Army Sustainment University

Fort Gregg-Adams, Virginia 23801

21 October 2024

INDIVIDUAL STUDENT ASSESSMENT PLAN (ISAP)

Ordnance Basic Officer Leader – Branch / ATTRS Listing: 4-9-C20B

Quartermaster Basic Officer Leader – Branch / ATTRS Listing: 8-10-C20B

Transportation Basic Officer Leader – Branch / ATTRS Listing: 8-55-C20B

PROPONENT:

Army Sustainment University,
Basic Officer Leadership Department
Attn: ATSZ- LCB -(600E)
Fort Gregg-Adams, Virginia 23801

Submit comments concerning this ISAP to the proponent.

1. **References:**

   a. Department of the Army Regulation 350-1, Army Training and Leader Development.

   b. Department of the Army Regulation 600-9, The Army Body Composition Program.

   c. Department of the Army Regulation 623-3, Evaluation Reporting System.

   d. Department of the Army Pamphlet 600-3, Officer Professional Development and Career Management.

   e. Department of the Army Pamphlet 623-3, Evaluation Reporting System.

   f. Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum).

   g. TRADOC Regulation 350-18, The Army School System (TASS).

   h. TRADOC Regulation 350-36, Basic Officer Leader Training Policies and Administration.

   i. TRADOC Regulation 350-70, Army Learning Policy and Systems.

   j. TRADOC Pamphlet 350-70-14, Training and Educational Development in Support of the Institutional Domain.

   k. Army Training Publication (ATP) 3-21 .18, Foot Marches.

   l. Army Training Publication (ATP) 7-22.01 Holistic Health and Fitness Testing.

   m. Field Manual (FM) 7-0 Training.

   n. Army Sustainment University (ASU), Standing Operating Procedures.

   o. SECARMY, Army Directive 2023-08 (Army Body Fat Assessment Exemption for Army Combat Fitness Test Score).

   p. Army Sustainment University AI Policy Letter Published 01 October 2024.

2. **Overview**

   This Individual Student Assessment Plan (ISAP) outlines student responsibilities and course requirements for Logistics Basic Officer Leadership Course (LOG BOLC). It details expectations for exams, performance standards, school policies, counseling, remedial training and testing, academic recycles and dismissals, performance ratings, and procedures for grievances and redress. This ISAP also covers standards of conduct (Honor Code), as well as academic, physical, and tactical performance, and administrative protocols. Additionally, it guides course managers and instructors on examination weights, course completion requirements, graduation criteria, and honorary awards. Violations of the ISAP may result in dismissal from the course and/or disciplinary action under the Uniform Code of Military Justice (UCMJ).

3. **Application**

   This ISAP applies to all United States Army Active Component (AC), Army National Guard (ARNG), United States Army Reserve (USAR), and foreign military officers enrolled in LOG BOLC as part of their Initial Military Training (IMT). It serves as a guide for both military and government service instructors.

4. **Student Requirements**

   Students are responsible for meeting the learning objectives and standards outlined in this ISAP. This includes attending all mandatory sessions, completing required assignments, practical exercises, and assessments, and fully participating in all training activities. All students are required to sign this ISAP for record-keeping purposes, acknowledging their full comprehension of the content outlined in the document.

   a. *Common Core Task List (CCTL).* Students must achieve the performance levels specified in the CCTL for Basic Officer Leader Course Phase-B (BOLC-B), which is the second phase of BOLC,

initial military training, as required by TRADOC Regulation 350-36.

b. ***Branch-specific requirements***. Complete all branch-specific requirements (QM, OD, TC) as outlined in DA PAM 600-3, accessible online via the milSuite Smartbook.

c. ***Individual Critical Task List (ICTL)***. Perform to the standards set forth in the Commandant-approved ICTL.

d. ***Height and Weight***. In accordance with AR 350-1, all students must meet the Army's height and weight standards upon reporting to the BOLC-B. Students who do not meet the height and weight standards per AR 350-1 three days prior to graduation will receive a referred DA Form 1059, Service School Academic Evaluation Report. Per Army Directive 2022-06, Soldiers who are pregnant or postpartum are exempt from these requirements, with detailed exemptions provided in section 5, Physical Profiles. Additionally, Soldiers enrolled in the Army Body Composition Program (ABCP) must demonstrate progress to remain in the course.

   (1) Exclusionary Directives. Army Directive 2023-08, Army Body Fat Assessment Exemption for Army Combat Fitness Test Score, implements immediate changes to the Army Body Composition Program (ABCP). This directive applies to the Regular Army (RA), Army National Guard (NG), and the U.S. Army Reserve (AR).

