

Promotion Year 2026 - Canned Comments - Dental O-6 Grade

Grade	Canned Comment	Board Member Selection Percentage
P06	Strength: Strong ROS	62.0%
P06	Strength: COERs	52.0%
P06	Strength: Upward career trajectory	46.0%
P06	Strength: Billet level exceeds current rank	44.0%
P06	Strength: Collateral duties (i.e., regional and national)	40.0%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	36.0%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	32.0%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	30.0%
P06	Strength: Deployment activities	28.0%
P06	Strength: Presentations and Outreach	28.0%
P06	Suggestion: Public health training & experience	24.0%
P06	Strength: Public Health Training beyond level expected for benchmark	20.0%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	20.0%
P06	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)	18.0%
P06	Suggestion: Pursue higher billet	18.0%
P06	Suggestion: Presentations and Outreach	18.0%
P06	Strength: Leadership activities	16.0%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	16.0%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	16.0%
P06	Suggestion: Leadership roles in PHS activities, not just membership	16.0%
P06	Suggestion: Recruitment activities	16.0%
P06	Suggestion: More publications, other written communications, or oral presentations	14.0%
P06	Suggestion: Need more time in current billet	14.0%
P06	Suggestion: Professional organization leadership or activities	14.0%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	14.0%
P06	Strength: Recruitment activities	12.0%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	12.0%
P06	Suggestion: Maintain high-performance consistent with next higher billet	10.0%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	10.0%
P06	Suggestion: Mentoring activities	10.0%
P06	Suggestion: Seek mentorship	10.0%
P06	Missing CV	10.0%

P06	Suggestion: COER ratings are not supported by rater comments	8.0%
P06	Suggestion: Show impact of PHS activities	8.0%
P06	Missing ROS	8.0%
P06	Suggestion: Pursue PHS activities	6.0%
P06	Strength: Publications and Presentations	4.0%
P06	Suggestion: Completion of additional degree, rather than enrollment	4.0%
P06	Suggestion: Leadership in community-based public health initiative or program	4.0%
P06	Suggestion: Career counseling	2.0%
Promotion Year 2026 - Canned Comments - Dental O-5 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P05	Strength: COERs	68.0%
P05	Strength: Strong ROS	68.0%
P05	Strength: Billet level exceeds current rank	64.0%
P05	Suggestion: Mentoring activities	52.0%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	44.0%
P05	Suggestion: Leadership roles in PHS activities, not just membership	44.0%
P05	Strength: Upward career trajectory	40.0%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	36.0%
P05	Strength: Leadership activities	28.0%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	28.0%
P05	Strength: Collateral duties (i.e., regional and national)	28.0%
P05	Strength: Presentations and Outreach	28.0%
P05	Suggestion: Public health training & experience	28.0%
P05	Suggestion: Seek mentorship	28.0%
P05	Suggestion: Presentations and Outreach	28.0%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	24.0%
P05	Suggestion: Completion of additional degree, rather than enrollment	24.0%
P05	Suggestion: Pursue PHS activities	24.0%
P05	Suggestion: Professional organization leadership or activities	20.0%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	20.0%
P05	Strength: Recruitment activities	16.0%
P05	Suggestion: Show impact of PHS activities	16.0%
P05	Strength: Publications and Presentations	12.0%
P05	Strength: Public Health Training beyond level expected for benchmark	12.0%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	12.0%
P05	Suggestion: Recruitment activities	12.0%
P05	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)	8.0%

P05	Suggestion: Maintain high-performance consistent with next higher billet	8.0%
P05	Suggestion: More publications, other written communications, or oral presentations	8.0%
P05	Suggestion: Pursue higher billet	8.0%
P05	Strength: Deployment activities	4.0%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	4.0%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	4.0%
P05	Suggestion: Leadership in community-based public health initiative or program	4.0%