



# COMMANDER'S CALL TOPICS

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31 July—4 August 2017

## Priority Topic of the Week

### Air Force implements New Officer Developmental Education Policy

"Our commanders know their people best, and must identify Airmen whose consistent high performance makes them best suited for these developmental opportunities...This also continues Secretary Wilson's and my emphasis on pushing decision authority back to commanders where it belongs."

*Gen. David L. Goldfein  
Air Force Chief of Staff*

#### **New officer Developmental Education (DE) policy**

- After 40 years of promotion boards selecting officers for DE programs, senior leaders have made a significant change to that policy.
- Effective July 18, 2017, with the release of the March 2017 Line of Air Force Majors' board, officers will no longer be designated as developmental education "selects" on promotion boards.
- This will give commanders a chance to influence which of their officers, with sustained superior performance, are selected for DE.
- With the implementation of this policy, we can continue to recruit, develop and retain exceptional officers through strategies and programs designed to develop and care for our Airmen and families.
- This new policy stems from senior leader discussions at the 2017 MAJCOM Commanders' Conference and CORONA TOP.

#### **The policy going forward**

- Commanders will nominate officers for in-residence DE selection based on individual performance.
- Officers will compete on equal ground for opportunities with more on-ramps for those who demonstrate leadership, potential and superior performance over the span of their career.
- There is a focus on continued and consistent exceptional performance with less emphasis on a single promotion board or snapshot in an officer's career.
- Officers should consult with their commander, senior rater or mentor on the timing of completing DE and seek feedback on their competitiveness to receive a senior rater nomination for in-residence DE.
- Intermediate DE (IDE) should be completed before the primary promotion board to lieutenant colonel. Senior DE (SDE) should be completed before the primary promotion board to colonel.

#### **How it helps**

- The Air Force needs officers who can lead in the complex global security environment.
- Senior leaders decided school selections should be made at the commanders' level because they know their officers best and can identify those consistent high performers best suited for DE.

#### **How it will work**

- Commanders will receive specific guidance on the future selection process no later than February 2018.
- Nominations for academic year 2019 and beyond will consider commander input, Air Force requirements and officers' records of performance.
- To keep faith with previous DE-selects, they will be grandfathered and will attend in-residence IDE/SDE in the appropriate opportunity window.

#### **Frequently Asked Questions**

**Q1. School selects from the promotion board have been around for 40 years, why change now?**

**A1:** The decision to eliminate the select status from promotion boards was made to more deliberately focus on sustained performance and give senior raters greater influence in officers' development.

**Q2. When is select status going away?**

**A2:** Officers who met the March 2017 Line of Air Force Major’s Board will not be designated as selects. Future promotion boards will also not designate select status.

**Q3. Do school selects from a previous promotion board get to keep their school selection status?**

**A3:** Yes. Previous selects are grandfathered and will keep their status until completion of their respective in-residence IDE or SDE opportunity.

**Q4. Can school selects from a previous promotion board complete IDE/SDE via Distance Learning?**

**A4:** Grandfathered officers will remain “must attend DE” and will be prohibited from enrolling in IDE/SDE via distance learning unless selected for a developmental education program that does not award the appropriate Joint PME Phase I or II credit.

**Q5. Can new officer promotion selects take IDE or SDE via Distance Learning?**

**A5:** Yes. After selection for promotion, they will be eligible to enroll in IDE or SDE via distance learning.

**Q6. How will the new process work? What methods will be implemented for senior raters to nominate an officer for developmental education?**

**A6:** A new process will be developed and published before February 2018 for nominating and selecting officers for developmental education for in residence for the Academic Year 2019 and beyond. This process will take into consideration commander inputs, officers' records of performance, and Air Force requirements to ensure we continue to develop officers at the right time and through the right developmental program.

**Q7. What impact will removing developmental education selects have on overall quotas? How will quotas be determined?**

**A7:** The number of seats for our IDE and SDE opportunities will not change. In the future, senior raters will be provided the ability to nominate a higher percentage of eligible officers to the IDE/SDE Central Board. Previously, senior raters were limited to no more than 20% of candidates for IDE and 25% of candidates for SDE.

**Q8. Where can Airmen get more information?**

**A8:** Any additional questions should be directed to the Total Force Service Center at 1-800-525-0102 or (210) 565-0102.

For more information, visit [AF.MIL](http://AF.MIL).

**Personnel Topics of Interest**

- Student loan forgiveness takes effect in October ([AFPC](#))

**Other Topics of Interest**

- New annual Mental Health Assessment requirement begins July 31([AF.MIL](#))

Commander’s Call Topic Archive: <http://www.af.mil/AboutUs/CommandersCallTopics.aspx>

Commander’s Call Topics is published weekly by SAF/PA to ensure leaders at all levels remain current on issues concerning Airmen and families. Requests for information to be included in future editions should be sent to SAF/PAX via [email](#).

Submissions should include:

- 1) 1-2 sentence synopsis of the issue
- 2) hyperlink to further details
- 3) a POC name and contact information.

\*Only submissions that pertaining to the majority of Airmen or specifically to command leadership teams will be considered. Local or limited-interest items will not be included.