   (2) ABCP Modification. Effective immediately, all Soldiers who score 540 points or more on the record Army Combat Fitness Test (ACFT), with a minimum of 80 points in each event, are exempt from the Army body fat circumference-based tape assessment. This policy applies to Soldiers who complete all six primary events of the ACFT; no alternate events are authorized. The exemption is not retroactive.

e. ***ACFT.*** Students are required to pass a record ACFT prior to graduation, as it is a critical course event. The ACFT will be scored on a scale where a score of 360 corresponds to 75%, and a score of 600 equates to 100%. To meet the graduation requirement, students must achieve a minimum of 60 points in each event. Students who fail to pass the ACFT may retest before graduation; however, a passing score on the retest will only result in the minimum score of 75% for a grade.

   (1) Active-Duty Students. Active-duty students who fail to meet the ACFT requirements with fewer than three training days remaining in the course will receive a referred Academic Evaluation Report (AER), be dropped from the course, and placed in a hold status with the company at Fort Gregg-Adams until they either pass the ACFT or are processed out of the Army.

   (2) NG and AR Students. NG and AR students who fail to meet the ACFT requirements with fewer than three training days remaining in the course will receive a referred AER and be returned to their parent unit. It is the responsibility of ARNG and USAR units to thoroughly screen their officers before allowing them to attend BOLC-B for a second attempt.

   (3) ACFT Exemption. Students may be exempt from the ACFT in accordance with the specific instructions outlined in their permanent physical profiles. Army Directive 2022-06 exempts students who are pregnant or within 365 days postpartum from the ACFT. Specific exemptions are detailed in section 5, Physical Profiles.

   (4) International Students. AR 600-9, The Army Body Composition Program, and Army Directive 2023-08 are not applicable to international military students, as per guidance from the International Military Student Office (IMSO).

f. ***Basic Rifle Marksmanship (BRM).*** Students are required to qualify on an M4 rifle during the BRM assessment. In accordance with TC 3-20.40, the BRM assessment is scored on a scale where a score of 23/40 corresponds to 75%, and a perfect score of 40/40 equates to 100%. Students must qualify on one of the two optics. If a student qualifies on one optic but fails the other, they will receive a score of 75%. Should a student fail to qualify on both optics, they will be counseled and provided with additional training.

g. ***Land Navigation.*** Students are required to complete a land navigation assessment that spans both night and day, locating a minimum of 6 out of 8 points within 5 hours to meet graduation

requirements. The scoring is as follows: 8/8 points earns 100%, 7/8 points earns 90%, and 6/8 points earns 80%. A score of 5 points or fewer results in a failure. Students are permitted a second attempt at land navigation, with the highest possible score on a retest being 75%. Prior to the event, students will receive a brief covering the course guidelines.

h. *12-Mile Ruck March.* Students are required to conduct a 12-mile ruck march on a designated course, carrying a 35-pound (dry weight) rucksack, Fighting Load Carrier (FLC), weapon, and Advanced Combat Helmet (ACH). The march must be completed within 3 hours and 43 minutes. Students who fail on their first attempt will be allowed a second attempt. Successful completion, regardless of the attempt, will earn students 15 points under TAC (Trainer, Advisor, and Counselor) points in the military category of the gradebook. Students who fail both attempts will receive zero points. The failure of this event will be recorded in the students' DA Form 1059 to ensure their unit is informed and can provide support for future improvement.

(1) 12-Mile Ruck March Exemption. Students may be exempt from the 12-mile ruck march in accordance with the specific instructions outlined in their temporary profiles. Students unable to conduct the 12-mile ruck will receive zero points in the gradebook.

(2) Pregnancy and Post-Partum. If student is pregnancy or within the post-partum profile window of AD 2022-06, please reference section 5, Physical Profiles.

i. *4-Mile Run.* Students are required to conduct a 4-mile run on a designated course. The run must be completed within 36 minutes. Students who fail on their first attempt will be allowed a second attempt. Successful completion, regardless of the attempt, will earn students 15 points under TAC points in the military category of the gradebook. Students who fail all attempts will receive zero points. The failure of this event will be recorded in the students' DA Form 1059 to ensure their unit is informed and can provide support for future improvement.

(1) 4-Mile Run Exemption. Students may be exempt from the 4-mile run in accordance with the specific instructions outlined in their temporary profiles. Students unable to conduct the 4-mile run due to a temporary or permanent profile will receive zero points in the gradebook.

(2) Pregnancy and Post-Partum. If student is pregnancy or within the post-partum profile window of AD 2022-06, please reference section 5, Physical Profiles.

j. *Additional Requirements.* Throughout the course, students will be evaluated on various mission executions, assigned leadership roles, and are required to participate in mandatory peer evaluations. A minimum standard of 75% must be met on all provided rubrics. For any reassessment, the maximum achievable grade is 75%.

