

Promotion Year 2023 Canned Comments - Therapist

Grade	Canned Comments	Board Member Selection Percentage
T05	Strength: Billet level exceeds current rank	17.6%
T04	Strength: Strong ROS	14.7%
T04	Strength: Billet level exceeds current rank	14.0%
T04	Strength: COERs	14.0%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.9%
T05	Strength: Strong ROS	13.9%
T04	Strength: Presentations and Outreach	13.3%
T05	Strength: Awards	13.0%
T04	Strength: Continuing Education beyond level expected for benchmark	12.7%
T05	Suggestion: COER ratings are not supported by rater comments	12.0%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	12.0%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	11.1%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	11.1%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	11.1%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	11.1%
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)	11.1%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	11.1%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	11.0%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.7%
T04	Strength: Awards	10.7%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.3%
T06	Strength: Strong ROS	10.3%
T06	Suggestion: COER ratings are not supported by rater comments	10.3%
T05	Strength: Continuing Education beyond level expected for benchmark	10.2%
T05	Suggestion: Need more recent awards.	10.2%
T05	Suggestion: Public health training & experience	10.2%
T04	Suggestion: Public health training & experience	10.0%
T06	Strength: Awards	9.7%

T05	Strength: Public Health Training beyond level expected for benchmark		9.3%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		9.0%
T06	Suggestion: Need more recent awards.		9.0%
T06	Suggestion: Public health training & experience		9.0%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		8.7%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		8.7%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		8.7%
T06	Strength: Deployment activities		8.4%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		8.4%
T06	Suggestion: Pursue higher billet		8.4%
T05	Strength: Deployment activities		8.3%
T05	Suggestion: Leadership roles in PHS activities, not just membership		8.3%
T04	Strength: Public Health Training beyond level expected for benchmark		8.0%
T04	Suggestion: Need more recent awards.		8.0%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		7.7%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		7.4%
T05	Suggestion: Presentations and Outreach		7.4%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		7.1%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		6.7%
T04	Suggestion: Mentoring activities		6.7%
T06	Strength: Continuing Education beyond level expected for benchmark		6.5%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		6.5%
T05	Strength: Presentations and Outreach		6.5%
T06	Strength: Upward career trajectory		6.5%
T06	Suggestion: Mentoring activities		6.5%
T04	Strength: Collateral duties (i.e., regional and national)		6.0%
T04	Strength: Deployment activities		6.0%
T04	Strength: Upward career trajectory		6.0%
T04	Suggestion: Need more time in current billet		6.0%
T04	Suggestion: Pursue PHS activities		6.0%
T06	Strength: Presentations and Outreach		5.8%

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)	5.8%
T06	Suggestion: Leadership roles in PHS activities, not just membership	5.8%
T05	Strength: COERs	5.6%
T05	Suggestion: Professional organization leadership or activities	5.6%
T05	Suggestion: Leadership in community-based public health initiative or program	5.6%
T04	Missing Continuing Education Summary Sheet	5.3%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.3%
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)	5.3%
T04	Suggestion: Leadership roles in PHS activities, not just membership	5.3%
T04	Suggestion: Presentations and Outreach	5.3%
T04	Suggestion: Pursue higher billet	5.3%
T06	Incorrectly formatted CV	5.2%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.2%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	5.2%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	4.7%
T04	Suggestion: Professional organization leadership or activities	4.7%
T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	4.7%
T05	Incorrectly formatted CV	4.6%
T05	Suggestion: Mentoring activities	4.6%
T06	Strength: COERs	4.5%
T06	Strength: Public Health Training beyond level expected for benchmark	4.5%
T06	Suggestion: Leadership in community-based public health initiative or program	4.5%
T04	Strength: Leadership activities	4.0%
T06	Missing Continuing Education Summary Sheet	3.9%
T06	Suggestion: Presentations and Outreach	3.9%
T05	Missing Continuing Education Summary Sheet	3.7%
T05	Strength: Upward career trajectory	3.7%
T05	Suggestion: Pursue higher billet	3.7%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	3.3%
T04	Suggestion: Seek mentorship	3.3%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.2%
T06	Suggestion: Pursue PHS activities	3.2%
T05	Strength: Leadership activities	2.8%

