Q.** Demonstrated excellent instructor/evaluator ability. Clearly defined all mission requirements and any required additional training/corrective action. Instruction/evaluation was accurate, effective and timely. Was completely aware of aircraft/mission situation at all times.
- 3.2.28.4.2. **Q-.** Problems in communication or analysis degraded effectiveness of instruction/evaluation.
- 3.2.28.4.3. **U.** Demonstrated inadequate ability to instruct/evaluate. Unable to perform, teach or assess techniques, procedures, systems use or tactics. Did not remain aware of aircraft/mission situation at all times.
- 3.2.28.5. Training/Evaluation Forms Preparation:**
- 3.2.28.5.1. **Q.** Completed appropriate training/evaluation records accurately. Adequately assessed and recorded performance. Comments were clear and pertinent.
- 3.2.28.5.2. **Q-.** Minor errors or omissions in training/evaluation records. Comments were incomplete or slightly unclear.
- 3.2.28.5.3. **U.** Did not complete required forms or records. Comments were invalid, unclear, or did not accurately document performance.
- 3.2.29. Area 34--Not used.**
- 3.2.30. Area 35--Not used.**
- 3.2.31. Area 36--Task Prioritization:**
- 3.2.31.1. **Q.** Correctly identified, prioritized and managed tasks based on existing and new information that assured mission success. Used available resources to manage workload, communicated task priorities to other flight members. Asked for assistance when required. Displayed sound knowledge of systems. Effectively identified contingencies and alternatives. Gathered and crosschecked available data before acting. Clearly stated decisions and ensured they were understood. Investigated doubts and concerns of other flight members when necessary.
- 3.2.31.2. **Q-.** Made minor errors in prioritization, management of tasks, system knowledge which did not affect safe or effective mission accomplishment. Did not completely communicate task priorities to other flight members. Made minor errors in identifying contingencies, gathering data, or communicating a decision which did not affect safe or effective mission accomplishment.

3.2.31.3. U. Incorrectly prioritized or managed tasks. Displayed lack of systems knowledge causing task overload that seriously degraded mission accomplishment or safety of flight. Failed to communicate task priorities to other flight members. Failed to ask for assistance when overloaded. Improperly or ineffectively identified contingencies, gathered data, or communicated a decision that seriously degraded mission accomplishment or safety of flight.

3.2.32. **Areas 37-70--Not used.**

## Chapter 4

### EMERGENCY PROCEDURES EVALUATION CRITERIA

**4.1. General Grading Standards:** The grading criteria in this chapter are divided into two sections: Non-Critical Action Procedure (CAP) Malfunctions and General. Use all sections for criteria applicable to the events performed on the evaluation.

#### **4.2. General:**

**4.2.1. Area 201-210--Not used.**

**4.2.2. Areas 211-233--Non-CAP Malfunctions:**

4.2.2.1. **Q.** Recognized and analyzed malfunction in a timely manner. Displayed correct, immediate response to emergency situations. Effectively used checklist.

4.2.2.2. **Q-.** Slow to recognize and/or analyze malfunction. Response to certain required steps in emergency procedures was slow/confused. Used the checklist when appropriate, but slow to locate required data and implement guidance.

4.2.2.3. **U.** Unable to analyze problems or take corrective action. Did not use checklist and/or lacked acceptable familiarity with its arrangement or contents.

**4.2.3. Areas 234-325--Not used.**

**4.2.4. Area 326--Aircraft General Knowledge:**

4.2.4.1. **Q.** Demonstrated thorough knowledge of aircraft systems, limitations and performance characteristics.

4.2.4.2. **Q-.** Knowledge of aircraft systems, limitations, and performance characteristics sufficient to perform the mission safely. Demonstrated deficiencies either in depth of knowledge or comprehension.

4.2.4.3. **U.** Demonstrated unsatisfactory knowledge of aircraft systems, limitations or performance characteristics.

**4.2.5. Area 327--Unusual Attitude Recoveries:**

4.2.5.1. **Q.** Smooth, positive recovery to level flight with correct recovery procedures.

4.2.5.2. **Q-.** Slow to analyze attitude, or erratic in recovery to level flight. Correct recovery procedures used.

4.2.5.3. **U.** Unable to determine attitude. Improper recovery procedures were used.

