

## Promotion Year 2025 Canned Comments – Allied Health O-4 Grade

| Grade | Canned Comments   | Board Member Selection Percentage |
|-------|---|-----------------------------------|
| P04   | Strength: Billet level exceeds current rank   | 49.5%                             |
| P04   | Strength: COERs   | 46.8%                             |
| P04   | Strength: Awards  | 44.7%                             |
| P04   | Strength: Strong ROS  | 43.4%                             |
| P04   | Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark          | 41.7%                             |
| P04   | Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)  | 40.7%                             |
| P04   | Strength: Presentations and Outreach  | 30.5%                             |
| P04   | Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)                                | 29.8%                             |
| P04   | Strength: Upward career trajectory  | 26.1%                             |
| P04   | Strength: Collateral duties (i.e., regional and national)   | 24.7%                             |
| P04   | Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves  | 24.4%                             |
| P04   | Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark | 24.4%                             |
| P04   | Suggestion: Show impact of PHS activities   | 20.7%                             |
| P04   | Suggestion: Seek mentorship   | 19.3%                             |
| P04   | Suggestion: Pursue PHS activities   | 16.6%                             |
| P04   | Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves  | 14.9%                             |
| P04   | Suggestion: Presentations and Outreach  | 13.6%                             |
| P04   | Strength: Continuing Education beyond level expected for benchmark  | 12.9%                             |
| P04   | Suggestion: Leadership roles in PHS activities, not just membership   | 12.2%                             |
| P04   | Strength: Substantial mentorship activities (i.e., as a mentee or mentor)   | 11.9%                             |
| P04   | Suggestion: Seek continuing education (e.g., CME, CE, CEUs)   | 11.9%                             |
| P04   | Suggestion: Need more recent awards.  | 10.8%                             |
| P04   | Suggestion: Public health training & experience   | 10.5%                             |
| P04   | Strength: Leadership activities   | 10.2%                             |
| P04   | Strength: Public Health Training beyond level expected for benchmark  | 9.8%                              |
| P04   | Suggestion: Progression to meet Awards benchmark  | 9.8%                              |
| P04   | Suggestion: Professional organization leadership or activities  | 9.8%                              |
| P04   | Suggestion: Mentoring activities  | 9.2%                              |
| P04   | Suggestion: Recruitment activities  | 6.8%                              |
| P04   | Strength: Deployment activities   | 6.4%                              |
| P04   | Suggestion: Leadership in community-based public health initiative or program   | 6.4%                              |
| P04   | Strength: Publications and Presentations  | 6.1%                              |

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| P04 | Suggestion: Career counseling  | 6.1% |
| P04 | Suggestion: Pursue higher billet   | 5.8% |
| P04 | 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) | 5.4% |
| P04 | Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)  | 5.1% |
| P04 | Suggestion: Maintain high-performance consistent with next higher billet   | 4.1% |
| P04 | Suggestion: Need more time in current billet   | 4.1% |
| P04 | Strength: Recruitment activities   | 3.4% |
| P04 | Missing CV   | 3.4% |
| P04 | Suggestion: Completion of additional degree, rather than enrollment  | 3.1% |
| P04 | Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)  | 3.1% |
| P04 | Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)  | 3.1% |
| P04 | Suggestion: Proofread/Peer review for grammar and/or spelling errors   | 3.1% |
| P04 | Incorrectly formatted CV   | 2.4% |
| P04 | Suggestion: More publications, other written communications, or oral presentations   | 2.0% |
| P04 | Missing ROS  | 2.0% |
| P04 | Suggestion: Leadership and Supervisory activities and responsibilities within your position  | 1.7% |
| P04 | Suggestion: Correct poorly written OS  | 1.7% |
| P04 | Missing Continuing Education Summary Sheet   | 1.4% |
| P04 | Suggestion: Statements should describe impact in OS and/or CV  | 1.4% |
| P04 | Suggestion: Supporting documentation for statements  | 1.4% |
| P04 | Suggestion: COER ratings are not supported by rater comments   | 1.0% |

### **Promotion Year 2025 Canned Comments – Allied Health O-3 Grade**

| <b>Grade</b> | <b>Canned Comments</b>   | <b>Board Member Selection Percentage</b> |
|--------------|--|--|
| P03          | Strength: Billet level exceeds current rank  | 62.5%                                    |
| P03          | Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS) | 50.0%                                    |
| P03          | Suggestion: Pursue PHS activities  | 50.0%                                    |
| P03          | Suggestion: Progression to meet Awards benchmark   | 37.5%                                    |
| P03          | Suggestion: Maintain high-performance consistent with next higher billet   | 37.5%                                    |
| P03          | Strength: COERs  | 25.0%                                    |
| P03          | Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark         | 25.0%                                    |

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| P03 | Suggestion: Seek continuing education (e.g., CME, CE, CEUs)   | 25.0% |
| P03 | Suggestion: Need more time in current billet  | 25.0% |
| P03 | Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)                           | 25.0% |
| P03 | Suggestion: Professional organization leadership or activities  | 25.0% |
| P03 | Suggestion: Seek mentorship   | 25.0% |
| P03 | Suggestion: Presentations and Outreach  | 25.0% |
| P03 | Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark | 25.0% |
| P03 | Strength: Awards  | 12.5% |
| P03 | Strength: Publications and Presentations  | 12.5% |
| P03 | Strength: Strong ROS  | 12.5% |
| P03 | Strength: Upward career trajectory  | 12.5% |
| P03 | Strength: Substantial mentorship activities (i.e., as a mentee or mentor)   | 12.5% |
| P03 | Strength: Presentations and Outreach  | 12.5% |
| P03 | Suggestion: Need more recent awards.  | 12.5% |
| P03 | Suggestion: More publications, other written communications, or oral presentations  | 12.5% |
| P03 | Suggestion: Leadership and Supervisory activities and responsibilities within your position                                       | 12.5% |
| P03 | Suggestion: Completion of additional degree, rather than enrollment   | 12.5% |
| P03 | Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves  | 12.5% |