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SECRETARY OF THE AIR FORCE**

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Flying Operations

MQ/RQ-1 CREW EVALUATION CRITERIA



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This instruction implements AFD 11-2, *Aircraft Rules and Procedures*; AFD 11-4, *Aviation Service*; and AFI 11-202V2, *Aircrew Standardization/Evaluation Program*. This instruction contains procedures and criteria for evaluating crew members flying United States Air Force (USAF) MQ/RQ-1 aircraft. This publication does not apply to Air National Guard (ANG) or Air Force Reserve Command (AFRC) units and members. MAJCOMs/DRUs/FOAs are to forward proposed MAJCOM/DRU/FOA-level supplements to this volume to HQ USAF/XOOT, through HQ ACC/DOYR, for approval prior to publication IAW AFD 11-2, paragraph 4.2. Copies of MAJCOM/DRU/FOA-level supplements, after approved and published, will be provided by the issuing MAJCOM/DRU/FOA to HQ USAF/XOOT, HQ ACC/DOYR, and user MAJCOM/DRU/FOA offices of primary responsibility. Field units below MAJCOM/DRU/FOA level will forward copies of their supplements to this publication to their parent MAJCOM/DRU/FOA office of primary responsibility for post publication review. NOTE: The terms Direct Reporting Unit (DRU) and Field Operating Agency (FOA) as used in this paragraph refer only to those DRUs/FOAs that report directly to HQ USAF. Keep supplements current by complying with AFI 33-360V1, *Publications Management Program*. Submit suggested improvements to this publication on AF Form 847, **Recommendation for Change of Publication**, through channels to HQ ACC/DOYR, 205 Dodd Blvd., Suite 101, Langley Air Force Base, VA 23665-2789. HQ ACC/DOYR will staff/consolidate recommended changes and forward proposed interim changes to HQ USAF/XOOT, 1480 Air Force Pentagon, Washington DC 20330-1480. HQ USAF/XO is the approval authority for changes to this instruction. Request waivers to this instruction through channels to HQ ACC/DOYR. HQ ACC/DO is the approval authority for waivers unless specifically noted within this instruction unless.

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SUMMARY OF REVISIONS

This document is substantially revised and must be completely reviewed.

This revision incorporates mission evaluation requirements for weapons employment; establishes separate grading criteria for General (All) and Instructor (**Chapter 3**), Pilot (**Chapter 4**) and Sensor Operator (**Chapter 5**) evaluations; and delineates INIT/QUAL, INSTM (pilots only) and MSN evaluation requirements for pilots and sensor operators.

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Chapter 1

GENERAL INFORMATION

1.1. References, Abbreviations, Acronyms, and Terms. See [Attachment 1](#).

1.2. Procedures:

1.2.1. Standardization/Evaluation Flight Examiners (SEFEs) will use the evaluation criteria in this instruction for conducting all flight and emergency procedure evaluations. To ensure standard and objective evaluations, flight examiners will be thoroughly familiar with the prescribed evaluation criteria.

1.2.2. All evaluations fall under the Instrument (INSTM), Qualification (QUAL), Mission (MSN), Instructor (INSTR), or SPOT criteria in AFI 11-202V2. INSTM applies to pilots only. Schedule all evaluation activity to occur on one sortie to the greatest extent possible.

1.2.3. SEFEs may use video recording (VR) devices to reconstruct/evaluate the mission.

1.2.4. SEFEs will brief examinees on the evaluation purpose and conduct and the evaluation areas prior to flight. Examinees will accomplish required flight planning for the evaluation IAW requirements for their crew position. Examinees will furnish SEFEs a copy of necessary flight logs, target folders, and other required mission materials.

1.2.5. SEFEs should not occupy a primary crew position during evaluations to ensure the most comprehensive evaluation. SEFE pilots conducting INSTR evaluations may occupy right seat if it affords the best opportunity to monitor and evaluate the mission.

1.2.6. Areas required to complete an evaluation are indicated with an "R." When it is not possible to evaluate a required area in flight, that area will be evaluated by an alternate method (i.e., in an operational flight trainer (OFT), cockpit procedure trainer (CPT), cockpit familiarization trainer (CFT), or by oral examination) in order to complete the evaluation. Document use of alternate evaluation methods in the Comments portion of the AF Form 8, **Certificate of Aircrew Qualification**. Units must supervise individuals with an expired or non-current evaluation to perform flight activities.

1.2.7. SEFEs will thoroughly debrief all aspects of the flight. This debrief will include the examinee's overall rating, specific deviations, area grades assigned (if other than qualified) and any recommended additional training.

1.3. Grading Instructions. Standards and performance standards are in AFI 11-202V2, and this instruction.

1.3.1. SEFEs will compare examinee performance for each area accomplished during the evaluation with the standards provided in this volume and assign an appropriate grade for the area. Derive the overall flight evaluation grade from the area grades based on a composite for the observed events and tasks IAW this volume.

1.3.2. SEFEs will base tolerances for in-flight parameters on conditions of smooth air and a stable aircraft. Do not consider momentary deviations from tolerances, provided the examinee applies prompt corrective action and such deviations do not jeopardize flying safety. SEFEs will consider cumulative deviations when determining the overall grade.

1.3.3. When grading criteria specify evaluation of airspeed and the flight manual lists only a minimum/ maximum/recommended airspeed for that area, the examinee will brief the desired airspeed .

1.3.4. SEFEs must exercise judgment when the wording of areas is subjective and when specific situations are not covered.

1.3.5. If the examinee receives an unqualified area grade in any of the critical areas identified by this instruction, assign an overall unqualified grade.

1.3.6. SEFE judgment will be the determining factor in arriving at the overall grade.

1.3.7. The following general criteria apply during all phases of flight except as noted for specific events and instrument final approaches:

1.3.7.1. **Q:**

1.3.7.1.1. **Altitude:** +/-150 feet.

1.3.7.1.2. **Airspeed:** +10/-5 knots indicated airspeed (KIAS).

1.3.7.1.3. **Course:** +/-20 degrees/1.5 nautical miles (NM) (whichever is greater).

1.3.7.2. **Q-:**

1.3.7.2.1. **Altitude:** +/- 200 feet.

1.3.7.2.2. **Airspeed:** +15/-7 KIAS.

1.3.7.2.3. **Course:** +/-30 degrees/3 NM (whichever is greater).

1.3.7.3. **U:** Exceeded Q- limits.

1.4. Emergency Procedures Evaluation (EPE). If available and configured appropriately, SEFEs will use an OFT to conduct EPEs. If not using an OFT, conduct EPEs in an appropriate CPT or CFT. If not using a CPT/CFT, administer the EPE orally. This evaluation will include areas commensurate with examinee's Ready Aircrew Program (RAP) training level.

1.4.1. Include the following items on all EPEs:

1.4.1.1. Evaluate Pilots and Sensor Operators (SOs) on general aircraft and mission systems knowledge as required by their crew position.

1.4.1.2. Evaluate a minimum of two emergency procedure per phase of flight (i.e., pre-takeoff, takeoff, cruise, and landing). SEFEs will evaluate all Critical Action Procedures (CAPs).

NOTE: Sensor Operators are not responsible for in-depth aircraft systems knowledge related to aircraft EPs. SEFEs should limit SO evaluations on emergency procedures to CAPs, checklist procedures, and crew coordination. SO responsibilities on CAPs are to prompt the pilot if a step is missed, accomplish pilot-directed steps related to the CAP, and at pilot direction read appropriate checklists (if required) to complete emergency procedures.

1.4.1.3. Evaluate crew coordination where applicable.

1.4.1.4. Evaluate unusual attitude recoveries on all pilot EP evaluations. This requirement fulfills the Area 40 unusual attitude recoveries for pilot QUAL/INSTM evaluations.

1.4.2. SEFEs should include the following additional items on the EPE given as a requisite to the mission evaluation. Tailor MSN evaluation scenarios to unit tasking and include areas not normally evaluated in flight .

