

Commander's Call Topics



August 21, 2014

"It is our choices ... that show what we truly are,
far more than our abilities."

*J. K. Rowling
British novelist
(b. 1995)*

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CHIEFchat: The Airman Comprehensive Assessment

[Chief Master Sgt. of the Air Force James A. Cody](#) addressed how the Airman Comprehensive Assessment, or ACA, influences enlisted performance reports, and how those reports will affect future promotions during his latest [CHIEFchat](#) at the Defense Media Activity, at Ft. Meade, Maryland.

"It's important people get ready for this idea of how we're going to have performance assessment influence promotion recommendations," Cody said. "Today you have a performance assessment that in essence is your promotion recommendation."

According to Cody, performance will be assessed by how well an Airman meets or exceeds established standards. Commanders will then give promotion-eligible Airmen a promotion recommendation based on how ready the Airmen are for the next rank. Commanders, not supervisors, will determine who gets the different promotion recommendations, and they will be limited on the top recommendations to ensure the Air Force can discern amongst Airmen for promotion.

Cody said it's important to give Airmen in the top tier an advantage, but still make it competitive for all Airmen who receive a recommendation for promotion. As for the number of Airmen being promoted annually, there will be no change.

"We're not going to promote any less people because we're going over to a new system," Cody said. "We're going to promote the same amount of people we needed to promote with this system. It's just going to be different people; and to be honest, you're all going to know who those people are. You already know who those people are today."

Airmen not eligible for promotion will still receive a performance assessment annually, with a static close-out date for each rank. Cody said Airmen will start to see changes to the system over the next year and a half.

One question asked during the CHIEFchat was about the ACA and the lack of space supervisors have to document feedback with their Airmen.

"There's a reason we didn't put a bunch of blank spaces," Cody said. "We want a conversation to take place. It's about what takes place between the supervisor and the ratee."

The conversation is the important part, and if supervisors need more space, it's ok to add a separate sheet of paper, he added.

Cody said the ACA is a resource for supervisors to let their Airmen know how they're performing, lay out expectations and guide their Airmen to meet the expectations.

Cody also gave his thoughts on what he thinks are important skills a new NCO should obtain.

"(During the) initial stages of (your) career you want to get really good at your job," Cody said. "As an NCO, a frontline supervisor, you need to be very technically competent, because the junior Airmen who work for you are going to expect you to know how to do your job."

CHIEFchat is a recurring initiative, designed to give Airmen around the world a direct connection to the chief master sergeant of the Air Force. The chief received questions via video message, social media outlets and from members of a studio audience.

TRENDING

"In addition to strategic agility, our nation demands an Air Force capable of harnessing diverse ideas and perspectives. Diversity, total force integration, and building internal and external partnerships provide the nation with the Air Force it expects, deserves, and needs," said [Secretary of the Air Force Deborah Lee James](#) in explaining [the Air Force Strategy](#).

► RESOURCES

Website access to the following resources can be gained by clicking on the name.

[AF.mil](#)

[Airman magazine](#)

[Military OneSource/HomeFront](#)

[Air Force Personnel Center](#)

[Air Reserve Personnel Center](#)

[Department of Defense News](#)

[Department of Veteran Affairs](#)

[TRICARE](#)

[U.S. Government Website](#)

[Air Force Association](#)

[Scholarships](#)

[Air Force Safety Center](#)

[Civil Service Employment Opportunities](#)

[NAF Employment Opportunities](#)

[Air Force Bands/Outreach](#)

► CURRENT ISSUES

[CSAF Call to Airmen: 2015 Reading List](#)

Looking for a list of books and movies that have inspired and informed their Air Force careers, Airmen are being asked by [Chief of Staff of the Air Force Gen. Mark A. Welsh III](#) to [answer the call to submit their favorites](#).

► FAMILY, HEALTH AND SAFETY

[CMSAF, Congressional reps. discuss issues concerning military families](#)

The Congressional Military Family Caucus, which seeks to educate members of Congress and their staffs on resources for military families, hosted an event featuring Chief Masters Sgt. of the Air Force James A. Cody at Fairchild AFB to draw attention to the needs of military families and advocate legislative ideas on their behalf.

► PERSONNEL ISSUES

[Pulse on AF force management](#)

This is the most up-to-date information on force management and changes to the reduction in force board eligibility, enlisted retention and force shaping board results and the ongoing civilian force management programs.

[Changes to academic degree and developmental education expectations](#)

Focusing on job performance and acquiring an advanced degree at a time best suited for to one's life, career and family are all important to officer development.

► ENVIRONMENT, SPACE AND TECHNOLOGY

[Two-cent difference saves AF, Travis AFB millions](#)

Increased operational flexibility and a \$15 million savings over three years are the proven benefits of a two-cent transition.

► THIS WEEK IN AIR FORCE HISTORY

August 21, 1944 - The F8F Bearcat first flew.

August 22, 1990 - President George H. W. Bush called-up 200,000 ANG and AFRES personnel for Operations DESERT SHIELD AND DESERT STORM.

August 23, 1909 - Glenn H. Curtiss set a 43.38 MPH FAI speed record in a Curtiss Airplane at Rheims, France.

August 24, 1979 - Full-scale development of the Global Positioning System authorized.

August 25, 1969 - MAC aircrews completed the first C-5 aerial refueling.

August 26, 1943 - The U.S. AAF used a new type of perspective maps with targets drawn as seen from the air to improve high altitude precision bombing abilities.

August 27, 1959 - The *USS Observation Island* launched a Polaris missile in its first successful launching at sea.

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