

## REPORT ON THE FITNESS OF OFFICERS

1. NAME (LAST, FIRST, MIDDLE) <b>SMALLWOOD, DAVID WISEMAN JR.</b>				2. GRADE <b>LT</b>		3. DESIG. <b>1317</b>		4. SSN	
5. ACUTRA/TEMAC <input type="checkbox"/>		6. UIC <b>09299</b>		7. SHIP/STATION <b>HS-10, HELANTISUBRON TEN</b>				8. DATE REPORTED <b>80DEC22</b>	
OCCASION FOR REPORT 9. PERIODIC <input checked="" type="checkbox"/> 10. DETACHMENT OF REPORTING SENIOR <input type="checkbox"/> 11. DETACHMENT OF OFFICER <input type="checkbox"/>				PERIOD OF REPORT 12. FROM <b>81NOV21</b>				13. TO <b>83JAN31</b>	
TYPE OF REPORT 14. REGULAR <input checked="" type="checkbox"/> 15. CONCURRENT <input type="checkbox"/> 16. SPECIAL <input type="checkbox"/> 17. OPS CDR <input type="checkbox"/>				BASIS FOR OBSERVATION 18. CLOSE <input checked="" type="checkbox"/> 19. FREQUENT <input type="checkbox"/> 20. INFREQUENT <input type="checkbox"/>					
21. EMPLOYMENT OF COMMAND (CONTINUED ON REVERSE SIDE OF RECORD COPY) <b>INDOCTRINATE AND TRAIN PILOTS, AIRCREWMEN AND</b>								22. DAYS OF COMBAT <b>N</b>	
23. REPORTING SENIOR (LAST NAME, FI, MI) <b>TERRY, W E</b>				24. TITLE <b>CO</b>		25. GRADE <b>CAPT</b>		26. DESIG. <b>1310</b>	
								27. SSN <b>524-46-8984</b>	
28. DUTIES ASSIGNED (CONTINUED ON REVERSE SIDE OF RECORD COPY) <b>LEGALO-LEGAL OFFICER-6, HELICOPTER INSTRUMENT TRAINING SCHOOL</b>									
SPECIFIC ASPECTS OF PERFORMANCE (TYPE IN OCR CODE LETTER FROM WORK SHEET)									
29. GOAL SETTING & ACHIEVEMENT <b>A</b>		30. SUBORDINATE MANAGEMENT & DEVELOPMENT <b>A</b>		31. WORKING RELATIONS <b>A</b>		32. EQUIP & MATERIAL MANAGE <b>A</b>		33. NAVY ORGAN SUPPORT <b>A</b>	
34. RESPONSE IN STRESSFUL SITUATIONS <b>A</b>		35. EQUAL OPPORTUNITY <b>A</b>		36. SPEAKING ABILITY <b>A</b>		37. WRITING ABILITY <b>A</b>			
WARFARE SPECIALTY SKILLS (FROM OCR WORK SHEET)									
38. SEAMANSHIP <b>N</b>		39. AIRMANSHIP <b>A</b>		40. WATCH STANDING <b>A</b>		41.		42.	
43.		44. SUBSPECIALTY CODE		REQUIRED BY BILLET 45. YES <input type="checkbox"/> 46. NO <input type="checkbox"/>		UTILIZATION 47. FREQUENT <input type="checkbox"/> 48. INFREQUENT <input type="checkbox"/>		(WORK SHEET CODE) 49. NONE <input type="checkbox"/> 50. PERFORMANCE <b>N</b>	
MISSION CONTRIBUTION		NOT OBS.		HIGH		MID		LOW	
51. EVALUATION		<input checked="" type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
52. SUMMARY		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>	
TREND OF PERFORMANCE 53. FIRST REPORT <input checked="" type="checkbox"/> 54. CONSISTENT <input type="checkbox"/> 55. IMPROVING <input type="checkbox"/> 56. DECLINING <input type="checkbox"/>									
DESIRABILITY (TYPE IN OCR CODE FROM WORK SHEET)									
57. COMMAND <b>A</b>		58. OPERATIONAL <b>A</b>		59. STAFF <b>A</b>		60. JOINT/OSD <b>A</b>		61. FOREIGN SHORE <b>A</b>	
RECOMMENDATION FOR PROMOTION 62. EARLY <input checked="" type="checkbox"/> 63. REGULAR <input type="checkbox"/> 64. NO <input type="checkbox"/>				RANKING FOR EARLY PROMOTION 65. NUMBER RECOMMENDED <b>1</b> 66. RANKING					
PERSONAL TRAITS (TYPE IN OCR CODE FROM WORK SHEET)									
67. JUDGMENT <b>B</b>		68. IMAGINATION <b>A</b>		69. ANALYTIC ABILITY <b>A</b>		70. PERSONAL BEHAVIOR <b>A</b>		71. FORCEFULNESS <b>A</b>	
72. MILITARY BEARING <b>A</b>		73.		74.		75.		76.	
WEAKNESSES DISCUSSED? 77. NONE NOTED <input checked="" type="checkbox"/> 78. YES <input type="checkbox"/> 79. NO <input type="checkbox"/>				STATEMENT 80. NOT DESIRED <b>N</b> 81. ATTACHED <b>N</b>					
82. SIGNATURE OF OFFICER EVALUATED: (IAW BUPERS INST. 1611-12-SERIES). "I ACKNOWLEDGE THAT I HAVE SEEN THIS REPORT, HAVE BEEN APPRISED OF MY PERFORMANCE AND RIGHT TO MAKE A STATEMENT."									
85. SIGNATURE OF REPORTING SENIOR <i>WE Terry</i>									
83. DATE FORWARDED <b>83JAN15</b>		84.							
86. DATE FORWARDED									
87. SIGNATURE OF REGULAR REPORTING SENIOR ON CONCURRENT AND CONCURRENT/SPECIAL REPORT									