1.4.2.1. Basic sensor systems operation.

1.4.2.2. Safe passage procedures/threat avoidance.

1.4.3. Place examinees receiving an overall unqualified grade in supervised status until completing recommended additional training and/or successfully accomplishing a reevaluation. Examinees receiving an overall unqualified grade because of an unsatisfactory CAP accomplishment will not be permitted to fly in their aircrew position until a successful reevaluation is accomplished. On qualified with additional training EPEs, the SEFE will indicate whether or not the examinee will accomplish additional training before the next flight. Accomplish additional training and reevaluations IAW AFI 11-202V2.

1.4.4. Use the following grading criteria to grade individual items on EPEs:

1.4.4.1. **Q:** Performance is correct. Quickly recognizes and corrects errors.

1.4.4.2. **Q-:** Performance is safe, but indicates limited proficiency. Makes errors of omission or commission.

1.4.4.3. **U:** Performance is unsafe or indicates lack of knowledge or ability.

1.5. Crew Resource Management (CRM). IAW AFI 11-202V2, CRM skills will be evaluated for all crewmembers during all initial and periodic evaluations.

1.5.1. The Air Force CRM program provides crewmembers with performance-enhancing knowledge and skills directly applicable to their roles in the aerospace mission of the Air Force. CRM training is a key component of a combined effort to identify and manage the conditions that lead to error. CRM is inherent in many areas of an evaluation to include mission planning, crew coordination, and mission debriefing .

1.5.2. CRM objectives will be evaluated throughout every phase of all aircrew evaluations. Documentation of CRM will be IAW grading criteria of those areas listed above as well as the following :

1.5.2.1. Situational awareness/task management.

1.5.2.2. Risk management/decision making.

1.5.2.3. Communication.

1.5.3. Examiners may use AFI 11-290, *Cockpit/Crew Resource Management Training Program* as a reference.

1.6. Examinations:

1.6.1. **Closed book:** All closed book questions will come from the MQ-1 MQF or be based on local area procedures. At least ten percent of the questions will be from local area procedures (local area MQF is optional).

1.6.2. **Critical Action Procedures.** This exam will be written from memory. Responses must contain all critical action items in proper sequence.

1.6.3. **Open book.** This exam consists of questions derived from all flight manuals, governing command directives and OGV secure question bank (SQB), if available.

1.7. Flight Publications. Satisfactory performance requires flight publications be current and properly posted. Evaluate all issued checklists for currency and accuracy on all flight evaluations. In units that do not issue individual aircrew publications, aircrew members are still responsible for the accuracy and currency of all publications required for the mission. Units may specify publications to be evaluated in the unit supplement to AFI 11-202V2.

1.8. Documentation of Reconnaissance Sortie Results . Document reconnaissance sortie results in the Mission Description Section of the Comments Block on the AF Form 8 for mission evaluations .

1.9. Documentation of Weapons Employment Results . Document weapons employment results in the Mission Description Section of the AF Form 8 for mission evaluations. Include entries for each type of actual and simulated ordnance that was employed.

1.9.1. **Air-to-Surface.** Hit or Miss IAW AFI 11-2RQ-1V1, *RQ-1 – Crew Training*, will be entered for each air-to-surface record delivery. For VR assessed deliveries, SEFEs will determine weapons employment results. VR assessed deliveries will be annotated with an asterisk .

1.9.2. **Laser Designator Target Marks.** For the purpose of LD target mark, marks will be scored as a "Hit" if they are considered usable for marking the designated target, delivered in a timely manner and delivery used is tactically sound. They will be scored as a "Miss" if they are unusable for target marking, untimely or the deliveries are tactically unsound.

1.9.3. **SEFE Judgment.** SEFE judgment will be the determining factor in deciding the weapons employment grade. If the examinee fails to qualify in any event(s), the SEFE may elect to award a higher area grade than warranted by the score(s). The SEFE will include justification for such an award in the Comments Section of the AF Form 8.

1.10. Records Disposition. Units will dispose of records IAW AFMAN 37-139, *Records Disposition Schedule*, Table 13-10.

Chapter 2

EVALUATION REQUIREMENTS

2.1. General:

2.1.1. **Evaluation Procedures.** All evaluations will follow the guidelines set in AFI 11-202V2, and this volume. Before the mission briefing, the flight examiner will brief the examinee on specific evaluation areas and, if applicable, will inform the pilot in command of any special requirements. Use criteria in the chapter for the appropriate crew position for evaluations .

2.1.2. Evaluation Requirements:

2.1.2.1. SEFEs must evaluate all required areas in order to complete the evaluation.

2.1.2.1.1. Document use of alternate evaluation methods in the Comments portion of the AF Form 8.

2.1.2.1.2. If the SEFE determines the required item cannot be adequately evaluated by an alternate method, the examinee will require an additional flight to complete the evaluation.

2.1.2.2. An asterisk (*) indicates critical areas (1, 2, 3, 4). A grade of U awarded in any critical area requires an overall Q-3 for the evaluation.

2.1.2.3. Grade all observed areas.

2.2. Pilot Instrument Evaluation. A mission flown according to instrument flight rules (IFR) (to the maximum extent practical) best fulfills the objective of the INSTM evaluation. The instrument flight phase will normally be combined with the qualification flight phase but units may elect to administer this evaluation on any compatible training mission or combined with the mission evaluation. The INSTM/QUAL evaluation is the only flight check required for pilots maintaining Basic Aircraft Qualification (BAQ) status (see [Attachment 1](#) and AFI 11-2RQ-1V1, *RQ-1 – Crew Training*, for BAQ status limitations). Minimum ground phase requisites are:

2.2.1. Instrument Training (IAW AFMAN 11-210, *Instrument Refresher Course Program*).

2.2.2. Instrument examination.

2.2.3. CAPs examination, if required.

2.3. Qualification Evaluation. A mission that evaluates the examinees ability to safely and effectively fly the aircraft. This evaluation encompasses basic aircraft handling and pattern work. Minimum ground phase requirements are:

2.3.1. Closed-book examination.

2.3.2. Open-book examination.

2.3.3. EPE.

2.3.4. CAPs examination, if required.

2.4. Mission Evaluation. Mission profiles that represent unit Designed Operational Capability (DOC) tasking satisfy the requirements of this evaluation. Design the profiles to evaluate the mission qualifica-

tions as well as basic airmanship of Basic Mission Capable (BMC) and Combat Mission Ready (CMR) examinees. Design profiles using current tactics, unit DOC tasking, and Area of Responsibility commitments. Profiles will incorporate all appropriate evaluation requirements in **Table 3.1**. Give initial MSN evaluations in the primary DOC of the unit. Evaluations during exercises or deployments are encouraged .

2.4.1. Minimum ground phase requisites are:

2.4.1.1. EPE.

2.4.1.2. CAPs examination, if required.

2.4.2. **Reconnaissance:** Units should primarily fly RSTA evaluations during daytime to allow tasking of all sensor systems; however, units may fly night evaluations. Assign a minimum of four targets. Base successful acquisition of targets on the requested intelligence information and/or SEFE judgment. SEFEs may assign in-flight targets. The pilot is responsible for positioning the aircraft to allow target collection. Targets not acquired due to adverse weather, verified sensor malfunction, or threat reaction against the aircrew will not be counted as misses.

2.4.3. **Air to Surface:** Crews will comply with appropriate provisions of AFI 11-214 and MAJCOM supplements.

2.4.4. **Killer Scout:** Air-to-surface evaluation requirements/grading criteria will be used when determined applicable by the SEFE.

NOTE: Basic Mission Capable (BMC) crewmembers will only be evaluated on those missions routinely performed by the examinee. Evaluate only those areas in which they are qualified.

2.5. Formal Course Evaluation . Fly syllabus evaluations IAW syllabus mission profile guidelines if stated, or on a mission profile developed from syllabus training objectives. Units may modify formal course guidelines based on local operating considerations or SEFE judgment, to complete the evaluation. Grade training objectives and related areas using appropriate performance criteria .

