































Promotion Year 2023 Canned Comments - HSO Lower (T5, T4)

Grade	Canned Comments	Board Member Selection Percentage
T04	Suggestion: Progression to meet Awards benchmark	34.30%
T04	Strength: Strong ROS	28.90%
T04	Strength: Billet level exceeds current rank	27.90%
T04	Suggestion: Leadership roles in PHS activities, not just membership	26.40%
T04	Strength: COERs	25.70%
T05	Suggestion: Public health training & experience	24.60%
T04	Suggestion: Public health training & experience	23.20%
T04	Suggestion: Pursue higher billet	22.90%
T05	Suggestion: Progression to meet Awards benchmark	22.60%
T05	Suggestion: Leadership roles in PHS activities, not just membership	20.70%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	19.30%
T04	Suggestion: Show impact of PHS activities	18.20%
T05	Suggestion: Show impact of PHS activities	18.10%
T05	Strength: Strong ROS	17.50%
T04	Suggestion: Presentations and Outreach	17.10%
T05	Strength: COERs	17%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	16.90%
T05	Suggestion: Pursue PHS activities	15.60%
T05	Strength: Collateral duties (i.e., regional and national)	15.40%
T04	Strength: Awards	15%
T04	Suggestion: Need more recent awards.	14.60%
T05	Suggestion: Presentations and Outreach	14.40%
T05	Strength: Billet level exceeds current rank	13.80%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	13.50%
T04	Strength: Continuing Education beyond level expected for benchmark	13.20%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	12.90%
T05	Strength: Awards	12.50%
T04	Suggestion: More publications, other written communications, or oral presentations	12.50%
T04	Suggestion: Seek mentorship	12.50%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	11.80%
T04	Suggestion: Seek more collateral duties (i.e., limited or no leadership or impact in collateral duties)	11.10%
T05	Missing Continuing Education Summary Sheet	10.90%
T05	Suggestion: More publications, other written communications, or oral presentations	10.80%
T04	Strength: Presentations and Outreach	10.40%

T04	Suggestion: Pursue PHS activities		10%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		9.80%
T05	Suggestion: Need more recent awards.		9.70%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		9.30%
T04	Strength: Collateral duties (i.e., regional and national)		8.90%
T04	Strength: Deployment activities		8.90%
T05	Suggestion: Seek mentorship		8.50%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		7.50%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		7.10%
T04	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)		7.10%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		6.50%
T04	Strength: Leadership activities		6.10%
T05	Suggestion: Pursue higher billet		5.90%
T04	Suggestion: Professional organization leadership or activities		5.70%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		5.40%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		5.40%
T05	Incorrectly formatted CV		5.30%
T04	Missing Continuing Education Summary Sheet		5%
T05	Strength: Continuing Education beyond level expected for benchmark		4.90%
T05	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)		4.70%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		4.60%
T05	Strength: Presentations and Outreach		4.60%
T04	Suggestion: Leadership in community-based public health initiative or program		4.60%
T05	Strength: Deployment activities		4.30%
T05	Strength: Leadership activities		4.20%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		3.90%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		3.90%
T04	Strength: Publications and Presentations		3.90%
T04	Suggestion: Career counseling		3.90%
T04	Suggestion: Mentoring activities		3.90%

T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.70%
T05	Suggestion: Completion of additional degree, rather than enrollment	3.30%
T04	Suggestion: Completion of additional degree, rather than enrollment	3.20%
T04	Suggestion: Maintain high-performance consistent with next higher billet	2.90%
T05	Suggestion: Career counseling	2.60%
T04	Strength: Upward career trajectory	2.50%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	2.20%
T05	Strength: Public Health Training beyond level expected for benchmark	2.20%
T05	Strength: Upward career trajectory	2.20%
T05	Strength: Publications and Presentations	2.10%
T05	Suggestion: Correct outdated CV	2.10%
T04	Suggestion: Correct poorly written OS	2.10%
T05	Suggestion: Professional organization leadership or activities	2.10%
T04	Strength: Public Health Training beyond level expected for benchmark	1.80%
T04	Strength: Recruitment activities	1.80%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.80%
T05	Suggestion: Correct poorly written OS	1.50%
T04	Missing CV	1.40%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.40%
T05	Missing CV	1.20%
T04	Incorrectly formatted CV	1.10%
T04	Suggestion: COER ratings are not supported by rater comments	1.10%
T04	Suggestion: Correct outdated CV	1.10%
T04	Suggestion: Need more time in current billet	1.10%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.10%
T05	Strength: Recruitment activities	1%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1%
T05	Suggestion: Leadership in community-based public health initiative or program	0.90%
T05	Suggestion: Mentoring activities	0.80%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.70%
T04	Suggestion: Recruitment activities	0.70%

T04	Suggestion: Statements should describe impact in OS and/or CV	0.70%
T05	Suggestion: Statements should describe impact in OS and/or CV	0.70%
T04	Suggestion: Supporting documentation for statements	0.70%
T05	Suggestion: Supporting documentation for statements	0.70%
T04	Missing ROS	0.40%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	0.40%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	0.30%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.20%
T05	Suggestion: Maintain high-performance consistent with next higher billet	0.20%
T05	Suggestion: COER ratings are not supported by rater comments	0.10%
T05	Missing ROS	0%
T05	Suggestion: Need more time in current billet	0%
T05	Suggestion: Recruitment activities	0%