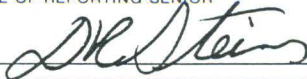


REPORT ON THE FITNESS OF OFFICERS

1 NAME (LAST, FIRST, MIDDLE) SMALLWOOD, DAVID WISEMAN JR				2 GRADE LT		3 DESIG 1315		4 SSN	
5 ACUTRA/TEMAC <input type="checkbox"/>		6 UIC 09299		7 SHIP/STATION HS 10, HELANTISUBRON TEN				8 DATE REPORTED 80DEC22	
OCCASION FOR REPORT 9 PER- IODIC <input type="checkbox"/> 10 DETACHMENT OF REPORTING SENIOR <input checked="" type="checkbox"/> 11 DETACHMENT OF OFFICER <input type="checkbox"/>				PERIOD OF REPORT 12 FROM 80DEC22				13 TO 81NOV20	
TYPE OF REPORT <input checked="" type="checkbox"/> 14 REG- ULAR <input type="checkbox"/> 15 CON- CURRENT <input type="checkbox"/> 16 SPE- CIAL <input type="checkbox"/> 17 OPS CDR <input type="checkbox"/>		BASIS FOR OBSERVATION <input checked="" type="checkbox"/> 18 CLOSE <input type="checkbox"/> 19 FRE- QUENT <input type="checkbox"/> 20 INFRE- QUENT <input type="checkbox"/>							
21 EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY) INDOCTRINATE AND TRAIN PILOTS, AIRCREWMEN AND								22 DAYS OF COM- BAT N	
23 REPORTING SENIOR (LAST NAME, FI, MI) STEINER, D R				24 TITLE CO		25 GRADE CAPT		26 DESIG 1310	
				27 SSN 473-36-8355					
28 DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY) HITS-HELICOPTER INSTRUMENT TRAINING SCHOOL DIRECTOR/INSTRUCTOR-11									
SPECIFIC ASPECTS OF PERFORMANCE (TYPE IN OCR CODE LETTER FROM WORK SHEET)									
29 GOAL SETTING & ACHIEVEMENT A		30 SUBORDINATE MAN- AGEMENT & DEVELOPMENT A		31 WORKING RELATIONS A		32 EQUIP & MATER- IAL MANAGE A		33 NAVY OR- GAN SUPPORT A	
34 RESPONSE IN STRESSFUL SITUATIONS B		35 EQUAL OPPORTUNITY A		36 SPEAKING ABILITY A		37 WRITING ABILITY B			
WARFARE SPECIALTY SKILLS (FROM OCR WORK SHEET)									
38 SEA- MANSHIP N		39 AIR- MANSHIP A		40 WATCH STANDING A		41		42	
43		44 SUBSPECIALTY CODE		REQUIRED BY BILLET 45 YES <input type="checkbox"/> 46 NO <input type="checkbox"/>		UTILIZATION 47 FRE- QUENT <input type="checkbox"/>		(WORK SHEET CODE) 48 INFRE- QUENT <input type="checkbox"/> 49 NONE <input type="checkbox"/> 50 PERFOR- MANCE N	
MISSION CONTRIBUTION		NOT OBS.		HIGH		MID		LOW	
								MARG UNSAT*	
51 EVALUATION				X					
52 SUMMARY		0		5		8		1	
		0		0		0		0	
		0		0		0		0	
TREND OF PERFORMANCE									
<input checked="" type="checkbox"/> 53 FIRST REPORT		<input type="checkbox"/> 54 CON- SISTENT		<input type="checkbox"/> 55 IMPROVING		<input type="checkbox"/> 56 DECLINING*			
DESIRABILITY (TYPE IN OCR CODE FROM WORK SHEET)									
57 COM- MAND A		58 OPERA- TIONAL A		59 STAFF A		60 JOINT/ OSD A		61 FOREIGN SHORE A	
RECOMMENDATION FOR PROMOTION									
<input type="checkbox"/> 62 EARLY		<input checked="" type="checkbox"/> 63 REG- ULAR		<input type="checkbox"/> 64 NO*		RANKING FOR EARLY PROMOTION		65 NUMBER RECOMMENDED 3	
66 RANKING									
PERSONAL TRAITS (TYPE IN OCR CODE FROM WORK SHEET)									
67 JUDG- MENT A		68 IMAGIN- ATION A		69 ANALYTIC ABILITY B		70 PERSONAL BEHAVIOR A		71 FORCE- FUL NESS A	
72 MILITARY BEARING A									
WEAKNESSES DISCUSSED?									
<input checked="" type="checkbox"/> 77 NONE NOTED		<input type="checkbox"/> 78 YES		<input type="checkbox"/> 79 NO*		STATEMENT 80 NOT DESIRED N		81 ATTACHED N	
82 SIGNATURE OF OFFICER EVALUATED: (IAW BUPERS INST. 1611-12-SERIES). "I ACKNOWLEDGE THAT I HAVE SEEN THIS REPORT, HAVE BEEN APPRISED OF MY PER- FORMANCE AND RIGHT TO MAKE A STATEMENT."									
85 SIGNATURE OF REPORTING SENIOR 									
83 DATE FORWARDED 81NOV20		84							
87 SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT									
86 DATE FORWARDED									