2.6. Instructor Evaluations:

2.6.1. INSTR flight evaluations will include a thorough evaluation of the examinee's knowledge, judgment, instructor ability (including error analysis of student activity), and use of grading documents as well as proficiency in their aircrew specialty. The initial INSTR evaluation is a check in which the examinee must demonstrate ability to instruct in some phase of the unit's mission. The instructional topic/area will be annotated in the comments sections of the AF Form 8. Except for requirements delineated in **Table 3.2.**, the flight examiner will determine specific profiles and/or events. Subsequent periodic evaluations (for example, INSTM/QUAL, QUAL, or MSN) will include instructor portions during the evaluations.

2.6.1.1. Instructors must demonstrate proficiency by instructing a student (or qualified individual acting as a student). The evaluator may require the examinee to present verbal explanations of equipment operations, procedures, and techniques pertinent to crew duties and responsibilities.

2.6.1.2. During any phase of the flight portion of the evaluation, the evaluator may require the examinee to demonstrate (not instruct) and/or present verbal explanations of system operations and/or procedures. Evaluators must exercise sound judgment to ensure oral questions/instructions are clear, concise, pertinent to the individual's crew duties, and do not interfere with normal mis-

sion accomplishment. The evaluator may forego the additional demonstration/instruction based on time available and other factors.

2.6.2. SEFEs may administer a periodic INSTR check on a Formal Training Unit (FTU) instructor during an FTU training sortie.

2.6.3. Periodic FTU INSTR checks conducted with an FTU student will comply with the student FTU evaluation requirements.

2.6.4. An instructor receiving an area grade of U or Q- with additional training in any grading area must not perform instructor duties until additional training is complete. Place this restriction in the comments and mark the YES block in restrictions of the AF Form 8. **Table 3.2.** and **Chapter 3** contain specific INSTR evaluation requirements.

Chapter 3

ALL EVALUATIONS

3.1. General. The criteria contained in this chapter apply to all crew positions and all evaluations.

3.2. Objective. The examinee must satisfactorily demonstrate the ability to perform required duties safely and effectively, including the operation of appropriate aircraft systems, IAW with applicable technical orders, instructions, and directives.

3.3. Requirements:

3.3.1. All Crewmembers. Evaluate all crewmembers on areas listed in [Table 3.1.](#) on all evaluations .

Table 3.1. Evaluation Criteria (All).

AREA	NOTES	TITLE	
1	*	SAFETY	R
2	*	AIRCREW DISCIPLINE	R
3	*	AIRMANSHIP	R
4	*	CREW COORDINATION	R
5		FLIGHT/MISSION PLANNING	R
6		KNOWLEDGE/COMMUNICATION	R
7		TASK MANAGEMENT	
8		IN-FLIGHT CHECKS/CHECKLIST PROCEDURE S	R
9		RISK MANAGEMENT	
10		EMERGENCY PROCEDURES	R
11		POST-MISSION	R
12-20		RESERVED	
NOTES:			
* Critical Area.			

3.3.2. Instructors. See [Table 3.2.](#) for required evaluation areas.

Table 3.2. Instructor Evaluation Criteria (applies to all instructors in all crew positions).

AREA	TITLE	
21	MISSION PREPARATION	R
22	BRIEFINGS/CRITIQUE	R
23	INSTRUCTIONAL ABILITY	R
24	KNOWLEDGE OF PUBLICATIONS/PROCEDURES	R
25	DEMONSTRATION OF PROCEDURES	R
26	TRAINING EVALUATIONS/FORMS PREPARATION	R
27-30	RESERVED	

3.4. General Grading Criteria: Criteria marked **(P)** are for Pilots only. Criteria marked **(SO)** are for portions of the Sensor Operator evaluations where the crew member is occupying PSO2 only; criteria marked **(MM)** are for portions of Sensor Operator evaluations where the crew member is occupying MFW/DEMPC only.

3.4.1. Area 1 – Safety. Critical:

3.4.1.1. **Q.** Was aware of and complied with all safety factors required for safe aircraft operation and mission accomplishment. Sound judgment enhanced mission accomplishment and was evident in the decision-making process .

3.4.1.2. **U.** Not aware of or did not comply with all safety factors required for safe aircraft operation or mission accomplishment. A clear lack of judgment hampered or precluded mission accomplishment. Allowed a dangerous situation to develop without taking proper corrective action or notifying other crew members.

3.4.2. Area 2 – Aircrew Discipline. Critical:

3.4.2.1. **Q.** Demonstrated strict professional flight and crew discipline throughout all phases of the mission. Aware of on-going mission status. Recognized, verbalized and acted on unexpected events. Provided direction and information when needed.

3.4.2.2. **U.** Failed to exhibit strict flight and crew discipline. Violated or ignored rules or instructions. Not aware of on-going mission status. Failed to recognize, verbalize or act on unexpected events. Did not provide direction or information when needed.

3.4.3. Area 3 – Airmanship. Critical:

3.4.3.1. **Q.** Executed the assigned mission in a timely, efficient manner. Demonstrated situational awareness throughout the mission and conducted the flight with a sense of understanding and comprehension. Aware of performance of self and other flight members.

3.4.3.2. **U.** Decisions or lack thereof resulted in failure to accomplish the assigned mission. Demonstrated poor judgment to the extent that the mission or safety was compromised. Not aware of performance of self and other flight members.

3.4.4. Area 4 – Crew Coordination . Critical:

3.4.4.1. **Q.** Coordinated effectively with other crewmembers without misunderstanding, confusion, or undue delay. Provided direction/information when needed. Adapted to meet new situa-

tional demands and focused attention on the task. Asked for inputs, and made positive statements to motivate crew members.

3.4.4.2. **U.** Breakdown in coordination with other crewmembers precluded mission accomplishment or jeopardized safety. Created confusion or delays that could have endangered the aircraft or prevented mission accomplishment. Did not provide direction/information when needed. Did not adapt to meet new situational demands and focus attention on the task. Did not ask for inputs and made no effort to make positive statements to motivate crew members.

3.4.5. **Area 5 – Flight/Mission Planning:**

3.4.5.1. **Q. (P)** Clearly understood mission objectives and developed a sound plan to accomplish the mission. Checked factors applicable to flight (for example, weather, Notices to Airmen (NOTAMS), performance data, fuel requirements, maps, etc.) IAW applicable directives. Aware of alternatives available if flight cannot be completed as planned. Solicited feedback to check understanding of mission requirements. Thoroughly critiqued mission and collection plans to identify potential problem areas. Read and initialed for all items in the Flight Crew Information File (FCIF)/Read Files. Prepared at crew/mission briefing.

3.4.5.2. **Q. (SO)** Reviewed applicable target information and checked factors effecting imagery collection (for example, target characteristics, environmental factors, required EEI, etc.). Provided feedback to ensure understanding of imagery requirements. Thoroughly critiqued collection plan to identify potential problem areas. Read and initialed for all items in the FCIF/Read Files. Prepared at crew/mission briefing.

3.4.5.3. **Q. (MM)** Clearly understood mission objectives and developed a sound collection plan to prosecute the target deck. Checked factors applicable to target acquisition (for example, weather, target characteristics, charts, required EEI, etc.). Aware of alternatives available if mission cannot be completed as planned. Solicited feedback to check understanding of mission and collection requirements. Thoroughly critiqued mission and collection plans to identify potential problem areas. Read and initialed for all items in the FCIF/Read Files. Prepared at crew/mission briefing.

3.4.5.4. **Q-.** Demonstrated limited knowledge of performance capabilities or approved operating procedures and rules in some areas. Partially defined the mission overview and goals. Solicited some feedback to check understanding of mission requirements and possible contingencies. Incompletely critiqued plans to identify potential problem areas. Made minor errors or omissions that did not detract from mission effectiveness.

3.4.5.5. **U.** Made major errors or omissions that would have prevented a safe or effective mission. Displayed faulty knowledge of operating data or procedures. Did not define the mission overview and goals. Did not solicit feedback to check understanding of mission requirements. Did not critique plans to identify potential problem areas. Failed to check understanding of possible contingencies. Did not review or initial FCIF. Not prepared at crew/mission briefing .

