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

Grade	Canned Comments	Board Member Selection Percentage
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	65.10%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	61.80%
T04	Strength: Billet level exceeds current rank	61.20%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	53.10%
T04	Strength: COERs	52.90%
T05	Strength: COERs	45.00%
T05	Strength: Billet level exceeds current rank	42.10%
T04	Strength: Awards	39.30%
T04	Strength: Strong ROS	36.80%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	36.10%
T05	Strength: Strong ROS	35.80%
T05	Strength: Collateral duties (i.e., regional and national)	34.00%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	33.40%
T05	Suggestion: Show impact of PHS activities	33.10%
T05	Suggestion: Leadership roles in PHS activities, not just membership	32.80%
T04	Suggestion: Leadership roles in PHS activities, not just membership	32.20%
T04	Strength: Collateral duties (i.e., regional and national)	31.90%
T05	Strength: Deployment activities	31.60%
T04	Strength: Presentations and Outreach	31.30%
T05	Strength: Awards	30.90%
T05	Suggestion: Presentations and Outreach	30.70%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	30.60%
T04	Suggestion: Presentations and Outreach	30.60%
T05	Strength: Presentations and Outreach	29.90%
T05	Strength: Leadership activities	29.60%
T05	Suggestion: Public health training & experience	29.50%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	28.50%
T05	Suggestion: Professional organization leadership or activities	27.50%
T04	Suggestion: Pursue PHS activities	27.30%
T05	Suggestion: Leadership in community-based public health initiative or program	27.10%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	26.30%
T04	Suggestion: Show impact of PHS activities	26.20%
T04	Strength: Deployment activities	25.50%
T04	Suggestion: Public health training & experience	25.50%
T05	Strength: Upward career trajectory	25.10%
T05	Suggestion: Pursue PHS activities	24.80%
T04	Suggestion: Completion of additional degree, rather than enrollment	23.70%
T04	Suggestion: Seek mentorship	23.50%
T04	Suggestion: Professional organization leadership or activities	22.70%
T04	Strength: Leadership activities	22.30%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	20.90%
T04	Strength: Continuing Education beyond level expected for benchmark	20.40%
T05	Suggestion: Mentoring activities	20.10%

T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		20.00%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		19.80%
T05	Suggestion: Seek mentorship		19.80%
T04	Strength: Upward career trajectory		19.30%
T05	Strength: Continuing Education beyond level expected for benchmark		19.10%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		18.80%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		18.40%
T04	Suggestion: Leadership in community-based public health initiative or program		16.80%
T05	Suggestion: Recruitment activities		16.50%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		15.80%
T04	Strength: Public Health Training beyond level expected for benchmark		15.60%
T05	Strength: Public Health Training beyond level expected for benchmark		15.40%
T04	Suggestion: Progression to meet Awards benchmark		15.00%
T05	Strength: Publications and Presentations		14.70%
T05	Suggestion: Completion of additional degree, rather than enrollment		14.40%
T04	Suggestion: More publications, other written communications, or oral presentations		14.20%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		14.00%
T05	Suggestion: More publications, other written communications, or oral presentations		13.30%
T05	Suggestion: Progression to meet Awards benchmark		13.10%
T04	Suggestion: Mentoring activities		12.20%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		12.00%
T04	Strength: Publications and Presentations		11.50%
T05	Missing Continuing Education Summary Sheet		9.50%
T05	Suggestion: Pursue higher billet		8.90%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		8.30%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		7.80%
T04	Suggestion: Career counseling		7.80%
T04	Suggestion: Recruitment activities		7.60%
T05	Suggestion: Career counseling		6.90%
T04	Suggestion: Need more recent awards.		6.70%
T05	Incorrectly formatted CV		6.60%
T04	Incorrectly formatted CV		5.30%
T04	Missing Continuing Education Summary Sheet		5.30%
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)		5.30%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		5.10%
T05	Suggestion: Need more recent awards.		4.70%

T05	Suggestion: Maintain high-performance consistent with next higher billet		4.40%
T04	Suggestion: Pursue higher billet		4.40%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		4.20%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position		4.10%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		3.70%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position		3.70%
T04	Suggestion: Maintain high-performance consistent with next higher billet		3.00%
T05	Strength: Recruitment activities		2.90%
T04	Strength: Recruitment activities		2.70%
T05	Suggestion: Correct poorly written OS		2.70%
T04	Suggestion: Correct poorly written OS		2.50%
T05	Missing CV		2.30%
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)		1.90%
T04	Missing CV		1.60%
T05	Suggestion: Need more time in current billet		1.30%
T04	Suggestion: COER ratings are not supported by rater comments		0.90%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		0.60%
T04	Missing ROS		0.50%
T04	Suggestion: Need more time in current billet		0.40%
T04	Suggestion: Statements should describe impact in OS and/or CV		0.40%
T04	Suggestion: Correct outdated CV		0.20%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors		0.20%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors		0.20%
T05	Suggestion: Statements should describe impact in OS and/or CV		0.20%
T04	Suggestion: Supporting documentation for statements		0.20%
T05	Missing ROS		0.10%
T05	Suggestion: COER ratings are not supported by rater comments		0.00%
T05	Suggestion: Correct outdated CV		0.00%
T05	Suggestion: Supporting documentation for statements		0.00%