**4.2.6. Areas 328-331—Not Used:**

DAVID G. SHOEMAKER, Major General, USAF  
Director of Operations

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

AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020

AFMAN 11-202V2, *Aircrew Standardization and Evaluation Program*, 30 August 2021

AFMAN 11-202V2\_ACCSUP, *Aircrew Standardization and Evaluation Program*, 19 August 2022

AFMAN 11-290, *Cockpit/Crew Resource Management and Threat & Error Management Program*, 25 October 2021

***Prescribed Forms***

None

***Adopted Forms***

AF Form 8, *Certificate of Aircrew Qualification*

AF Form 8a, *Certificate of Universal Aircrew Qualification*

AF Form 4031, *CRM/TEM Skills Training/Evaluation*

DAF Form 847, *Recommendation for Change of Publication*

***Abbreviations and Acronyms***

**AATTCS**—Advanced Aerial Threat Target Control System

**ACC**—Air Combat Command

**ADO**—Assistant Operations Officer

**AFI**—Air Force Instruction

**AFMAN**—Air Force Manual

**CAP**—Critical Action Procedure

**COMM**—Communications

**CRM**—Crew Resource Management

**DAF**—Department of the Air Force

**EGT**—Exhaust Gas Temperature

**EPE**—Emergency Procedure Evaluation

**FE**—Flight Examiner

**IAW**—In Accordance With

**LOX**—Letter of Qualifications

**MQF**—Master Question File

**MSN**—Mission (in reference to Evaluation Type)

**NM**—Nautical Mile(s)

**OPR**—Office of Primary Responsibility

**QUAL**—Qualification (in reference to Evaluation Type)

**RPA**—Remote Pilot Aircraft

**SQ/CC**—Squadron Commander

**SQ/DO**—Squadron Director of Operations

**SSAT**—Sub Scale Aerial Target

**T.O.**—Technical Order

**TCS**—Target Control System

**TEM**—Threat Error & Management

**WITS**—White Sands Missile Range Integrated Target System

**WSMR**—White Sands Missile Range

### *Office Symbols*

**53 WEG/CC**—53rd Weapons Evaluation Group Commander

**82 ATRS/CC**—82d Aerial Targets Squadron Commander

**ACC/A3**—Air Combat Command Director of Operations

**ACC/A3T**—Air Combat Command Flight Operations Division

### *Terms*

**Aircrew**—For the purpose of this manual, aircrew is defined as any current and qualified, rated officer performing BQM-167A Remote Pilot duties and a current and qualified.

**Certification**—Procedure used to document competency in a particular task. Not interchangeable with “qualification,” which requires AF Form 8/AF Form 8a, documentation.

**Continuation Training (CT)**—Training to maintain proficiency and improve aircrew capabilities to perform unit missions not flown in formal syllabus missions, tests, or evaluations.

**Currency**—A measure of how frequently and/or recently a task is completed. Currency requirements should ensure the average aircrew member maintains a minimum level of proficiency in a given event.

**Emergency Procedures Evaluation (EPE)**—A flight, simulator, or verbal evaluation used to evaluate EPs and systems knowledge.

**Initial Qualification Training (IQT)**—Training needed to qualify aircrew for basic aircrew duties in an assigned crew position for a specific aircraft, without regard for the unit’s operational mission.

**Mission Qualification Training (MQT)**—Training required to achieve a basic level of competence in unit’s primary tasked missions.

**Mission Sortie**—A live flight mission flown in training or operational missions.

**Proficiency**—Demonstrated ability to accomplish tasked event expediently, safely and accurately.

**Situational Emergency Procedures Training (SEPT)**—A discussion and review of abnormal/EPs and aircraft systems operations/limitations based on realistic scenarios.

**Specialized Training**—Training in specialized tactics, weapons systems, or flight responsibilities such as FL, instructor, FE. This training may be conducted in MQT or CT, as required.

**Squadron Supervisor**—Any of the following: SQ/CC, SQ/DO, Assistant Operations Officer (ADO), flight commander or person specifically designated by the SQ/CC. Except for SQ/CC, SQ/DO, and ADO, appointment must be endorsed by the OG/CC, and certification will be documented on unit LOX.

**Stan/Eval**—Standardization and Evaluations.

**Target Control System (TCS)**—either Advanced Aerial Threat Target Control System (AATTCS) at Tyndall AFB, or White Sands Missile Range (WSMR) Integrated Target System (WITS) at Holloman AFB.

**Training Cycle**—The training cycle is aligned on an annual cycle from 1 October – 30 September.

**X-Ray**—TCS SSAT primary remote pilot for SSAT missions.

**Yankee**—Assistant remote pilot for unmanned SSAT missions.