3.4.6. **Area 6 – Knowledge/Communications**

3.4.6.1. **General:**

3.4.6.1.1. **Q.** Thorough knowledge of systems (P: air vehicle; SO: payload; MM: DEMPC/MFW), limitations, and performance characteristics.

3.4.6.1.2. **Q-** Knowledge of systems, limitations, and performance characteristics sufficient to perform the mission safely. Demonstrated deficiencies either in depth of knowledge or comprehension .

3.4.6.1.3. **U.** Demonstrated unsatisfactory knowledge of systems, limitations or performance characteristics.

3.4.6.2. Flight Rules/Regulations/Procedures:

3.4.6.2.1. **Q.** Prepared and completed mission in compliance with existing instructions and directives. Demonstrated knowledge of operating procedures and restrictions and where to find them in the correct publications.

3.4.6.2.2. **Q-** Minor deviations to established procedures. Unsure of some directives and/or had difficulty locating some information in appropriate publications. Any instances of non-compliance did not jeopardize safety .

3.4.6.2.3. **U.** Unaware of established procedures and/or could not locate them in the appropriate publication in a timely manner. Failed to comply with a procedure that could have jeopardized safety or mission success.

3.4.6.3. Local Area Procedures:

3.4.6.3.1. **Q.** Thorough knowledge of local procedures.

3.4.6.3.2. **Q-** Limited knowledge of local procedures

3.4.6.3.3. **U.** Inadequate knowledge of local procedures.

3.4.6.4. Communications:

3.4.6.4.1. **Q.** Complete knowledge of and compliance with correct communications procedures. Transmissions concise with proper terminology and acknowledged all required instructions.

3.4.6.4.2. **Q-** Occasional deviations from procedures that required re-transmissions. Slow in initiating or missed several required radio/intercom calls. Transmissions contained extraneous matter, were not in proper sequence, or used non-standard terminology.

3.4.6.4.3. **U.** Incorrect procedures or poor performance caused confusion and jeopardized mission accomplishment. Omitted numerous radio/intercom calls.

3.4.7. Area 7 – Task Management:

3.4.7.1. **Q.** Correctly prioritized multiple tasks. Used available resources to manage workload and avoided the creation of self-imposed workload or stress due to lack of planning or loss of situational awareness. Clearly communicated and acknowledged workload and task distribution. Clearly stated problems and used facts to come up with solution; accepted better ideas when offered. Provided adequate time for completion of tasks and prepared for expected or contingency situations. Demonstrated high level of vigilance in both high and low workload conditions.

3.4.7.2. **Q-** Did not consistently or correctly prioritize multiple tasks. Did not always use available resources to manage workload or created some self-imposed workload/stress due to lack of planning or loss of situational awareness. Did not always clearly communicate or acknowledge workload and task distribution. Did not consistently use facts to come up with solution and/or

reluctant to accept better ideas when offered. Did not consistently provide adequate time for completion of task and/or not always prepared for expected or contingency situations. Did not demonstrate same level of vigilance in both high and low workload conditions.

3.4.7.3. **U.** Unable to correctly prioritize multiple tasks, use available resources to manage workload or avoid self-imposed workload/stress due to lack of situational awareness/planning. Failed communicate or acknowledge workload and task distribution. Did not state problems or use facts to come up with solution and unwilling accept other ideas when offered. Did not provide adequate time for completion of tasks and/or unprepared for expected or contingency situations. Did not demonstrate appropriate level of vigilance in high or low workload conditions.

3.4.8. **Area 8 – Inflight Checks/Checklist Procedures:**

3.4.8.1. **Inflight Checks:**

3.4.8.1.1. **Q.** Performed all in-flight checks as required.

3.4.8.1.2. **Q-.** Same as qualified, except for minor deviations or omissions during checks. Did not detract from mission accomplishment.

3.4.8.1.3. **U.** Did not perform in-flight checks or monitor systems to the degree that an emergency condition would have developed if allowed to continue uncorrected.

3.4.8.2. **Checklist Procedures:**

3.4.8.2.1. **Q.** Efficient location of the appropriate checklist. Able to complete the checklist in a timely manner. Consistently used the correct checklist and gave the correct response at the appropriate time throughout the mission .

3.4.8.2.2. **Q-.** Slow to locate the appropriate checklist. Checklist responses were untimely and/or crewmember required continual prompting for correct responses. Slow to complete the checklist.

3.4.8.2.3. **U.** Unable to locate the appropriate checklist, used incorrect checklist or consistently omitted checklist items. Excessive delay in completing checklist or did not complete checklist prior to the event.

3.4.9. **Area 9 – Risk Management:**

3.4.9.1. **Q.** Appropriately identified contingencies and alternatives. Gathered and cross checked all available data in a timely manner, and provided rationale for decisions. Clearly stated decisions and got acknowledgment. Addressed doubts and concerns of other flight members, listened actively to ideas and opinions and admitted mistakes when wrong. When crew conflicts arose, remained focused on the problem or situation at hand and resolved conflict issues. If pilot in command - coordinated flight deck activities to establish proper balance between command authority and crewmember participation, and acted decisively when the situation required.

3.4.9.2. **Q-.** Occasionally identified contingencies and alternatives. Did not always gather and cross check available data before deciding or provide rationale for decisions. Did not clearly state decisions or get acknowledgment and slow to address doubts and concerns of other flight members. Sometimes listened to ideas and opinions but did not always admit mistakes when wrong. When crew conflicts arose, did not always remain focused on the problem or situation at hand or identify and resolve conflict issues. If pilot in command - did not always coordinate flight deck

activities to establish a proper balance between command authority and crewmember participation or acted indecisively at times .

3.4.9.3. **U.** Failed to identify any contingencies or alternatives. Made no effort to gather and cross check available data before deciding, did not state decisions, provide rationale for decisions or get acknowledgment. Dismissed doubts and concerns of other flight members and failed to listen actively to ideas and opinions or admit mistakes when wrong. When crew conflicts arose, did not remain focused on the situation at hand or resolve conflict issues. If pilot in command – failed to establish proper balance between command authority and crewmember participation or acted indecisively.

3.4.10. **Area 10 – Emergency Procedures:**

3.4.10.1. **Q.** Displayed correct, immediate response to CAPs and non-CAP emergency situations. Effectively used checklist.

3.4.10.2. **Q-.** Response to CAP emergencies 100% correct. Response to certain areas of non-CAP emergencies or follow-on steps to CAP procedures was slow/confused. Used the checklist/flight manual when appropriate, but slow to locate required data.

3.4.10.3. **U.** Incorrect response for CAP emergency. Unable to analyze problems or take corrective action. Did not use checklist/flight manual, or lacks acceptable familiarity with their arrangement or contents .

3.4.11. **Area 11 – Post-Mission:**

3.4.11.1. **Debriefing/Critique:**

3.4.11.1.1. **Q.** Thoroughly debriefed the mission (or applicable portions). Compared mission results with established initial objectives. Recapped key points/compared missions results with objectives Debriefed deviations and offered corrective guidance as appropriate. Gave positive and negative performance feedback at appropriate times in so that it was a positive learning experience for the whole crew – feedback was specific, objective, based on observable behavior, and given constructively for both the team and individuals. Accepted feedback objectively and non-defensively. Asked for reactions/inputs from others. When appropriate, took the initiative and time to share operational knowledge and experience, i.e., new crewmembers, routing, airports, situations .

3.4.11.1.2. **Q-.** Debrief covered the mission highlights but was not specific enough. Did not thoroughly discuss performance in relationship to mission objectives. Did not debrief all deviations. Some feedback given, but was not always given at appropriate times and not always a positive learning experience for the crew. Somewhat defensive when receiving feedback. Not completely open to reactions/inputs from others.

3.4.11.1.3. **U.** Did not debrief mission deviations or offer corrective guidance. Feedback not given or given poorly. Attempted to hide mistakes. Not open to feedback or reactions/inputs from others. Ridiculed others for mistakes .