T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	2.8%
T04	Strength: Recruitment activities	2.7%
T04	Suggestion: Show impact of PHS activities	2.7%
T06	Strength: Collateral duties (i.e., regional and national)	2.6%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	2.0%
T04	Suggestion: Leadership in community-based public health initiative or program	2.0%
T06	Strength: Leadership activities	1.9%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	1.9%
T05	Suggestion: Completion of additional degree, rather than enrollment	1.9%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.9%
T05	Suggestion: Maintain high-performance consistent with next higher billet	1.9%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	1.9%
T05	Suggestion: Show impact of PHS activities	1.9%
T06	Suggestion: Show impact of PHS activities	1.9%
T06	Strength: Billet level exceeds current rank	1.3%
T04	Suggestion: COER ratings are not supported by rater comments	1.3%
T06	Suggestion: Completion of additional degree, rather than enrollment	1.3%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.3%
T04	Suggestion: Maintain high-performance consistent with next higher billet	1.3%
T06	Suggestion: Professional organization leadership or activities	1.3%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	1.3%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	0.9%
T05	Suggestion: More publications, other written communications, or oral presentations	0.9%
T05	Suggestion: Progression to meet Awards benchmark	0.9%
T05	Suggestion: Pursue PHS activities	0.9%
T04	Incorrectly formatted CV	0.7%
T04	Strength: Publications and Presentations	0.7%
T04	Suggestion: Progression to meet Awards benchmark	0.7%
T04	Suggestion: Recruitment activities	0.7%
T04	Suggestion: Statements should describe impact in OS and/or CV	0.7%
T06	Strength: Publications and Presentations	0.6%
T06	Suggestion: Career counseling	0.6%
T06	Suggestion: Correct poorly written OS	0.6%
T06	Suggestion: Need more time in current billet	0.6%
T06	Suggestion: Progression to meet Awards benchmark	0.6%
T04	Missing CV	0.0%
T05	Missing CV	0.0%
T06	Missing CV	0.0%

T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	0.0%
T04	Missing ROS	0.0%
T05	Missing ROS	0.0%
T06	Missing ROS	0.0%
T05	Strength: Collateral duties (i.e., regional and national)	0.0%
T05	Strength: Publications and Presentations	0.0%
T05	Strength: Recruitment activities	0.0%
T06	Strength: Recruitment activities	0.0%
T04	Suggestion: Career counseling	0.0%
T05	Suggestion: Career counseling	0.0%
T04	Suggestion: Completion of additional degree, rather than enrollment	0.0%
T04	Suggestion: Correct outdated CV	0.0%
T05	Suggestion: Correct outdated CV	0.0%
T06	Suggestion: Correct outdated CV	0.0%
T04	Suggestion: Correct poorly written OS	0.0%
T05	Suggestion: Correct poorly written OS	0.0%
T06	Suggestion: Maintain high-performance consistent with next higher billet	0.0%
T04	Suggestion: More publications, other written communications, or oral presentations	0.0%
T06	Suggestion: More publications, other written communications, or oral presentations	0.0%
T05	Suggestion: Need more time in current billet	0.0%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.0%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.0%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.0%
T05	Suggestion: Recruitment activities	0.0%
T06	Suggestion: Recruitment activities	0.0%
T05	Suggestion: Seek mentorship	0.0%
T06	Suggestion: Seek mentorship	0.0%
T05	Suggestion: Statements should describe impact in OS and/or CV	0.0%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.0%
T04	Suggestion: Supporting documentation for statements	0.0%
T05	Suggestion: Supporting documentation for statements	0.0%
T06	Suggestion: Supporting documentation for statements	0.0%