

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ COL)			
I. RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)			
NAME (Last, First, Middle Initial) WITT, MARGARET H.	2. SSN [REDACTED]	3. GRADE MAJ (Non-EAD)	4. DAFSC X46F3
5. PERIOD OF REPORT From: 13 Apr 2002 Thru: 12 Apr 2003	6. NO. DAYS SUPERVISION 365	7. REASON FOR REPORT Annual	
8. ORGANIZATION; COMMAND, LOCATION 446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCORD AFB WA			9. PAS CODE T21LFLWO
II. UNIT MISSION DESCRIPTION			
Augments active duty personnel in intertheater patient movements and provides integrated trained crews for contingency operations. Upon notification to mobilize, deploys aeromedical evacuation crews and supporting personnel with supporting assets to specified worldwide locations to perform flying strategic aeromedical evacuation missions.			
III. JOB DESCRIPTION			
1. DUTY TITLE: FLIGHT NURSE EXAMINER			
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES: Responsible for evaluating assigned flight nurses in performance of their crew duties. Serves as instructor to unqualified and noncurrent flight nurses. Responsible for care of patients being moved via aeromedical evacuation. Coordinates activities of the medical crew to accomplish patient care in flight, as well as the safety of the patients and medical crew. Coordinates medical crew activities with the aircrew. SIGNIFICANT ADDITIONAL DUTY: Officer in charge (OIC) of Ground Training. Provides guidance and direct assistance to squadron members on the transition to the C-17 aircraft, as well as certification on four other opportune aircraft used for aeromedical evacuation (AE).			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
- Volunteered for duty in support of operations SOUTHERN WATCH and ENDURING FREEDOM - Voluntarily filled additional Air Expeditionary Force rotations on short notice assuring AE readiness - Responsible for care on seven missions utilizing three different aircraft in an austere environment - Safely and expeditiously transported over 75 patients and 150 passengers—provided life saving care to several critical cardiac patients, an urgent head trauma patient, and a severe hand trauma patient - Excellent crew communication and coordination during transfer of 27 injured soldiers, including one urgent and four priority patients, and medical equipment to C-17 from C-130 aircraft with minimal ground times; resulting in safe, rapid transport for life saving treatment and definitive medical care - Unprecedented AE knowledge base—sought out by peers and numerous Critical Care Team members			
V. PERFORMANCE FACTORS	DOES NOT MEET STANDARDS	MEETS STANDARDS	
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officership. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets suspenses.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
5. Judgment and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

AF FORM 707A, 20000601 (EF-V3)

PREVIOUS EDITION IS OBSOLETE.

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EXHIBIT
WITNESS 815 HANSEN
DATE 11/15/03
SUSAN COOKMAN

EXHIBIT NO. 2
Ki. Winslow

AF001366

VI. RATER OVERALL ASSESSMENT	RATEE NAME: WITT, MARGARET H.
<ul style="list-style-type: none"> - As OIC of Ground Training ensured rapid qualification of 100 percent of personnel on C-17 aircraft - Volunteered to certify aeromedical evacuation crew members (AECMs) from numerous other squadrons on C-17, C-130 and C-141 aircraft, expanding mission capabilities for worldwide aeromedical evacuation - Sets the example by seeking out and maintaining certification on three potential opportune aircraft for AE - Demonstrates exceptional nursing, crew and mission management skills in all environments <ul style="list-style-type: none"> - Provided life saving medical aid for acutely-ill DOD civilian who collapsed on board World Airways - Utilized excellent mission management skills to coordinate with civilian pilot and crew members for diversion of aircraft back to Bahrain for immediate off-load and transport of patient for life saving care - Provided emergency medical treatment for airman during a structure fire potentially saving eyesight 	

Last performance feedback was accomplished on: 23 May 2002 (Consistent with the direction in AFI 36-2406.)
 (If not accomplished, state the reason.)

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION KENNETH H. WINSLOW, Major, USAFR 446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, Washington	DUTY TITLE Flight Nurse Examiner-Ch, Aircrew/Trng	DATE 12 May 2003
SSN [REDACTED]	SIGNATURE <i>Kenneth H. Winslow</i>	

VII. ADDITIONAL RATER OVERALL ASSESSMENT	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - Seeks opportunities to interact with local agencies to promote community relationships and understanding - Volunteer speaker for over 100 elementary school students and parents from kindergarten to fifth grade - Prepared a presentation for over 175 members of the 320 EAES on body mechanics and lifting techniques to assure safety of all AECMs performing at a high tempo of operations in an austere environment - Recognized as key participant in overall excellent rating for Aircrew Standardization and Evaluation Visit 		

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION THOMAS M. HANSEN, Major, USAFR, NC 5th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, Washington	DUTY TITLE Flight Nurse Examiner-Flight Commander Training	DATE 18 Jun 2003
SSN [REDACTED]	SIGNATURE <i>Thomas M. Hansen</i>	

VIII. REVIEWER	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<p>NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION DENNIS P. O'DONOGHUE, COL, USAFR 446th Airlift Wing (AMC) McChord Air Force Base, Washington</p> <p>DUTY TITLE Commander</p> <p>DATE JUL 27 2003</p> <p>SSN [REDACTED]</p> <p>SIGNATURE <i>Dennis P. O'Donoghue</i></p>		

Instructions

Rater: Recommendations must be based on performance and the potential based on that performance. Promotion recommendations are prohibited. Do not comment on completion of or enrollment in PME, advanced education, previous or anticipated promotion recommendations on AF Form 709, DER indorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion. All evaluators enter only last four numbers of SSN.

Rater: Focus your evaluation in Section IV on what the officer did, how well he or she did it and how the officer contributed to mission accomplishment. Write in concise "bullet" format. Your comments in Section VI may include recommendations for assignment.

Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflated. If you disagree, you may ask the rater to review his or her evaluation. You may not direct a change in the evaluation. If you still disagree with the rater, mark "NON-CONCUR" and explain. You may include recommendations for assignment.

Reviewer: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflated, mark the form "CONCUR" and sign the form. If you disagree with previous evaluators, you may ask them to review their evaluations. You may not direct them to change their appraisals. If you still disagree with the additional rater, mark "NONCONCUR" and explain in Section VIII. Do not use "NONCONCUR" simply to provide comments on the report.

ACQUISITION EXAMINER/AIR FORCE ADVISOR (Indicate applicable review by marking the appropriate box(es).)	ACQUISITION EXAMINER (If applicable)	AIR FORCE ADVISOR (If applicable)
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE