

**BY ORDER OF THE COMMANDER
AIR EDUCATION AND TRAINING
COMMAND**

**AIR EDUCATION AND TRAINING
COMMAND INSTRUCTION 36-2607**

4 DECEMBER 2023



Personnel

**SURVIVAL, EVASION, RESISTANCE
AND ESCAPE (SERE) STANDARDS
AND EVALUATIONS**

COMPLIANCE WITH THIS PUBLICATION IS MANDATORY

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This instruction implements Department of the Air Force Policy Directive 36-26, *Total Force Development and Management* and establishes requirements for standardizing and evaluating SERE training systems and programs. The guidance herein is applicable to Air Education and Training Command (AETC) 19th Air Force, Mobility Air Force Graduate Training Division (19AF/A3M) and the 336th Training Group (336 TRG); it does not apply to the United States Space Force, the Air Force Reserve, or the Air National Guard. Failure to observe prohibitions and mandatory provisions of this Instruction by military personnel is a violation of Article 92, Uniform Code of Military Justice. Violations may result in administrative disciplinary action without regard to otherwise applicable criminal or civil sanctions for violations of related laws. 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. Submit suggested changes to this instruction on DAF Form 847, *Recommendation for Change of Publication*, to 19AF/A3M. Field units below MAJCOM level will supplement this instruction and are required to coordinate supplements to this instruction with 19AF before approval. 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 Department of the Air Force Manual 90-161, *Publishing Process and Procedures* for a description of the authorities associated with the Tier numbers. Submit requests for waivers through the chain of command to the appropriate Tier waiver approval authority, or alternately, to the Publication OPR for non-tiered compliance items. 19AF A3M is the waiver authority for this instruction. See [Attachment 1](#) for a glossary of references and supporting information.

SUMMARY OF CHANGES

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1. Overview:

1.1. The purpose of the SERE Standardization and Evaluation (Stan/Eval) program is to provide commanders a tool to accurately assess SERE training programs and to manage instructor qualifications. The overall goal is to ensure compliant programs and qualified instructors while improving the quality of training through continuing analysis and feedback.

1.2. The Stan/Eval program will include applicable internal and external evaluation processes to conduct the following evaluations.

1.2.1. SERE Specialist Evaluations. Conduct IAW AFI 16-1301, *Survival Evasion Resistance and Escape Program*. SERE Specialist Evaluation criteria will be outlined in the Group Supplement to this instruction and approved by AETC 19AF/A3M.

1.2.2. AETC Instructor Evaluations. Conduct IAW AETCI 36-2604, *Flying Training Instructor Programs*.

1.2.3. Biennial Course Reviews. Review all formal training courses conducted by the 336 TRG to ensure compliance with approved courseware and evaluate the effectiveness of courses. Specific evaluation criteria and methods for analysis will be determined at the Group level. Each course will be evaluated at least once every two years and aligned with the Unit Effectiveness Inspection cycle.

2. Responsibilities:

2.1. AETC 19AF/A3M will:

2.1.1. Provide program guidance IAW Department of the Air Force Instruction 90-160, *Publications and Forms Management*.

2.1.2. Develop a master question file database for SERE Specialist evaluations IAW AFI 16-1301.

2.1.3. Review all Group-level Standardization and Evaluation Board (SEB) minutes for opportunities to provide assistance and identify trends.

2.1.4. Develop procedures to collect pertinent information relative to actual SERE experiences and distribute information critical to the currency and effectiveness of SERE courses.

2.2. 336 TRG Commander will:

2.2.1. Develop a Group Supplement to this Instruction.

2.2.2. Ensure procedures exist to collect and analyze data for the internal evaluation process. This information may be collected from items such as student questionnaires, instructor comments, test monitor program, training observation reports (TOR), course evaluations, and course managers' feedback. **(T-2)**

2.2.3. Establish Special Interest Items (SIIs) as required. Review SIIs on an annual basis for applicability.

2.2.4. Ensure S-V81-A postgraduate evaluations are completed within 6 months of graduation. Forward a semiannual report of findings to AETC 19AF/A3M by 31 January and 31 July. **(T-2)**

2.3. 336th Training Group, Training Group Standardization/Evaluation (336 TRG/TGV) will:

2.3.1. Conduct and manage Biennial Course Reviews. Submit post inspection reports to the 58th Special Operations Wing, Inspector General (58 SOW/IG) and AETC 19AF/A3M.