3.4.11.2. **Forms/Reports/Logs:**

3.4.11.2.1. **Q.** All required forms and/or flight plans were complete, accurate, readable, accomplished on time and IAW applicable directives. Related an accurate debrief of significant events to applicable agencies (Intel, Weather, Maintenance, etc.).

3.4.11.2.2. **Q-** Minor errors on forms and/or flight plans did not affect conduct of the flight/mission. Incorrectly or incompletely reported some information due to minor errors, omissions, and/or deviations.

3.4.11.2.3. **U.** Did not accomplish required forms and/or flight plans. Omitted or incorrectly reported significant information due to major errors, omissions, and/or deviations.

3.4.12. **Areas 12—20 – RESERVED.** Reserved for future use.

3.5. Instructor Grading Criteria: Criteria marked **(IP)** are for Instructor Pilots only; criteria marked **(ISO)** are for Instructor Sensor Operators instructing either crew position **(SO/MM)**.

3.5.1. Area 21 – Mission Preparation:

3.5.1.1. **Q.** Thoroughly reviewed student's training folder. Ascertained student's present level of training. Assisted student in pre-mission planning and allowed student time for questions. Correctly prioritized training events. Gave student a clear idea of mission training objectives .

3.5.1.2. **Q-** Did not thoroughly review student's training folder or correctly ascertain student's present level of training. Caused student to hurry pre-mission planning. Poorly prioritized training events. Training plan/scenario made poor use of time.

3.5.1.3. **U.** Did not review student's training folder. Did not ascertain student's present level of training. Did not assist student with pre-mission planning or did not allow time for questions. Did not prioritize training events. Failed to give student a clear idea of mission training objectives, methods, and sequence of events.

3.5.2. Area 22 – Briefings/Critique:

3.5.2.1. **Q.** Briefings were well organized, accurate, and thorough. Reviewed student's present level of training and defined mission events to be performed. Presented a comprehensive, instructional briefing/debriefing, which encompassed all mission events. Made excellent use of training aids. Excellent analysis of all events/maneuvers **(IP)**. Clearly defined objectives. Training grade reflected the actual performance of the student relative to the standard. Pre-briefed the student's next mission, if required.

3.5.2.2. **Q-** Minor errors or omissions in briefings and/or critique did not affect safety or adversely affect student progress. Occasionally unclear in analysis of events or maneuvers.

3.5.2.3. **U.** Briefings were marginal or non-existent. Did not review student past performance. Failed to adequately critique student or analyze the mission. Analysis of events or maneuvers was incomplete, inaccurate or confusing. Overlooked or omitted major discrepancies. Training grade did not reflect actual performance of student. Incomplete pre-briefing of student's next mission, if required.

3.5.3. Area 23 – Instructional Ability:

3.5.3.1. **Q.** Demonstrated the ability to communicate effectively. Clearly defined all mission requirements and any required additional training/corrective action. Provided appropriate guidance when necessary. Planned ahead and made timely decisions. Was completely aware of situation at all times. Identified and corrected potentially unsafe maneuvers/situations. Demonstrated excellent instructor/evaluator ability. Instruction/evaluation was accurate, effective and timely.

3.5.3.2. **Q-**. Accomplished the above tasks with minor discrepancies that did not affect safety or adversely affect student progress. Problems in communication or analysis degraded effectiveness of instruction/ evaluation.

3.5.3.3. **U**. Unable to effectively communicate or provide timely feedback to the student. Did not provide corrective action when necessary. Made no attempt to instruct. Unable to perform, teach, or assess techniques, procedures, systems use, or tactics. Did not plan ahead or anticipate student problems. Did not identify unsafe maneuvers/situations in a timely manner. Did not remain aware of situation at all times. Demonstrated inadequate ability to instruct/evaluate.

3.5.4. Area 24 – Knowledge of Publications/Procedures:

3.5.4.1. **Q**. Possessed a high level of knowledge of all applicable systems, techniques, and missions to be performed. Possessed a high level of knowledge of all applicable publications and procedures, and understood how to apply both to enhance mission accomplishment .

3.5.4.2. **Q-**. Deficiencies in depth of knowledge, comprehension of procedures, requirements, systems performance characteristics, mission or tactics. Minor errors in knowledge of above areas did not affect safety or adversely affect student progress.

3.5.4.3. **U**. Knowledge of publications or procedures was inadequate. Could not apply knowledge obtained from publications. Lack of knowledge in certain areas seriously detracted from instructor effectiveness

3.5.5. Area 25 – Demonstration of Procedures:

3.5.5.1. **Q**. Performed required maneuvers/operations within prescribed parameters. Effectively demonstrated procedures and techniques. Had thorough knowledge of applicable systems, publications, and instructions. Provided concise, meaningful in-flight commentary. Demonstrated excellent instructor proficiency.

3.5.5.2. **Q-**. Minor discrepancies in the above criteria did not affect safety or adversely affect student progress. Performed required maneuvers/operations with minor deviations from prescribed parameters. In-flight commentary was sometimes unclear.

3.5.5.3. **U**. Did not demonstrate correct procedure or techniques. Depth of knowledge about applicable systems, procedures, and/or proper source material was insufficient. Was unable to properly perform required maneuvers/operations. Made major procedural errors. Did not provide in-flight commentary. Demonstrated below-average instructor proficiency.

3.5.6. Area 26 – Training/Evaluation Forms Preparation:

3.5.6.1. **Q**. Completed appropriate training/evaluation records accurately. Adequately assessed and recorded performance. Comments were clear and pertinent.

3.5.6.2. **Q-**. Minor errors or omissions in training/evaluation records. Comments were incomplete or slightly unclear.

3.5.6.3. **U**. Did not complete required forms or records. Comments were invalid, unclear, or did not accurately document performance.

3.5.7. Areas 27—30 – RESERVED. Reserved for future use.

Chapter 4

PILOT EVALUATION CRITERIA

4.1. Evaluation Standards:

4.1.1. Evaluation criteria in this chapter are divided into three sections: General, Instrument, and Mission Employment. Use all sections for criteria applicable to the events performed on the evaluation .

4.1.2. Where major areas include subareas, assign only one grade to the major areas. Annotate discrepancies on the back of the AF Form 8 by subarea.

Table 4.1. Pilot Evaluation Criteria.

AREA	NOTES	TITLE	INIT/ QUAL	INSTM	MSN		
					RSTA	A-S	K-S
I. GENERAL							
31		BRIEFING	R		R	R	R
32	1	AIRCRAFT LAUNCH	R	R			
33	2	TAKEOFF	R	R			
34	2	DEPARTURE	R	R			
35		LEVEL OFF	R	R			
36		CRUISE/NAVIGATION	R	R	R	R	R
37		FUEL MANAGEMENT	R		R	R	R
38		VEHICLE OPERATION	R	R	R	R	R
39		COMM/IFF/SIF	R		R	R	R
40	3	UNUSUAL ATTITUDE RECOVERIES	R				
41		DESCENT	R				
42	2	GO-AROUND	R	R			
43	2	ENGINE-OUT TRAFFIC PATTERN	R	R			
44	2	VFR PATTERN/APPROACH	R				
45	2	LANDING	R	R			
46		AFTER LANDING					
47-50		RESERVED					
II. INSTRUMENT							
51		HOLDING					
52		PENETRATION/ ENROUTE/DESCENT		R			
53		INSTRUMENT PATTERNS		R			
54	4	NON-PRECISION APPROACH		R			
55	4	PRECISION APPROACH		R			
56		MISSED APPROACH/CLIMB OUT		R			
57		CIRCLING/SIDE-STEP APPROACH					