5. **Physical Profiles (IAW AR 350-1, Army Training and Leader Development)**

a. *Pregnancy.* Pregnancy. Army Directive 2022-06 exempts Soldiers from regular unit physical readiness training requirements, including timed distance ruck marches, outside the Pregnancy Postpartum Physical Training (P3T) program for 180 days following the conclusion of pregnancy. If Student holds a most recent record physical fitness test it will be used to satisfy PME eligibility and graduation requirements. Soldiers who do not have a passing physical fitness test of record dated within 730 days (24 months) must receive a waiver from the school's assistant commandant. Postpartum Soldiers, who are no longer on profile, will be required to complete all other physical requirements for graduation.

b. *Medical Limitations.* Students with medical limitations who receive a temporary or permanent physical profile after starting the course will be evaluated by the BOLD Chairman and the company chain of command. Based on recommendations provided by the BOLD Chairman, the Assistant Commandant will decide whether to recycle the students immediately or hold them at the course location pending medical treatment and recovery, or dismissal of the student from the course. If eligible, students may be enrolled in a later course upon recovery. For NG and AR students, consultation with the NG and AR liaison is required. Students who are not medically capable of completing LOG BOLC may be referred to the medical evaluation board or the military occupational

specialty/medical retention board process.

c.   Students with a permanent physical profile designator of '2' must include a copy of their DA Form 3349, Physical Profile, as part of their course application. These students are eligible to attend the course and train within the limits of their profiles, provided they can meet the other course graduation requirements not specified in the profiles. Students with a permanent designator of '3' or '4' in their physical profile must include a copy of their DA Form 3349 and the results of their MOS administrative retention review as part of the course application.

d.   Students who have undergone an MOS administrative retention review and have been reclassified are eligible to attend appropriate courses and train within the limits of their physical profiles. Likewise, students retained through the continuation on active duty/active reserve process are also eligible to attend courses and train within their physical profile limits. The Assistant Commandant will not disenroll students based on physical limiting conditions in accordance with the MOS administrative retention review adjudication.

6.   **Grading. The minimum grade required to graduate from BOLC is 75%.**

a.   BOLC-B is considered IMT for officers. The subjects taught are essential for building the foundational knowledge and skills necessary for future assignments and development within the operational force. Students are not permitted to test out of any instruction in the program of instruction (POI), regardless of prior experience.

b.   An assessment encompasses all evaluations of students' knowledge and skills related to specific learning objectives. Assessments may include, but are not limited to, written assignments, briefs, tests/exams, practical exercises, mission executions, performance in assigned leadership roles, completion of physical and/or tactical events, and peer evaluations.

c.   Students are graded on a 1,000-point system divided into three categories: Academics, Military, and Physical. The Academics category carries a maximum of 500 points, constituting 50% of the total grade. The Physical category carries a maximum of 200 points, constituting 20% of the total grade. The Military category carries a maximum of 300 points, constituting 30% of the total grade.

d.   *Academics.* The Academics category includes 10 assessments and is worth 500 points.

(1) Exam 1. Exam 1 is worth 70 points and accounts for 14% of the total grade in the Academics category.

(2) Exam 2. Exam 2 is worth 70 points and accounts for 14% of the total grade in the Academics category.

(3) Exam 3. Exam 3 is worth 70 points and accounts for 14% of the total grade in the Academics category.

(4) Exam 4. Exam 4 is worth 70 points and accounts for 14% of the total grade in the Academics category.

(5) Exam 5. Exam 5 is worth 70 points and accounts for 14% of the total grade in the Academics category.

(6) Leadership Philosophy Memorandum. Memorandum for record assignment is worth 50 points and accounts for 10% of the total grade in the Academics category.

(7) Military Leadership Brief. Military leadership and misconduct brief is worth 15 points and accounts for 3% of the total grade in the Academics category.

(8) Unit Training Management (UTM) Brief. UTM brief is worth 15 points and accounts for 3% of the total grade in the Academics category.

(9) Deployment Exercise (DEPEX) Brief. DEPEX brief is worth 15 points and accounts for 3% of the total grade in the Academics category.

(10) Logistics Exercise (LOGEX) Brief. LOGEX brief is worth 55 points and accounts for 11% of the total grade in the Academics category.

(11) The minimum grade required to pass each assessment in the Academics category is 75%.

e. ***Physical.*** The Physical category includes three assessments and is worth 200 points.

(1) ACFT. ACFT is worth 80 points and constitutes 40% of the total grade in the Physical category. Students must achieve a minimum of 60 points in each event. The gradebook algorithm will calculate the grade points based on the students' final ACFT scores.

(2) BRM. BRM is worth 60 points and constitutes 30% of the total grade in the Physical category. Students must achieve a minimum of 23 hits out of 40 to qualify for basic Marksmanship. The gradebook algorithm will calculate grade points based on the number of hits recorded during qualification. A range of 23-29 hits earns the designation of Basic Marksmanship, 30-35 hits qualify students as Sharpshooters, and 36-40 hits is required to attain Expert Marksmanship.

