

Promotion Year 2023 Canned Comments - HSO Upper (T6)

Grade	Canned Comments	Board Member Selection Percentage
T06	Strength: COERs	30.5%
T06	Suggestion: Progression to meet Awards benchmark	29.0%
T06	Strength: Deployment activities	27.1%
T06	Strength: Billet level exceeds current rank	26.5%
T06	Strength: Awards	23.4%
T06	Strength: Strong ROS	22.9%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	21.2%
T06	Suggestion: Show impact of PHS activities	20.8%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	20.3%
T06	Suggestion: Leadership roles in PHS activities, not just membership	19.6%
T06	Suggestion: Public health training & experience	19.3%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	19.2%
T06	Suggestion: Pursue higher billet	19.1%
T06	Strength: Upward career trajectory	17.9%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	17.3%
T06	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)	15.1%
T06	Strength: Presentations and Outreach	15.0%
T06	Suggestion: Need more recent awards.	14.1%
T06	Suggestion: Presentations and Outreach	11.5%
T06	Strength: Continuing Education beyond level expected for benchmark	10.2%
T06	Strength: Collateral duties (i.e., regional and national)	9.8%
T06	Strength: Leadership activities	9.7%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	9.3%
T06	Strength: Public Health Training beyond level expected for benchmark	9.2%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	9.0%
T06	Missing Continuing Education Summary Sheet	8.9%
T06	Suggestion: Pursue PHS activities	8.6%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	8.3%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	7.6%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	7.5%
T06	Suggestion: Maintain high-performance consistent with next higher billet	7.2%
T06	Suggestion: More publications, other written communications, or oral presentations	7.1%
T06	Strength: Publications and Presentations	6.9%
T06	Suggestion: Seek mentorship	6.2%
T06	Suggestion: Leadership in community-based public health initiative or program	5.5%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	5.3%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	4.7%
T06	Suggestion: Career counseling	4.2%
T06	Suggestion: Need more time in current billet	4.0%

T06	Incorrectly formatted CV	3.5%
T06	Suggestion: Completion of additional degree, rather than enrollment	3.3%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.0%
T06	Suggestion: Mentoring activities	2.8%
T06	Suggestion: Professional organization leadership or activities	2.6%
T06	Suggestion: COER ratings are not supported by rater comments	1.9%
T06	Suggestion: Correct poorly written OS	1.7%
T06	Missing CV	0.7%
T06	Strength: Recruitment activities	0.6%
T06	Suggestion: Recruitment activities	0.6%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.6%
T06	Suggestion: Correct outdated CV	0.3%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.1%
T06	Missing ROS	0%
T06	Suggestion: Supporting documentation for statements	0%