SMALLWOOD, D W JR, 333-44-0611, 80DEC23-81NOV20
MAINTENANCE PERSONNEL IN H-3 AIRCRAFT IN ORDER TO PROVIDE MAXIMUM
LEVEL READINESS IN PACIFIC FLEET ANTI-SUBMARINE WARFARE AND COMBAT
SUPPORT HELICOPTER FORCES.

28. DUTIES ASSIGNED (Continued)

HELICOPTER AIRCRAFT COMMANDER, INSTRUCTOR PILOT, GROUND TRAINING
OFFICER, SQUADRON DUTY OFFICER

88. COMMENTS. Particularly comment upon the officer's overall leadership ability, personal traits not listed on the reverse side, and estimated or actual performance in combat. Include comments pertaining to unique skills and distinctions that may be important to career development and future assignment. A mark in boxes with an asterisk (*) indicates adversity and supporting comments are required.

LT SMALLWOOD - OUTSTANDING NAVAL OFFICER AND NAVAL AVIATOR.
INDUSTRIOUS, ORGANIZED, AND EFFECTIVE. PROFESSIONALLY MATURE.
SEEKS RESPONSIBILITY. IMAGINATIVE. CONFIDENT AND COMPOSED.
STRONG LEADER. IMPECCABLE MILITARY BEARING.

HEADS TYCOM HELICOPTER INSTRUMENT TRAINING GROUND SCHOOL.
CONSISTENTLY PRAISED ON STUDENT CRITIQUES AS AN OUTSTANDING IN-
STRUCTOR. THOROUGH AND INTERESTING. CONTINUALLY UPDATES COURSE
MATERIAL AND EXAMS ENSURING BEST POSSIBLE TRAINING. PERSONALLY
OBSERVES AND GUIDES TWO JUNIOR OFFICERS IN INSTRUCTIONAL TECH-
NIQUES AND COUNSELS THEM ON IMPROVING THEIR CLASSROOM PRESENTA-
TIONS. MOST EFFECTIVE AS GROUND TRAINING OFFICER. PROVIDED HIGH
QUALITY, TOP NOTCH SPEAKERS AND PRESENTATIONS FOR SQUADRON GMT.
OUTSTANDING AND THOROUGH AS SQUADRON DUTY OFFICER, WELL RESPECTED
FOR HIS GUIDANCE AND LEADERSHIP ABILITIES. ACTIVE IN COMMUNITY
ACTIVITIES. HEADS LOCAL HOMEOWNERS ASSOCIATION.

DEDICATED, RESPONSIBLE, PROFESSIONAL AVIATOR. EXTREMELY KNOW-
LEDGEABLE IN AIRCRAFT SYSTEMS, PROCEDURES, AND TACTICAL EMPLOY-
MENT. AT EASE IN LOW LEVEL IFR ENVIRONMENT. OUTSTANDING INSTRU-
CTOR PILOT. DESIGNATED INSTRUMENT CHECK PILOT.

LT SMALLWOOD IS A HIGHLY MOTIVATED, INTELLIGENT NAVAL OFFICER.
CLEARLY CAPABLE OF ASSUMING POSITIONS OF INCREASED RESPONSIBILITY.
MOST STRONGLY RECOMMENDED FOR PROMOTION AND POSTGRADUATE SCHOOL.

D. R. STEINER, CAPT, USN
STUDENT POSTGRAD CURRICULUM #857
NAVAL POSTGRADUATE SCHOOL
MONTEREY, CA 93940