(3) Land Navigation. Land navigation is worth 60 points and constitutes 30% of the total grade in the Physical category. Students must accurately identify at least six out of eight designated points on the course. The gradebook algorithm will calculate the grade points based on the number of correctly identified points.

f. ***Military.*** The Military category includes seven assessments/subcategories and is worth 300 points.

(1) Mid-Course Peer Evaluation. Mid-course peer evaluation is worth 30 points and accounts for 10% of the total grade in the Military category.

(a) Mid-course peer evaluation is conducted o/a week eight of the course.

(b) Students are required to rank their classmates, excluding themselves from the rankings. The gradebook algorithm will average these rankings to generate a final ranking order based on all entered data. Points for the mid-course peer evaluation will be awarded to students based on their position in the final ranking list.

(2) End-of-Course (EOC) Evaluation. EOC peer evaluation is worth 30 points and accounts for 10% of the total grade in the Military category.

(a) EOC peer evaluation is conducted o/a week 15 of the course.

(b) Students are required to rank their classmates, excluding themselves from the rankings. The gradebook algorithm will average these rankings to generate a final ranking order based on all entered data. Points for the EOC peer evaluation will be awarded to students based on their position in the final ranking list.

(3) Leadership Evaluation. Leadership is worth 75 points and accounts for 25% of the total grade in the Military category.

(a) Leadership points are awarded based on students' performance in their assigned leadership roles, which may include, but are not limited to, class leader, academic leader, physical fitness leader, S1, S4, convoy commander, platoon leader, and team leader.

(b) Leadership is assessed using the Army Leader Requirement Model (LRM), which incorporates three attributes and three competencies to evaluate organizational cohesion, preparedness, and effectiveness. They are character, presence, intellect, leads, develops, and achieves. Points are awarded based on students' demonstration of their abilities in accountability, comprehensive fitness, critical thinking and problem solving, communication and engagement, collaboration, and lifelong learning.

(4) 4-Mile Run. The 4-mile run is worth 15 points and accounts for 5% of the total grade in the Military category. Students are permitted up to two attempts to meet the standard for the 4-mile run. Successful completion of the run within 36 minutes, regardless of the attempt, will earn 15 points. Students who fail all two attempts will receive zero points.

(5) 12-Mile Ruck March. The 12-mile ruck march is worth 15 points and accounts for 5% of the total grade in the Military category. Students are permitted up to two attempts to meet the standard for the 12-mile ruck march. Successful completion of the ruck march within 3 hours and 43

minutes, regardless of the attempt, will earn 15 points. Students who fail both attempts will receive zero points.

(6) <u>The Evaluator Ranking.</u> The evaluator ranking is worth 135 points and account for 45% of the total grade in the Military category.

(a) The evaluator ranking points are awarded to students by the TAC officers at the end of the course. These points are calculated based off the total assessment of the student throughout the course. Students will be bracketed into buckets of the top third, middle third, and bottom third.

(b) The top third of the class will receive points within the 92% to 100% range of the available 135 points from evaluator ranking, with 100% corresponding to 135 points and 92% to 124 points. The middle third of the class will be awarded points within the 82% to 91% range, with 91% equating to 123 points and 82% to 111 points. The bottom third of the class will receive points within the 75% to 81% range, with 81% corresponding to 110 points and 75% to 101 points.

(c) Once all points are added and recorded, the students' gradebooks will reflect their final scores based on a total of 1,000 points for the course.

(7) <u>Spot Repot.</u> Spot reports, which can be either positive or negative, are provided to TAC officers by BOLC Cadre. This is the final step in calculating students' final grades.

(a) Students have the opportunity to earn up to 30 additional points by demonstrating positive behavior and achieving results beyond the established standards. Positive spot reports recognize students for exceeding performance standards, accomplishments, teamwork, and leadership. Spot reports are generated using a standardized form. The Cadre responsible for creating the report will review the incident with the students. Both students and cadre will sign the sport reports. Following this, the spot reports are submitted to the TAC officers for official counseling, with each report being evaluated on its own merits. Each positive spot report is worth 10 points.

(b) Conversely, students may lose up to 30 points for negative spot reports, which reflect poor decision-making and performance. Negative spot reports may be given for issues such as but not limited to disrespect, failure to follow instructions or complete assigned tasks, substandard coursework, lack of commitment to learning, and actions unbecoming of an officer. Spot reports are generated using a standardized form. The Cadre responsible for creating the report will review the incident with the students. Both students and cadre will sign the sport reports. Following this, the spot reports are submitted to the TAC officers for official counseling, with each report being evaluated on its own merits. Each negative spot report is worth negative 10 points.