2.3.2. Manage Group SERE Specialist and AETC instructor evaluation programs as directed in locally developed guidance.

2.3.3. Establish a no-notice instructor evaluation program that evaluates ten percent of assigned instructors from each formal course annually.

2.3.3.1. Record no-notice evaluations on the appropriate AETC Form 610. Use AETC Form 610O for Operational Training, AETC Form 610R for Resistance Training, and AETC Form 610S for Academic Training. **(T-2)**

2.3.3.2. No-notice evaluation results will be recorded in the instructor's Stan/Eval folder maintained at the Squadron level.

2.3.4. Conduct a semi-annual Group Standardization and Evaluation review board. **(T-2)** The SEB will provide feedback on the effectiveness of the Group's formal training courses, provide cross-tell between units on improvement opportunities, recommend changes to publications, evaluate the effectiveness of the Stan/Eval programs, and prescribe corrective action. **(T-2)**

2.4. Squadron or Detachment Commander will:

2.4.1. Ensure procedures exist to support and enforce the Stan/Eval requirements in this instruction. **(T-2)**

2.4.2. Ensure evaluators assigned at the Squadron level are experienced SERE Specialists with supervisory experience. **(T-2)**

2.4.3. Ensure students are provided the opportunity to submit subjective course critiques throughout all formal courses. **(T-2)**

2.5. Squadron and Detachment Stan/Eval Office (CCV) will:

2.5.1. Conduct Training Observation Reports for all formal courses attached to the Squadron or Detachment for compliance with approved courseware. **(T-2)** CCV personnel will also evaluate the effectiveness and efficiency of the courses as related to

standardization, professionalism, safety, and logistical support. **(T-2)** Criteria and requirements for Training Observations will be outlined in the Group Supplement to this instruction.

2.5.2. Conduct SERE Specialist Evaluations. Ensure evaluations are conducted initially and annually IAW AFI 16-1301 (paragraphs 5.3 – 5.6) and the 336 TRG Supplement to this instruction.

2.5.3. Conduct AETC Instructor Evaluations. Ensure all assigned instructors are evaluated annually. The evaluation must be conducted within a 120-day window starting on the first day of the ninth month after the month of the instructor's most recent evaluation. If an instructor fails the evaluation or does not complete the evaluation during a one-year period, the instructor will be decertified and cannot instruct until he or she successfully re-accomplishes an instructor evaluation. **(T-2)**

3. Instructor Evaluation and Grading System:

3.1. **Grading Scale.** The grading system consists of a Q1 (qualified), Q2 (qualified), and Q3 (unqualified) grading scale (with four subareas) as follows:

3.1.1. **Q1 (Qualified).** The instructor's performance met the desired standards for subject mastery and instructional techniques. An adjective phrase of exceptionally qualified (EQ) may be included in the remarks section of the AETC Form 610 for individuals whose overall performance far exceeds the standards.

3.1.2. **Q2 (Qualified).** The instructor's performance met minimum standards for subject mastery and instructional techniques. Although this rating does not require decertification, additional training is required.

3.1.3. **Q3 (Unqualified).** The instructor did not meet the minimum standards for subject mastery or instructional techniques. The instructor will be decertified in the evaluated units of training. Recertification in the specified units of training by the immediate supervisor is required prior to resumption of instructor duties.

3.2. Subarea Grades:

3.2.1. **E (Excellent).** The individual's instruction is above standards. No deviations occurred.