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)

DIRECTOR, FLIGHT INSTRUCTOR, INSTRUMENT CHECK PILOT, HELICOPTER AIRCRAFT COMMANDER, 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 OFFICER. ENERGETIC. FRONT RUNNER. IMPECCABLE. STRONG WILLED. HARD LINE, NO NONSENSE ADMINISTRATOR. KNOWLEDGEABLE. EXPERT LEGAL OFFICER. COURAGEOUS IN HIS CONVICTIONS. STRONG NAVAL PRIDE.

AS AN INSTRUMENT INSTRUCTOR, LT SMALLWOOD RECEIVED OUTSTANDING WEEKLY CRITIQUES. HE HAS SUBMITTED THREE CHANGES TO CNO CONCERNING THE OPNAV 3710.7 MANUAL. INCORPORATION OF SUBMITTED CHANGES APPEARS CERTAIN. DUE TO UNEXPECTED CHANGES IN PERSONNEL, LT SMALLWOOD WAS SPECIFICALLY SELECTED TO HEAD LEGAL OFFICE. IMMEDIATE IMPROVEMENT RESULTED. AS LEGAL OFFICER, LT SMALLWOOD HAS CONDUCTED FOUR SPECIAL COURTS-MARTIAL ALL RESULTING IN CONVICTIONS. TWO OF THE FOUR COURTS-MARTIALS SEPARATED BY THREE DAYS; BOTH RESULTED IN BAD CONDUCT DISCHARGES FOR THE ACCUSED. LT SMALLWOOD CONTINUES TO PURSUE AN EXTREMELY AGGRESSIVE AND EFFECTIVE ANTI-DRUG ABUSE CAMPAIGN. A RECENT COMMAND INSPECTION REVEALED THAT AVERAGE PROCESSING TIME FOR NJP CASES, NJP APPEALS, SUMMARY COURTS-MARTIALS AND SPECIAL COURTS-MARTIALS WERE IN ALL CASES WELL BELOW THE CNO PRESCRIBED STANDARDS. LT SMALLWOOD'S LEGAL OFFICE WAS RATED OUTSTANDING AND JUDGED THE BEST LEGAL OFFICE IN THE WING.

LT SMALLWOOD IS AN OUTSTANDING INSTRUCTOR AND AIRCRAFT COMMANDER. AS SQUADRON DUTY OFFICER, LT SMALLWOOD CONTINUES TO EXCEL, ALWAYS PROFESSIONAL AND EFFECTIVE. MY BEST WATCH STANDER.

LT SMALLWOOD IS AN OFFICER OF EXTRAORDINARY QUALITIES AND CONTINUES TO PERFORM AT THE HIGHEST LEVEL. HIS VALUE TO THE NAVY IS IMMEASURABLE, AND HE EAGERLY AWAITS ADDITIONAL RESPONSIBILITIES. HE HAS MY HIGHEST RECOMMENDATION FOR POST GRADUATE EDUCATION AND ACCELERATED PROMOTION.

W. E. TERRY, CAPT, USN  
COMMANDING OFFICER  
HELANTISUBRON TEN  
NAS, NORTH ISLAND  
SAN DIEGO, CA 92135