(c) A positive spot report and a negative spot report will offset each other, resulting in a net balance of zero points. However, once a student receives a negative spot report, they will not be eligible to earn additional points above zero, regardless of any subsequent positive spot reports. Furthermore, the student will no longer qualify for any distinguished course achievement recognitions as outlined in paragraph 11 of this ISAP. For example, students with two positive spot reports and no negative spot reports will earn 20 additional points and students with two positive spot reports and one negative spot report will receive zero points. Points earned from spot reports will be added to or subtracted from the final overall grade in the course.

g. ***Assessment Failure and Retesting.***

(1) Remediation is required for every graded assessment not mastered on the initial attempt. Students who do not pass an assessment or meet a graduation requirement will undergo retraining and retesting, as outlined in TRADOC PAM 350-70-5. This process will be repeated as necessary until the student demonstrates mastery of the material by passing the retest.

(2) When students fail an assessment, they will receive written counseling using DA Form 4856,

Developmental Counseling Form. This counseling will inform them of their current academic standing and outline a remedial training plan prior to retesting.

(3) Two failures on the same assessment, including the initial and retest, qualify a student for academic review. Course managers will counsel the student, informing them that their case will be reviewed by the Basic Officer Leader Development (BOLD) Department Chairman and the Assistant Commandant of ASU. The Assistant Commandant holds the final decision-making authority.

(4) Three failures on different assessments qualify a student for academic review. Course managers will counsel the student, informing them that their case will be reviewed by the BOLD Department Chairman and the Assistant Commandant of ASU. The Assistant Commandant holds the final decision-making authority.

(5) Regardless of the scores achieved on retests, the maximum grade recorded will be 75%.

7. **Academic Review for Recycle and Dismissal.** During an academic review, the Assistant Commandant will decide whether to recycle or release a student from the course. TAC officers must review with the students their academic standing as well as ensure that the student acknowledge and understand the dismissal process. The BOLD Department Chairman, course managers, and TAC officers may offer input to assist the Assistant Commandant in making the final determination.

a. *Academic Review.* An academic review may be initiated at any point in the course for, but not limited to, the following reasons.

(1) Failure to meet the course standards and requirements. Academic deficiency demonstrated by failure to meet course standards or lack of academic progress that makes it unlikely that the student can successfully meet the standards established for graduation.

(2) Missing a total of 40 hours of POI or training. Students who miss 16 hours of the POI will not automatically be considered for recycle or dismissal; however, this level of absence will place the student on notice with the BOLC Chairman. It is the students' responsibility to maintain attendance and proficiency. Instructors will work with student class leadership to ensure that all student appointments are scheduled outside of POI hours whenever possible.

(3) Unapproved absences are strictly prohibited. A student with an unapproved absence may face dismissal from the course, UCMJ action, or both.

(4) Violation of the Honor Code.

(a) Students must adhere to the honor code, reflecting personal pride and professionalism in their service. The Honor Code prohibits violations, including but not limited to cheating, plagiarism, and making false statements during the course.

(b) Academic violations of the honor code include, but are not limited to, lying, misrepresentation, cheating, plagiarism, and unauthorized assistance or collaboration. Lying involves deliberately misrepresenting a fact or situation to avoid or delay completing an assignment or assessment. Misrepresentation occurs when students intentionally present information or data inaccurately, falsely, or improperly. Cheating includes using unauthorized materials or receiving unauthorized assistance from other sources. Plagiarism is defined as using another person's work without proper attribution or submitting work done by others for grading without the instructor's knowledge and consent. Students are prohibited from receiving unauthorized assistance or using prohibited devices or resources for academic assignments, exercises, or assessments. Additionally, students may not collaborate with others on assignments if the instructions specify that the work must be completed individually.

(c) Additional honor code violations include, but are not limited to, stealing and conspiracy. Stealing is defined as knowingly taking services or property belonging to another without authorization or through fraudulent means. Conspiracy involves two or more individuals who agree to violate laws, policies, or regulations and then act on that agreement.

(d) Any suspected violations of the honor code, along with supporting evidence, will be reported to the BOLC Chairman. The Chairman will then make a recommendation to the Assistant Commandant concerning potential student dismissal from the course.

(e) The use of Artificial Intelligence (AI) tools is not automatically considered a violation of the BOLC Honor Code. However, the way it is used can be found to violate the Honor Code. Examples of allowable uses of AI tools could be as a research tool or a proofreader. For example, asking ChatGPT "What are some famous military leaders that would make an interesting briefing topic" would be an acceptable use of AI to assist the student with research. Asking ChatGPT a question like "Make me a brief on General Grant from the Civil War" would not be an acceptable use of AI tools as this brief would no longer be the student's own work. When using AI tools in BOLC the student must ensure that the work submitted is wholly their own. If an AI tool is used, please see the ASU AI Policy Letter referenced in this ISAP for additional guidance and for citing guidelines.

(5) Violation of Standard of Conduct.