3.2.2. **S (Satisfactory).** The individual instructs correctly, efficiently, and skillfully. Minor deviations may occur but are recognized and corrected in a timely manner and do not significantly detract from the overall performance.

3.2.3. **M (Marginal).** The individual instructs safely but has limited knowledge or skill. Deviations occur that distract from his or her overall performance.

3.2.4. **U (Unsatisfactory).** The individual is unsafe or lacks sufficient knowledge or skill to instruct.

4. Grading Instructions. Use the following grading instructions to evaluate an instructor:

4.1. If the instructor takes appropriate corrective action within a reasonable time, do not allow momentary deviations to adversely affect the overall rating level.

4.2. Consider overall performance when assigning the overall rating level, to include any serious breach of directives or compromise of safety. If an evaluator must place restrictions on the member being evaluated to ensure safety is not compromised, the evaluation will be rated unqualified.

4.3. Regardless of other scoring factors, any evaluation may be rated unqualified because of cumulative deviations from desired performance that reduce mission effectiveness to an unacceptable level.

4.4. On the appropriate evaluation form, the evaluator will enter comments that may include, but are not limited to, significant factors observed during the evaluation.

RANDY P. OAKLAND, Brig Gen, USAF
Director, Operations and Communications

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

DAFPD 36-26, *Total Force Development and Management*, 15 April 2022
AFI 16-1301, *Survival, Evasion, Resistance, and Escape (SERE) Program*, 3 August 2017
AFI 33-322, *Records Management and Information Governance Program*, 23 March 2020
DAFI 90-160, *Publications and Forms Management*, 14 April 2022
DAFMAN 90-161, *Publishing Process and Procedures*, 18 October 2023
AETCI 36-2604, *Flying Training Instructor Programs*, 22 September 2020

Prescribed Forms

AETC Form 610O, *Instructor Evaluation Record – Operational Training*
AETC Form 610R, *Instructor Evaluation Record – Resistance Training*
AETC Form 610S, *Instructor Evaluation Record – Academic Training*

Adopted Forms

DAF Form 847, *Recommendation for Change of Publication*

Abbreviations and Acronyms

AETC—Air Education and Training Command
AFI—Air Force Instruction
DAF—Department of the Air Force
ETCA—Education and Training Course Announcements
EQ—Exceptionally Qualified
IAW—In accordance with
IG—Inspector General
MAJCOM—Major Command
OPR—Office of Primary Responsibility
SAV—Staff Assistance Visit
SERE—Survival, Evasion, Resistance, and Escape
SEB—Standardization and Evaluation Board
SIIs—Special Interest Items
Stan/Eval—Standardization/Evaluation
TOR—Training Observation Report

Office Symbols

19 AF/A3M—19th Air Force, Mobility Air Force Graduate Training Division

58 SOW/IG—58th Special Operations Wing, Inspector General

336 TRG—336th Training Group

336 TRG/TGV—336th Training Group, Training Group Standardization/Evaluation

CCV—Squadron and Detachment Standardization/Evaluation Office

Terms

Evaluation—A systematic process of judging how well individuals, procedures, or programs meet educational objectives. Evaluation of formal training courses includes internal and external evaluations interview program, graduate evaluation, aircraft mishap reports, prisoner of war debriefs, and DoD exercises) from outside the formal training environment to assess the effectiveness of the training system.

Formal training courses—Training courses listed in the education and training course announcements (ETCA) database and the appropriate programmed flying training documents. (For a listing of ETCAs, see <https://etca.randolph.af.mil>)

Instructor evaluation—An evaluation conducted by a certified supervisor or a squadron or group standardization evaluator to determine an individual's knowledge and proficiency in his or her instructional specialty.

Internal evaluation—The acquisition of internal feedback and management data (for example, student assessment, written tests, validation data, pretests, student questionnaires, personnel observations, training observation reports, local, and SAVs) from within the formal training environment to assess the effectiveness of the training system.

No notice evaluation—An instructor evaluation conducted with no prior notice to the instructor or duty section.