AREA	NOTES	TITLE	INIT/ QUAL	INSTM	MSN		
					RSTA	A-S	K-S
58		INSTRUMENT CROSS-CHECK		R			
59-60		RESERVED					
III. MISSION EMPLOYMENT							
III.A. GENERAL							
61		TACTICAL PLAN			R	R	R
62		TACTICS/THREATS			R	R	R
63		MISSION EXECUTION			R	R	R
64		TACTICAL NAVIGATION			R	R	R
65		INGRESS			R	R	R
66		EGRESS			R	R	R
67		TIMING			R	R	R
68		TRAINING RULES/RULES OF ENGAGEMENT (ROE)			R	R	R
69		WEAPONS EFFECTS AND PROCEDURES				R	R
70		RESERVED					
III.B. WEAPONS EMPLOYMENT							
III.B.(1). AIR-TO-SURFACE							
71	5	WEAPONS EMPLOYMENT				R	
72	5	RANGE PROCEDURES				R	R
73	5	WEAPONS DELIVERY PROCEDURES					
74-80		RESERVED					
III.B.(2). KILLER SCOUT							
81	5	AIRCRAFT POSITIONING					R
82	5	RENDEZVOUS					R
83	5	TACS COORDINATION					R
84-100		RESERVED					
NOTE:							
1. Required for all initial QUAL/INSTM evaluations, optional for periodic evaluations.							
2. OG/CC may waive this requirement for other than initial qualification							
3. Unusual Attitude Recovery will only be evaluated in an OFT							
4. Requires both precision and non-precision approaches to complete evaluation provided capability exists at operating air-field .							
5. IAW AFI 11-214, MAJCOM and Wing supplements							

4.2. General:

4.2.1. Area 31 – Briefing:

4.2.1.1. Organization/Presentation:

4.2.1.1.1. **Q.** Well organized and presented in a logical sequence. Presented briefing in a professional manner. Effective use of training aids. Crewmembers clearly understood mission requirements. Concluded briefing in time to allow for preflight of equipment and aircraft .

4.2.1.1.2. **Q-.** Events out of sequence, hard to follow, some redundancy. Did not make effective use of available training aids. Dwelled on non-essential mission items. Briefing rushed in order to allow for preflight of equipment and aircraft.

4.2.1.1.3. **U.** Confusing presentation. Did not allow time for crew briefing (if applicable) and preflight of equipment and aircraft. Did not use training aids. Redundant throughout briefing. Lost interest of flight members. Presentation created doubts or confusion. Terminated briefing early in order to preflight equipment or aircraft.

4.2.1.2. **Mission Objectives:**

4.2.1.2.1. **Q.** Clearly defined the mission overview, established objectives and defined goals for the mission. Presented all training events and effective technique discussion for accomplishing the mission. Provided specific information on what needed to be done. Solicited feedback to check understanding of mission requirements. Thoroughly critiqued plans to identify potential problem areas. Checked understanding of possible contingencies.

4.2.1.2.2. **Q-.** Partially defined the mission overview and/or objectives and goals undefined and poorly quantified. Omitted some minor training events. Limited discussion of techniques. Occasionally solicited some feedback to check understanding of mission requirements. Did not fully critique plans to identify potential problem areas. Incompletely checked understanding of possible contingencies.

4.2.1.2.3. **U.** Did not establish objectives for the mission. Did not define the mission overview and goals Omitted major training events or did not discuss techniques.. Did not solicit feedback to check understanding of mission requirements. Did not critique plans to identify potential problem areas. Failed to check understanding of possible contingencies.

4.2.1.3. **Crew Member Consideration:**

4.2.1.3.1. **Q.** Considered the abilities of all crewmembers. Briefed corrective action from previous mission and probable problem areas when appropriate. Established and maintained team concept and environment for open communications, e.g., listened with patience, did not interrupt or “talk over”, did not rush the briefing, made eye contact as appropriate

4.2.1.3.2. **Q-.** Did not consider all crewmembers' abilities. Did not identify probable problem areas. Did not effectively establish nor maintain team concept or environment for open communications .

4.2.1.3.3. **U.** Ignored other crewmembers' abilities and past problem areas. Failed to establish and maintain team concept and environment for open communications. Was impatient and interrupted other crewmembers.

4.2.2. **Area 32 –Aircraft Launch:** Required for all initial QUAL/INSTM evaluations, optional for periodic evaluations.

4.2.2.1. **Q.** Established and adhered to station, start engine, taxi and take-off times to ensure thorough preflight, check of equipment, crew briefing, etc. Accurately determined readiness of aircraft

for flight. Performed all checks and procedures prior to takeoff IAW approved checklists and applicable directives.

4.2.2.2. **Q-**. Same as above except for minor procedural deviations that did not detract from mission effectiveness .

4.2.2.3. **U**. Omitted major item(s) of the appropriate checklist. Major deviations in procedure, which would preclude safe mission accomplishment. Failed to accurately determine readiness of aircraft for flight. Crew errors directly contributed to a late takeoff, which degraded the mission or made it non-effective.

4.2.3. Area 33 – Takeoff:

4.2.3.1. **Q**. Maintained smooth aircraft control throughout takeoff. Performed takeoff IAW flight manual procedures.

4.2.3.2. **Q-**. Minor flight manual procedural deviations. Some under or over control at liftoff.

4.2.3.3. **U**. Takeoff potentially dangerous. Exceeded aircraft/systems limitations. Raised gear too early potentially inhibiting emergency return. Failed to establish proper climb attitude. Over-controlled aircraft resulting in excessive deviations from intended flight path .

4.2.4. Area 34 – Departure (IFR/Visual Flight Rules [VFR]):

4.2.4.1. **Q**. Performed departure as published/directed and complied with all restrictions.

4.2.4.2. **Q-**. Minor deviations in airspeed and navigation occurred during completion of departure.

4.2.4.3. **U**. Failed to comply with published/directed departure instructions.

4.2.5. Area 35 – Level-Off:

4.2.5.1. **Q**. Leveled off smoothly. Promptly established proper cruise airspeed.

4.2.5.2. **Q-**. Level-off was erratic. Slow in establishing proper cruise airspeed.

4.2.5.3. **U**. Level-off was erratic. Exceeded Q- limits. Excessive delay or failed to establish proper cruise airspeed. Failed to reset altimeter, as required.

4.2.6. Area 36 – Cruise/Navigation:

4.2.6.1. **Q**. Demonstrated satisfactory capability to navigate using all available means. Used appropriate navigation procedures. Complied with clearance instructions. Aware of position at all times. Remained within the confines of assigned airspace, i.e., military operating area, restricted area, etc.

4.2.6.2. **Q-**. Minor errors in procedures/use of navigation equipment. Slow to comply with clearance instructions. Had minor difficulty in establishing/maintaining exact position, area, and course.

4.2.6.3. **U**. Major errors in procedures/use of navigation equipment. Could not establish position. Failed to recognize checkpoints or adjust for deviations in time and course. Often unable to remain within the confines of assigned airspace or SEFE had to prompt to maintain assigned airspace. Exceeded parameters for Q-.

4.2.7. Area 37 – Fuel Management:

4.2.7.1. **Q.** Actively monitored fuel throughout the mission. Complied with all established fuel requirements.

4.2.7.2. **Q-.** Errors in fuel management procedures, which did not preclude mission accomplishment .

4.2.7.3. **U.** Failed to monitor fuel status or comply with established fuel requirements. Poor fuel management precluded mission accomplishment. Did not adhere to briefed fuel requirements.

4.2.8. **Area 38 – Vehicle Operation:** This area includes applicable aircraft systems operation as prescribed in all flight manuals and other governing directives. Also include the individual's system knowledge and proper operating procedures, analysis of equipment malfunctions, and use of proper corrective action.

4.2.8.1. **Q.** Operated vehicle according to procedures and checklists contained in the flight manuals and governing directives. Correctly prioritized multiple tasks. Used available resources to manage workload and avoided the creation of self-imposed workload or stress due to lack of planning or loss of situational awareness. Accurately and efficiently analyzed equipment malfunctions with consistent reliable mission results. No damage or significant system degradation resulted from operator inputs or lack of knowledge.