(a) Standards of Conduct. Students are expected to conduct themselves in accordance with the standards required of any officer and uphold the seven Army Values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage. Their personal actions should demonstrate discipline, a commitment to learning, motivation, and a positive attitude throughout the course.

(b) Students are expected to exhibit law-abiding conduct and behavior both on and off duty. The Assistant Commandant may dismiss a student from the course for conduct or behavior that is detrimental to good order and discipline, including but not limited to violations of local, state, or federal laws covered under the UCMJ.

(c) Students may also be subject to academic review for dismissal due to conduct or behavior that violates any DoD or Army regulations or policies, or personal conduct that undermines good order and discipline.

(d) Fraternization is strictly prohibited. Inappropriate relationships between seniors and subordinates or between students and cadre may impact a student's ability to graduate due to character deficiencies and non-adherence to Army ethics and values. Such actions are deemed unbecoming of an officer and demonstrate poor judgment and decision-making.

(6) Committing a significant disciplinary or safety infraction.

(7) The students' consistent display of a negative attitude and lack of motivation is detrimental to the learning environment, adversely affecting the interests of fellow students. The repetitive disruptive behaviors hinder the educational opportunities of others in the class.

(8) Incarceration.

(9) Alcohol and/or drug abuse.

(10) A medical injury or profile that requires extended recovery, resulting in students either missing a significant portion of the POI or delaying their graduation date.

(11) Compassionate reasons may warrant dismissal when continued attendance in the course imposes a serious or prolonged hardship on the student's family.

(12) Electronic devices. Unless otherwise authorized by cadre, the usage of electronic devices (i.e., cellular phones, electronic watches, transmitters, or any other type of device that can transmit and receive a signal for personal use) will be restricted to the timeframe impacted by POI. Such instructions will be managed by cadre accordingly.

(13) Students enrolled as a military member retiring or leaving the military and not continuing in a federal civilian capacity.

(14) Any other issues not listed above that impede a student's ability to continue in the course.

b. *Academic Review Outcome.* An academic review will use the "whole person concept" to take into

consideration all factors and issues the student may be experiencing in and outside of the course (e.g. personal issues, financial issues, etc.) and may result in one of the following actions.

(1) Students continue to train.

(2) Students are recycled to the beginning of the module where the student encountered difficulty understanding the course material, resulting in failed assessments.

(3) Students are recycled to the beginning of the course when they experience general difficulty understanding the material, leading to multiple failed assessments throughout the course.

(4) Students dismissed from the course will receive a DA Form 1059 upon their exit, indicating that they Did Not Meet Standards. NG and AR students may have the opportunity to return and reattempt LOG BOLC in the future, subject to resource availability, slating, and leadership decisions. Under certain circumstances and in accordance with TRADOC Regulation 350-36, school proponents may also pursue a branch transfer or release from active duty through Human Resources Command (HRC).

(5) Students are withheld from graduation until they meet the required standards for all necessary assessments.

(6) Students who violated the honor code may face various consequences, including but not limited to receiving an adverse AER, dismissal from the course, and other disciplinary actions as deemed appropriate, such as UCMJ action.

c. Based on the results of the academic review, NG and AR students will be subject to the decisions of their parent units, which may either retain the students in the course for recycle or recall them.

8. **Dismissal Actions**

a. Students may be dismissed at any time during the course based on the academic review decision made by the Assistant Commandant. Counseling by the TAC officers, course managers, and Assistant Commandant (or designated representative) is a mandatory part of this process. TAC officers will counsel students on their first time assessment failure and the course managers will counsel the students on second-time failures regardless of the assessments. All counseling sessions are formally documented, signed by all parties, and maintained in the students' records.

b. Students requesting early dismissal due to a follow-on school report date must meet all graduation requirements and complete all required evaluations.

c. Reasons for dismissal will be recorded on the students' DA Form 1059s in accordance with AR 623-3. Additionally, in accordance with AR 600-8-2, officers pending disenrollment for disciplinary reasons may be flagged under Suspension of Favorable Personnel Actions (Flag).

d. In addition to addressing the special interest items mentioned in this ISAP, AR 600-20 permits the inclusion of the following items in students' evaluation reports when substantiated by a completed command or official investigation, including but not limited to a Commander's or Commandant's Inquiry, AR 15-6 investigation, EO investigation, or investigations conducted by official military or civil authorities.

(1) Criminal acts.

(2) Conviction of a Driving Under the Influence (DUI) charge.

(3) Acts of sexual misconduct or physical or mental abuse.

(4) Involvement in extremist organizations and/or activities.

(5) Acts of reprisal.

