

FIELD GRADE OFFICER PERFORMANCE REPORT (MAJ thru COL)			
I. RATEE IDENTIFICATION DATA (Read AFM 35-2406 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial)	2. SSN	3. GRADE	4. DAFSC
WITT, MARGARET H.	[REDACTED]	MAJ (Non-EAD)	X46F3
5. PERIOD OF REPORT		6. NO. DAYS SUPERVISION	7. REASON FOR REPORT
From: 13 Apr 2004	Thru: 12 Apr 2005	365	Annual
8. ORGANIZATION, COMMAND, LOCATION			9. PAS CODE
446th AEROMEDICAL EVACUATION SQUADRON (AMC) MCCHORD AIR FORCE BASE, WASHINGTON			I21LFLW0
II. UNIT MISSION DESCRIPTION			
Augments active duty personnel in support of global patient movement requirements. Provides mission ready crews and ground support teams for contingency and peacetime operations. Upon notification to mobilize, deploys aeromedical evacuation crews, operations teams and supporting personnel with supporting assets to specified worldwide locations to perform both intertheater and intratheater 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: Chief, Standards and Evaluation			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
<ul style="list-style-type: none"> <li>- Selected by Commander for Chief, Standards and Evaluation due to her extensive knowledge of mission flying regulations and her ability to manage and motivate squadron members to perform to their highest level</li> <li>- Directly responsible for maintaining mission ready status of squadron members—all members tasked were current and qualified for deployment with no shortfalls; deployed locations noted outstanding performance</li> <li>- Expertly managed transition of 84 flying personnel from MDS specific qualification to universal qualification</li> <li>- Non-threatening, easily approachable, often sought out by squadron members for her depth of knowledge of the air evacuation mission and Air Force—extensive experience and people management skills valued by all</li> <li>- Leader in achieving/maintaining clinical skills—certified in Advanced Cardiac Life Support before required of all flight nurses, Basic Life Support instructor, attended continuing education classes on burns and trauma</li> </ul>			
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 surprises.	<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 IET 707A, 20000601, V3

PREVIOUS EDITION IS OBSOLETE.

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EXHIBIT  
WITNESS  
DATE 8/5/10  
SUSAN COOKMAN

EXHIBIT NO. 4  
2-25-2010

AF001361

VI. RATER OVERALL ASSESSMENT		RATEE NAME: WITT, MARGARET H.	
<ul style="list-style-type: none"> <li>- Dynamic senior nursing leader, recognized by peers for strong character, leadership skills and knowledge base</li> <li>- Committed to continuing squadron cohesion and morale; first in line to promote BBQ luncheons, softball games</li> <li>- Excellent role model of professional military officership, lifetime member of the Reserve Officer Association, sets the standard for professional conduct for junior officers and fellow peers to emulate for career success</li> <li>- Recognized by her peers for her expertise in flight evaluations; creatively develops realistic scenarios that test and tax the member to perform at their maximum level—scenarios drawn from wartime, real life experience</li> <li>- Knows and understands worth and dignity of subordinates and successfully integrates human element into daily management—stimulates creative effort in others by providing a challenging learning environment</li> <li>- Remarkable leader—exceeds expectations, achieves the unexpected and seeks out the best in other members</li> </ul>			
Last performance feedback was accomplished on: <u>20 Oct 2004</u> (Consistent with the direction in AFJ 36-2406. If not accomplished, state the reason.)			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
THOMAS M. HANSEN, Major, USAFR, NC 446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, WA		Chief of Stan/Eval	10 Jul 2006
SSN [REDACTED]		SIGNATURE <i>Thomas M. Hansen</i>	
VII. ADDITIONAL RATER OVERALL ASSESSMENT		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> <li>- Exceptional flight nurse with superb clinical skills in the aeromedical evacuation patient movement system</li> <li>- Always ready to volunteer and support the mission whether in-garrison at home station or a deployed location</li> <li>- Exhibited remarkable leadership skills as Chief of Stan Eval, meticulously monitoring crew members currency, qualification and proficiency—ensuring 100% of squadron taskings met and outstandingly performed</li> <li>- Passion for excellence; high regard for having unquestionable integrity, leadership and professionalism</li> </ul>			
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		DUTY TITLE	DATE
JANETTE L. MOORE-HARBERT, LTC, USAFR, NC 446th Aeromedical Evacuation Squadron (AMC) McChord Air Force Base, WA		Commander	11 Jul 2006
SSN [REDACTED]		SIGNATURE <i>Janette L. Moore-Harbert</i>	
VIII. REVIEWER		<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<p>NAME, GRADE, BR OF SVC, ORGN, COMD &amp; LOCATION</p> <p>ERIC W. CRABTREE, Brig Gen, USAFR 446th Airlift Wing (AMC) McChord Air Force Base, WA</p> <p>DUTY TITLE</p> <p>Commander</p> <p>DATE</p> <p>JUL 21 2006</p> <p>SSN [REDACTED]</p> <p>SIGNATURE <i>Eric W. Crabtree</i></p>			
<p>Instructions</p> <p>All: 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 endorsement levels, family activities, marital status, race, sex, ethnic origin, age, or religion. All evaluators enter only last four numbers of SSN.</p> <p>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.</p> <p>Additional Rater: Carefully review the rater's evaluation to ensure it is accurate, unbiased and uninflected. 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.</p> <p>Reviewer: Carefully review the rater's and additional rater's ratings and comments. If their evaluations are accurate, unbiased and uninflected, 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.</p>			
IX. ACQUISITION OR FUNCTIONAL EXAMINER/AIR FORCE ADVISOR (Indicate review by marking the appropriate box(es) if applicable.)		ACQUISITION EXAMINER	FUNCTIONAL EXAMINER
NAME, GRADE, BR OF SVC, ORGN, COMD & LOCATION		SIGNATURE	DATE