4.2.8.2. **Q-.** Operated vehicle with some deviations, omissions, and/or errors from procedures required by the flight manual or governing directives. Did not consistently or correctly prioritize multiple tasks. Did not always use available resources to manage workload or created some self-imposed workload/stress due to lack of planning or loss of situational awareness. Consistently ignored equipment malfunctions, analyzed in error, or caused by erroneous data insertion or faulty operator techniques. The level of performance or knowledge consistently resulted in marginal reliability, or was the minimum acceptable and warrants assigned study and/or additional training. Did not damage equipment.

4.2.8.3. **U.** Not up to "Q-" standards. Would have damaged vehicle if allowed to continue uncorrected. Unable to correctly prioritize multiple tasks, use available resources to manage workload or avoid self-imposed workload/stress due to lack of situational awareness/planning. Failed communicate or acknowledge workload and task distribution. Could not obtain acceptable results due to poor operational techniques or procedures.

4.2.9. **Area 39 – Communications (COMM)/Identification Friend or Foe (IFF)/ Selective Identification Feature (SIF):**

4.2.9.1. **Q.** Complete knowledge of and compliance with correct COMM/IFF/SIF procedures. Transmissions over radio and interphone were concise, accurate and used proper terminology. Complied with and acknowledged all required instructions. Thoroughly familiar with communications security requirements, HAVE QUICK and secure voice equipment (if applicable). Correctly authenticated .

4.2.9.2. **Q-.** Occasional deviations from correct procedures required retransmissions or resetting codes. Slow in initiating or missed several required calls. Minor errors or omissions did not significantly detract from situational awareness, threat warning or mission accomplishment. Transmissions contained extraneous matter, were not in proper sequence or used nonstandard terminology. Demonstrated limited knowledge of communications security requirements, HAVE QUICK and secure voice equipment (if applicable). Required numerous attempts to complete authentication.

4.2.9.3. **U.** Incorrect procedures or poor performance caused confusion and jeopardized mission accomplishment. Omitted numerous required radio calls. Inaccurate or confusing terminology significantly detracted from situational awareness, threat warning or mission accomplishment. Displayed inadequate knowledge of communications security requirements, HAVE QUICK and secure voice equipment (if applicable). Unable to properly authenticate.

4.2.10. Area 40 – Unusual Attitude Recoveries (Training Device Only):

4.2.10.1. **Q.** Smooth positive recovery to level flight with correct recovery procedures.

4.2.10.2. **Q-.** Slow to analyze attitude, or erratic in recovery to level flight. Correct recovery procedures used .

4.2.10.3. **U.** Unable to determine attitude. Used improper recovery procedures.

4.2.11. Area 41 – Descent:

4.2.11.1. **Q.** Performed descent as directed, complied with all restrictions.

4.2.11.2. **Q-.** Performed descent as directed with minor deviations.

4.2.11.3. **U.** Performed descent with major deviations.

4.2.12. Area 42 – Go-Around:

4.2.12.1. **Q.** Initiated and performed go-around promptly IAW flight manual and operational procedures and directives .

4.2.12.2. **Q-.** Slow to initiate go-around or procedural steps.

4.2.12.3. **U.** Did not self-initiate go-around when appropriate. Techniques unsafe or applied incorrect procedures. Erratic aircraft control. Large deviations in runway alignment .

4.2.13. Area 43 – Engine-Out Traffic Pattern: Evaluate actions taken in response to actual or simulated emergencies that occur during the flight check (inflight or on the ground) until the flight examiner declares the evaluation of the emergency procedure terminated.

4.2.13.1. **Q.** Performed emergency procedures IAW applicable directives. Used sound judgment. Configured at the appropriate position/altitude. Smooth positive control of aircraft. Able to prioritize actions to safely recover the aircraft. Maintained aircraft control within appropriate standards. Appropriately identified contingencies and alternatives. Gathered and cross checked all available data in a timely manner, and provided rationale for decisions. Clearly stated decisions and got acknowledgment.

4.2.13.2. **Q-.** Performed emergency procedures with minor deviations, omissions, and/or errors from applicable directives. Configured at a position and altitude, which allowed for a safe approach. Minor deviations from recommended procedures and altitudes. Unnecessary maneuvering due to minor errors in planning or judgment; however, did not jeopardize the safe recovery of the aircraft. Occasionally identified contingencies and alternatives. Did not always gather and cross check available data before deciding or provide rationale for decisions.

4.2.13.3. **U.** Judgment unsafe. Did not comply with applicable procedures. Erratic airspeed control compounded problems associated with the emergency. Performed emergency procedures with major deviations, omissions, and/or errors from recommended procedures and altitudes. Required excessive maneuvering due to inadequate planning or judgment. Unable to safely recover the air-

craft. Failed to identify any contingencies or alternatives. Made no effort to gather and cross check available data before deciding, did not state decisions, provide rationale for decisions or get acknowledgment.

4.2.14. Area 44 – VFR Pattern/Approach:

4.2.14.1. **Q.** Performed patterns/approaches IAW procedures outlined in the flight manual, operational procedures and local directives. Aircraft control was smooth and positive. Accurately aligned with runway. Maintained proper/briefed airspeed.

4.2.14.2. **Q-.** Performed patterns/approaches with minor deviations to procedures outlined in the flight manual, operational procedures and local directives. Aircraft control was not consistently smooth, but safe. Alignment with runway varied. Slow to correct to proper/briefed airspeed.

4.2.14.3. **U.** Approaches not performed IAW procedures outlined in the flight manual, operational procedures and local directives. Erratic aircraft control. Large deviations in runway alignment. Exceeded Q- parameters.

4.2.15. Area 45 – Landing: Applicable to normal VFR approaches. Where runway configuration, arresting cable placement or flight manual limitations require an adjustment to the desired touchdown point, identify a simulated runway threshold and the grading criteria applied accordingly. For instrument approaches, the examinee should use a normal glide slope from either the decision height or from a point where the examinee visually acquires the runway environment.

4.2.15.1. **Q.** Performed landings IAW procedures and techniques outlined in the flight manual, operational procedures and local directives. Aircraft control was smooth and positive. Accurate runway alignment.

4.2.15.2. **Q-.** Performed landings IAW procedures and techniques outlined in the flight manual, operational procedures and local directives with minor deviations, omissions, and/or errors which did not jeopardize safety of flight. Aircraft control was rough, though runway alignment was accomplished.

4.2.15.3. **U.** Landing not performed IAW procedures and techniques outlined in the flight manual, operational procedures and local directives. Exceeded Q- criteria.

4.2.16. Area 46 – After Landing:

4.2.16.1. **Q.** Appropriate after-landing checks and aircraft taxi procedures accomplished IAW the flight manual and applicable directives. Completed all required forms accurately.

4.2.16.2. **Q-.** Same as qualified except some deviations or omissions noted in performance of after-landing check and/or aircraft taxi procedures in which the examinee did not jeopardize safety. Required forms completed with minor errors.

4.2.16.3. **U.** Made major deviations or omissions in performance of after-landing check or aircraft taxi procedures, which could have jeopardized safety. Data recorded inaccurately or omitted.

4.2.17. Areas 47—50 – RESERVED. Reserved for future use.

4.3. Instrument:

4.3.1. Area 51 – Holding:

4.3.1.1. **Q.** Performed entry and holding IAW published procedures and directives. Holding pattern limit exceeded by not more than +/-20 seconds .

4.3.1.2. **Q-.** Holding pattern limit exceeded by not more than +/-30 seconds.

4.3.1.3. **U.** Holding was not IAW published procedures and directives. Exceeded criteria for Q-or holding pattern limits.

4.3.2. Area 52 – Penetration/Enroute Descent (Initial Approach Fix to Final Approach Fix/Descent Point):

4.3.2.1. **Q.** Performed the penetration/enroute descent and approach as published/directed and IAW applicable flight manuals. Complied with all restrictions. Made smooth and timely corrections .

4.3.2.2. **Q-.** Performed the penetration/enroute descent and approach with minor deviations. Complied with most restrictions. Slow to make corrections.

4.3.2.3. **U.** Performed the penetration/enroute descent and approach with major deviations. Erratic corrections.