(6) Activities or behaviors otherwise prohibited by AR 600-20.

e. Students may request voluntary relief from the course, which the Assistant Commandant may accept on a case-by-case basis to avoid unnecessary administrative delay. However, students must still fulfill their service obligations.

f. ***International Military Student Dismissal.***

(1) If the Assistant Commandant determines that an international military student should be dismissed, he/she must refer all relevant information concerning the student to the IMSO Director. The IMSO will then coordinate with the Security Assistance Training Field Agency (SATFA) country program manager, P4, and the SATFA Director, TRADOC, to either approve the dismissal or permit the student to continue in the course and receive only a certificate of attendance under the provisions of paragraph 10-17, AR 12-15, Joint Security Assistance Training.

(2) International military students pending dismissal decisions will continue to attend training until SATFA acts. However, if the Assistant Commandant or Company Commander determines that the student's presence at training will adversely affect other students or create a security risk, the Assistant Commandant may suspend the student from training in accordance with paragraphs 10-16 and 10-36, AR 12-15. In all cases where TRADOC authorizes dismissal, coordination must occur among the Assistant Commandant, IMSO, SATFA, the unified commander, and the appropriate representative in Washington, D.C.

9. **Counseling.** Counseling will occur throughout the course for, but not limited to, information dissemination, guidance, performance evaluation, disciplinary actions, professional and personal development, and academic standing reviews. A counseling can be positive or negative. Course managers may also conduct random inspections of student files.

a. ***Initial Counseling.*** TAC officers will conduct initial counseling sessions with their students to ensure a comprehensive understanding of the standards and requirements outlined in this ISAP. Additionally, they will assist students in establishing clear and attainable goals for the course.

b. ***Mid-course Counseling.*** Students will receive mid-course counseling from their TAC officers, serving as progress report. During these sessions, TAC officers will review the students' performance, helping them identify both their strengths and areas for improvement.

c. ***EOC Counseling.*** Students will receive EOC counseling from their TAC Officers, which will encompass a comprehensive review of their overall performance. Key observations will be documented on the students' DA Form 1059s. TAC officers will also assist students in developing their Individual Development Plan (IDP) and in setting clear, attainable goals for the future.

d. ***Negative Counseling.*** Students will receive negative counseling for offenses including, but not limited to, tardiness, failure to report, apathy, negligent discharge, and general misconduct. Students whose misconduct results in dismissal from the academic review will receive negative counseling for violating Army standards. Additionally, a letter outlining the reasons for their dismissal will be sent by the Assistant Commandant to the chain of command of their current or gaining unit. Students who receive a negative counseling from BOLC Cadre will be ineligible for all graduation honors.

10. **Academic Evaluation Report (AER).** U.S. students will receive a DA Form 1059 upon course completion, as will those who are disenrolled from the course. International students will be issued a DD Form 2496, International Student Academic Report. The BOLC student gradebook is not directly linked to the Academic Evaluation Report (AER); rather, it is used to assess whether students have met all graduation requirements and to provide supporting information for comments on the AER.

a. Students' leadership abilities, performance, and potential are evaluated using the Army Leadership Requirements Model (LRM), which encompasses key attributes and competencies such as character, presence, intellect, leading, developing, and achieving.

b. Rating options in the Performance Metrics section include Far Exceeded Standards, Exceeded Standards, Met Standards, Did Not Meet Standards, and Not Evaluated. Students are evaluated based on the course standards rather than in comparison to their peers.

c. Commandant's List (Top 20%). The Commandant's List comprises the top 20% of students in the BOLC class. To qualify for the list, students must meet the following criteria: 1) achieve a minimum of one 'Far Exceeded Standard' rating out of six in the Performance Metrics on their DA Form 1059, 2) maintain a 95% average or higher score on all graded assessments, 3) pass all graded assessments

on the first attempt, and 4) received no negative counseling from the BOLC Cadre.

d. Superior Academic Achievement (Top 21% - 40%). The Superior Academic Achievement List comprises the top 21% - 40% of students in the BOLC class. To qualify for the list, students must meet the following criteria: 1) achieve a minimum of one 'Exceeded Standard' or better rating out of six in the Performance Metrics on their DA Form 1059, 2) maintain a score within the range of 85% to 94.9% average on all graded assessments, 3) pass all graded assessments on the first attempt, and 4) received no negative counseling from the BOLC Cadre.

e. If the DA Form 1059 includes a negative rating or comment per AR 623-3, Evaluation Reporting System, para 3-28, the evaluation will be classified as a referred report. The BOLC Chairman will sign the referred AER and forward it to the students via a memorandum. Students will acknowledge receipt and may include a statement if they believe the rating or remarks are inaccurate. Such statements should be factual and do not constitute an appeal. Appeals must be filed and processed separately, as outlined in DA PAM 623-3, Chapter 6.

