

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)			
RATEE IDENTIFICATION DATA (Read AFI 36-2406 carefully before filling in any item)			
1. 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 2003 To: 12 Apr 2004		6. NO. DAYS SUPERVISION 366	7. REASON FOR REPORT Annual
8. ORGANIZATION, COMMAND, LOCATION 446TH AEROMEDICAL EVACUATION SQUADRON (AMC), MCCORD AFB			9. PAS CODE T21LFLW0
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 six other opportune aircraft			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
<ul style="list-style-type: none"> - Outstanding Mission Manager-Coordination with Aircraft Commander, Medical Crew of 10 and 50 Duty PAX for seamless transitions during training mission with three RONS, three hotel changes and two aircraft changes - Performed five months of additional active duty to support squadron during increased operational tempo - Exhibits excellent knowledge of all aspects of worldwide aeromedical evacuation operations and policies <ul style="list-style-type: none"> - Volunteered as OIC of flight scheduling for training and operational missions to assure readiness - Responsible for launch and recovery for all unit training and operational missions during 5-month period - Maintained continuity in mission readiness and worldwide patient movement by assuring unit annual tour positions and responsibilities were filled in a timely manner in a time of significantly less available flyers - Requaled rapidly following surgery and rehab from injury while deployed to Southwest Asia 			
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 officer-ship. 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, 20D00601 (IMT-V2)

PREVIOUS EDITION IS OBSOLETE.

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EXHIBIT NO. 3

R. Winslow

EXHIBIT
WITNESS
DATE

SUSAN COOKMAN

AFD01364

3
Hanson
8/27/03

VI. RATER OVERALL ASSESSMENT RATER NAME: Witt, Margaret H.

- As OIC of Ground Training, demonstrated excellent organizational and management skills by coordinating training and availability of airframes for certification of all squadron flyers on six different opportune aircraft
- Instrumental in communicating and coordinating with multiple other aeromedical units for cross-certification opportunities increasing overall worldwide capabilities and mission readiness of each squadron member
- Excellent mentor--created multiple unique training scenarios for students in initial upgrade training and requalification--often sought out by peers for advice on career advancement and educational opportunities
- Created oversheets for certifications and training to streamline process and assure continuity of documentation
- Takes on new responsibilities--stepped up to create schedule and bid for quarterly mission buys to assure quality training opportunities would be provided for returning deployed, and remaining, squadron members

Last performance feedback was accomplished on: 12 Oct 2003 (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 15 MAY 2004
SSN [REDACTED]	SIGNATURE <i>Kenneth H. Winslow</i>	

VII. ADDITIONAL RATER OVERALL ASSESSMENT CONCUR NONCONCUR

- Outstanding squadron and Air Force representative--hand picked to coordinate humanitarian mission and patient transport with multiple civilian, military, government and DOD agencies assuring continuity of care
- Recognized leader--submitted by peers and selected by superiors as Officer of the Quarter Spring of 2003
- Voluntarily assumed overall responsibility for multiple sections within the squadron during unit mobilization assuring continuity and standards were maintained for new students, continuation training, and evaluations

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION THOMAS M. HANSEN, Major, USAFR, NC 446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, Washington	DUTY TITLE Flight Nurse Examiner-Flt Cmdr, Training	DATE 15 MAY 2004
SSN [REDACTED]	SIGNATURE <i>Thomas M. Hansen</i>	

VIII. REVIEWER CONCUR NONCONCUR

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION ERIC W. CRABTREE, Colonel, USAFR 446th Airlift Wing (AMC) McChord Air Force Base, Washington	DUTY TITLE Commander	DATE MAY 18 2004
SSN [REDACTED]	SIGNATURE <i>Eric W. Crabtree</i>	

Instructions
 Alt: 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, OER 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 unlimited. 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 unlimited, 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 appraisal. 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.

IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.)

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
ACQUISITION EXAMINER	FUNCTIONAL EXAMINER	AIR FORCE ADVISOR	

NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION	SIGNATURE	DATE