

Is serving as a Noncommissioned Officer Academy Small Group Leader or Senior Small Group Leader, something you should consider doing?

Are you a technically, tactically competent Staff Sergeant (SSG) or Sergeant First Class (SFC) Artilleryman and Army leader? Have you spent most or all of your Army time “on the line” and have one or more deployments “under your belt?” Have you asked, “What do I do next or how do I advance my career?” Is it time for you too seriously think about and consider serving as an instructor at the USAFCOEFS, United States Army, Noncommissioned Officer Academy?

The NCO Academy mission is to train various levels of Noncommissioned Officers with leader technical and tactical war fighting skills through resident, mobile and distributed learning platforms, which are relevant to their missions and maintain the critical skills and core competencies of Air Defense Artillery, Field Artillery and Electronic Warfare NCOs.

To accomplish its mission, the NCO Academy must attract, train and certify the best technically and tactically proficient SSGs and SFCs who are the most competent leaders. Are you an NCO who is thoroughly familiar with Army leader attributes of character, presence, intellect and Army leader competencies of leading, developing, achieving? Are you an NCO who is a natural teacher or who is the “go to guy” when the battalion or battery requires a teacher/trainer for a class, block of instruction or to present leader development training? Do you have a “knack” for teaching, commitment to teaching others and can communicate clearly and effectively? Do you want to make positive impacts in other NCOs and lasting contributions to the Army? An important part of leader development is “Talent management.”

Talent management

“takes into account the individual talents of an NCO and best applies the unique distribution of his or her skills, knowledge and behaviors and the potential they represent.” Command Sergeant Major (CSM) Lehtonen, CSM of the Field Artillery wants to leverage enlisted Field Artillery talent by identifying and challenging the very best of NCOs. Do you have the “talent” necessary to succeed and thrive as an educator, teaching other NCOs; do you want to make posi-

tive and lasting impacts on other NCOs?

The NCO Academy’s instructors total 26 FA instructor positions, three positions in the Basic Leader Course, 16 positions in the Advanced Leader Course and 7 positions in the Senior Leader Course. The instructors in these 26 positions are responsible for providing Professional Military Education (PME) for Specialist Promotable, FA Sergeant Promotable, through FA SSG promotable from across the Army. The NCO Academy successfully develops trains and graduates up to 2200 Soldiers and NCOs annually. (Army Leader Development Strategy 2013, OCT 2015)

The old days of the, “sage on the stage” instructor who knew it all, and could tell you about everything, because he had, “been there and done that” are long over. Today’s professional military education instructors undergo a demanding credentialing process for up to 90 or 120 days before they are facilitating classes in front of their own students.

“Leaders in today’s institutional domain create the conditions for quality leader development by having clear plans to promote achievement of desired learning outcomes. Active monitoring, evaluation, and feedback to guide and refine leader development systems and practices. Assessing individual readiness to learn before a classroom experience and facilitate “sense-making” afterwards. Providing qualified, inspirational instructors who have been prepared to teach/facilitate in an adult learning environment. Crafting, current and relevant curriculum that promotes critical and creative thinking, interpersonal skill development, and communication skill development. Providing access to information and technologies that can provide leaders with relevant practice in the classroom and in the field. Providing individuals in resident PME and CES an opportunity to reflect and put into context what they have learned and experienced. Providing a robust capacity to create, archive, and deliver digitized learning products to individuals at the point of need, creating a continuum of learning opportunity that is available in all three domains. “

-- (Army Leader Development Strategy 2013, OCT 2015)

Continued on Page 15, see SGL



BAIB



SAIB



MAIB



SGL ...Continued from Page 14

Today, successful Small Group Leaders (SGL) put the responsibility for learning on the individual students or groups of students. SGLs focus on “learner centric” and “Outcomes Based Training & Education (OBT&E)” courseware delivery techniques. SGLs provide students with a desired or specified “end state” or “outcome” of individual/group learning and empower, and if necessary guide the student/group discussion, for them to best answer questions, develop solutions or solve problems. All the while, SGLs closely monitor and ensuring students do not stray out of the context of their assignments, lessons or requirements. SGLs beyond any doubt, must be subject matter experts in leader development, leader education and most competent in all tasks through their MOS teaching skill level.

Successful NCO Academy instructors are high competitive with their peers across the Army, on DA centralized promotion boards. On the 2015 SFC selection list, the Board selected 11 of 15 eligible SSGs, or 73 percent of SSGs who were still teaching or had recently moved on to other assignments. On the 2015 Master Sergeant (MSG) selection list, the Board selected four of 18 eligible SFCs, or 22 percent of SFCs who were still teaching or had recently moved on to other assignments.

Through introducing TRADOC Regulation (TR) 600-21, The Noncommissioned Officer Education Professional Development System, Instructor Development and Recognition Program, The Army has formalized the Credentialing of enlisted instruc-

tors. “The AIBs were established in conjunction with personnel development skills identifiers (PDSI), for instructors in the Noncommissioned Officer Professional Development Systems (NCOPD-S).” The Army Instructor Badge is a permanent award consisting of three levels of achievement, the Basic Army Instructor Badge (BAIB), the Senior Army Instructor Badge (SAIB) and the Master Army Instructor Badge (MAIB). “Qualifications for the BAIB include successful attendance of the Army Basic Instructor Course (ABIC), soon to be the Foundation Instructor Facilitator Course (FIFC) Small Group Instructor Training Course (SGITC, soon to be the Intermediate Facilitation Skills Course (IFSC) and facilitating 80-hours of instruction. Qualifications for the SAIB include all prerequisites for award of the BAIB and successful attendance of the Systems Approach to Training-Basic (SAT-BC) or Foundation Training Developer Course (FTDC), Instructional Design-Basic Course (ID-BC) and 400-hours of instruction after award of the BAIB. Qualifications for the MAIB include all prerequisites for award of the BAIB and SAIB, the Advanced Facilitator Skills Course (AFSC) or the Faculty Development Program-1 (FDP-1) and complete the Evaluating Instructors Workshop (EIW) and Master Instructor Board Requirements.”

According to the Army Leadership Development Strategy, 2013, “The Army wants NCOs who are competent and effective in, a broader set experience; these broadening experiences improve individual NCO’s skill sets.” NCOs who successfully complete any of the various broadening assignments, reaps benefits

Continued on Page 16, see SGL



SGL ...Continued from Page 15

from the broadening experience. Sergeant Major of the Army Daily during the 2015 AUSA Convention set the enlisted instructor selection standard, “NCO’s must “OWN” NCOPT-S. Send the “Best” to instruct.” Decision authority will only assign the highest quality Soldiers as instructors. Upon completion of an instructor assignment at the NCO Academy, you will return to the Operational Force as highly skilled facilitator, expert instructor, a most competent and more experienced NCO and better prepared for your next

leadership challenge.

If you are a SSG or SFC who meets AR 614-200 and able to meet TR 600-21 prerequisites, believe that you have the talent necessary to succeed and thrive as an SGL or SSGL and have served a minimum of two years as a chief or team leader for ALC and two years as Platoon Sergeants for SLC. You should consider serving as an instructor at the USAFCOEFS, United States Army Noncommissioned Officer Academy. 

Social Media Best Practices



If a Soldier uses a social networking site where he or she is or may be identified or associated with the U.S. Army, they must remember how they appear to represent their organization and the United States of America. UCMJ and other guidelines and regulations still apply.