11. **Distinguished Course Achievement Recognition.** Lieutenants who distinguish themselves above their peers and/or exceed the established standards will be recognized at the conclusion of LOG BOLC.

a. *Distinguished Honor Graduate.* The Distinguished Honor Graduate is the student with the highest overall course grade in the BOLC cycle. To be eligible for this recognition, students must receive no negative counseling from the BOLC Cadre.

b. *Honor Graduate.* Honor Graduate is the student with the second highest overall course grade in the BOLC cycle. To be eligible for this recognition, students must receive no negative counseling from the BOLC Cadre.

c. *Iron Soldier.* This recognition is awarded to the male and female students with the highest overall scores in physical fitness assessments, including the ACFT, 4-mile run, and 12-mile ruck march. To qualify for Iron Soldier, students must pass all three assessments on their first attempt. To be eligible for this recognition, students must receive no negative counseling from the BOLC Cadre.

12. **BOLD Leadership Responsibilities.**

a. *TAC Officers.* TAC officers have numerous responsibilities, including but not limited to assisting students with administrative actions, providing professional mentorship, and offering leadership coaching to those enrolled in the course. They also support Instructors with the POI as needed, integrating their personal and professional experiences with doctrinal knowledge to deliver thoughtful classroom instruction and foster meaningful discussions.

b. *Instructors.* Instructors are responsible for preparing instructional materials, syllabi, outlines, and lesson plans. They also develop assignments, demonstrations, and training aids to enhance instruction. Instructors select teaching methods based on class size and subject matter, utilizing lectures, discussions, and group activities as appropriate. They provide academic instruction and guide students through practical exercises to ensure a comprehensive understanding of the course material. Additionally, instructors evaluate student progress, identify learning difficulties, and recommend remedial instruction when necessary.

c. *Course Managers.* Course managers are responsible for ensuring that training is delivered as designed and that all lesson plans effectively cover critical tasks. They oversee the relevance, operational focus, and quality of technical and tactical logistics training. Course managers provide instructors with the necessary support, materials, and equipment for training. They continuously evaluate the course's effectiveness and efficiency, offering feedback to the BOLC Chairman. Additionally, Course managers supervise, mentor, and develop TAC officers, instructors, and tactics officers – both military and civilian. As field grade officers, they also ensure Leadership Professional Development (LPD) sessions are provided to students and cadre.

d. *BOLD Chairman.* The BOLC Chairman serves as the chief administrative and academic officer of the department, responsible for delivering the BOLC program in alignment with departmental and university strategic plans. This role includes overseeing the hiring and evaluation of department

personnel, including faculty and staff, as well as managing budgeting and resources. The BOLC Chairman's authority is sanctioned by university leadership. Additionally, the Chairman coordinates departmental activities with other university programs and, in collaboration with other administrative members, contributes to the development and implementation of ASU initiatives. The BOLC Chairman also provides recommendations regarding student recycle and dismissal considerations to the Assistant Commandant, who makes the final decision.

e. ***Assistant Commandant.*** The Assistant Commandant enforces academy rules and regulations, oversees the merit and demerit systems, and supervises various programs within the university. He/she commands, supervises, and provides guidance to university staff officers, company commanders, battalion commander, and battalion CSMs, setting the standard and direction for training programs while developing an effective chain of command. The Assistant Commandant makes the final decision on student recycle and dismissal actions and holds the final approving authority for changes to this ISAP, a responsibility that cannot be delegated.

f. ***Company Chain of Command.*** The company command team is responsible for all company activities, including training, execution, and fostering a positive command climate. The Commander and First Sergeant oversee daily operations, set goals and schedules, maintain discipline, delegate tasks, and ensure the welfare of their unit members in areas such as training, administration, personnel management, maintenance, force protection, sustainment, and various other requirements. Student administrative actions are processed through the company chain of command, along with maintaining accountability for personnel and equipment.

13. The primary point of contact for this ISAP is the BOLD Chairman, MAJ Charles A. Walton at (804) 765-8214 or charles.a.walton14.mil@army.mil or alternate MAJ Qiong Garner, at (909) 761-8060 or qiong.garner.mil@army.mil.

CHARLES A. WALTON
MAJ, LG
BOLD Chairman

INDIVIDUAL STUDENT ASSESSMENT PLAN (ISAP)
Army Sustainment University
Fort Gregg-Adams, Virginia 23801
18 September 2024

Ordnance Basic Officer Leader – Branch / ATTRS Listing: 4-9-C20B

Quartermaster Basic Officer Leader – Branch / ATTRS Listing: 8-10-C20B

Transportation Basic Officer Leader – Branch / ATTRS Listing: 8-55-C20B

Students must complete and sign this acknowledgment. Completed acknowledgments are separated from the ISAP and filed in students' academic folders; students will retain the ISAP for reference.

By signing below, I acknowledge that I have received a copy of the Army Sustainment University Individual Student Assessment Plan for OD BOLC dated 21 October 2024. I have read the criteria, and I understand the course completion requirements.

Signature: _____

Printed Name: _____

Class Number: _____

Date: _____