4.3.3. Area 53 – Instrument Patterns (Downwind/Base Leg):

4.3.3.1. **Q.** Performed procedures as published or directed and IAW flight manual. Smooth and timely response to controller instruction.

4.3.3.2. **Q-.** Performed procedures with minor deviations. Slow to respond to controller instruction .

4.3.3.3. **U.** Performed procedures with major deviations/erratic corrections. Failed to comply with controller instruction.

4.3.4. Area 54 – Non-Precision Approach:

4.3.4.1. **Q.** Adhered to all published/directed procedures and restrictions. Used appropriate descent rate to arrive at minimum descent altitude (MDA) at or before visual descent point (VDP)/ missed approach point (MAP). Position permitted a safe landing. Maintained proper/briefed air-speed.

4.3.4.1.1. **Airspeed:** +10/-5 KIAS.

4.3.4.1.2. **Heading:** +/-10 degrees.

4.3.4.1.3. **Course:** +/-10 degrees at MAP.

4.3.4.1.4. **Minimum Descent Altitude:** +100/-25 feet.

4.3.4.1.5. **Timing:** +/-10 seconds.

4.3.4.2. **Q-.** Performed approach with minor deviations. Arrived at MDA at or before the MAP, but past the VDP. Position permitted a safe landing. Slow to correct to proper/briefed airspeed.

4.3.4.2.1. **Airspeed:** +15/-7 KIAS.

4.3.4.2.2. **Heading:** +/-20 degrees.

4.3.4.2.3. **Course:** +/-20 degrees at MAP.

4.3.4.2.4. **Minimum Descent Altitude:** +150/-50 feet.

4.3.4.2.5. **Timing:** +/-20 seconds.

4.3.4.3. **U.** Did not comply with published/directed procedures or restrictions. Exceeded Q- limits. Maintained steady-state flight below the MDA, even though not exceeding the -50 foot limit. Could not land safely from the approach. NOTE: The -50 foot tolerance applies only to momentary excursions .

4.3.5. Area 55 – Precision Approach (PAR or GLS):

4.3.5.1. **Q.** Performed procedures as directed and IAW applicable flight manual. Smooth and timely response to controller instruction. Complied with decision height. Position permitted a safe landing. Maintained proper/briefed airspeed. Maintained glide path with only minor deviations.

4.3.5.1.1. Airspeed within +10/-5 KIAS.

4.3.5.1.2. Heading within 5 degrees of controller instruction (PAR). Glide Slope/Azimuth within one dot (GLS).

4.3.5.2. **Q-.** Performed procedures with minor deviations. Slow to respond to controller's instructions. Position permitted a safe landing. Slow to correct to proper/briefed airspeed. Improper glide path control.

4.3.5.2.1. Airspeed within +15/-7 KIAS.

4.3.5.2.2. Heading within 10 degrees of controller instruction (PAR). Glide Slope within one dot low or two dots high/Azimuth within two dots (GLS).

4.3.5.2.3. Initiated missed approach (if applicable) at decision height, +50/-25 ft.

4.3.5.3. **U.** Performed procedures with major deviations. Erratic corrections. Did not respond to controller instruction. Exceeded Q- limits. Did not comply with decision height and/or position did not permit a safe landing. Erratic glide path control.

4.3.6. Area 56 – Missed Approach/Climb Out:

4.3.6.1. **Q.** Executed missed approach/climb out as published/directed. Completed all procedures IAW applicable flight manual.

4.3.6.2. **Q-.** Executed missed approach/climb out with minor deviations. Slow to comply with published procedures, controller instructions or flight manual procedures.

4.3.6.3. **U.** Executed missed approach/climb out with major deviations, or did not comply with applicable directives.

4.3.7. Area 57 – Circling/Side-Step Approach:

4.3.7.1. **Q.** Performed circling/side-step approach IAW applicable procedures and techniques out-lined in the flight manual and AFMAN 11-217V1 & V2, *Instrument Flight Procedures*. Aircraft control was positive and smooth. Proper runway alignment. Airspeed: +10/-5 KIAS.

4.3.7.2. **Q-.** Performed circling/side-step approach with minor deviations to applicable procedures and techniques outlined in the flight manual and AFMAN 11-217V1 & V2. Aircraft control was not consistently smooth, but safe. Runway alignment varied, but go-around not required. Airspeed: +15/-7 KIAS .

4.3.7.3. **U.** Circling/side-step approach not performed IAW applicable procedures and techniques outlined in the flight manual and AFMAN 11-217V1 & V2. Erratic aircraft control. Large deviations in runway alignment required go-around .

4.3.8. Area 58 – Instrument Cross Check:

4.3.8.1. **Q.** Effective instrument cross-check. Smooth and positive aircraft control throughout flight. Meets "Q" criteria listed in paragraph 1.3.7. , applicable special events or instrument final approaches.

4.3.8.2. **Q-.** Slow instrument cross-check. Aircraft control occasionally abrupt to compensate for recognition of errors. Meets "Q-" criteria listed in General Criteria, applicable special events or instrument final approaches.

4.3.8.3. **U.** Inadequate instrument cross-check. Erratic aircraft control. Exceeded Q- limits.

4.3.9. Areas 59—60 – RESERVED. Reserved for future use.

4.4. Mission Employment:

4.4.1. General:

4.4.1.1. Area 61 – Tactical Plan:

4.4.1.1.1. **Q.** Well-developed plan that included consideration of mission objectives and potential threats. Appropriately identified contingencies and alternatives. Gathered and cross checked all available data in a timely manner, and provided rationale for decisions. Clearly stated decisions and got acknowledgment.

4.4.1.1.2. **Q-.** Minor omissions in the plan resulted in less-than-optimum achievement of objectives and detracted from mission effectiveness. Planned tactics resulted in unnecessary difficulty. Occasionally identified contingencies and alternatives. Did not always gather and cross check available data before deciding or provide rationale for decisions.

4.4.1.1.3. **U.** Major errors in the plan precluded accomplishment of the stated objectives. Failed to identify any contingencies or alternatives. Made no effort to gather and cross check available data before deciding, did not state decisions, provide rationale for decisions or get acknowledgment.

4.4.1.2. Area 62 – Tactics/Threat:

4.4.1.2.1. **Q.** Thorough knowledge of all tactics and threats applicable to the mission.

4.4.1.2.2. **Q-.** Deficiencies in depth of knowledge or comprehension of tactics and threat knowledge that would not preclude successful mission accomplishment .

4.4.1.2.3. **U.** Insufficient knowledge of tactics and threat contributed to ineffective mission accomplishment.

4.4.1.3. Area 63 – Mission Execution:

4.4.1.3.1. **Q.** Applied tactics consistent with the threat, current directives, and good judgment. Executed the plan and achieved mission goals. Quickly adapted to changing environment. Maintained situational awareness. Coordinated effectively with other crewmembers without misunderstanding, confusion, or undue delay .

4.4.1.3.2. **Q-** Minor deviations from tactical plan, which did not result in an ineffective mission. Slow to adapt to changing environment. Poor situational awareness. Lack of coordination with other crewmembers caused some misunderstanding, confusion, or undue delay.

4.4.1.3.3. **U.** Unable to accomplish the mission due to major errors of commission or omission during execution of the plan. Situational awareness lost, aircraft put in undue/unnecessary risk. Breakdown in coordination with other crewmembers precluded mission accomplishment or jeopardized safety .

4.4.1.4. **Area 64 – Tactical Navigation:**

4.4.1.4.1. **General:**

4.4.1.4.1.1. **Q.** Navigated to desired destination and remained geographically oriented during the tactical portion of the mission along the desired route. Altitude and route of flight reflected consideration for enemy threats. Maintained terrain awareness. Complied with established altitude minimums. Adhered to airspace restrictions. NOTE: Airspace restrictions include buffer zones, restrictive fire plans, fire support coordination lines, friendly artillery fans, ingress/egress corridors and other airspace restrictions .

4.4.1.4.1.2. **Q-** Recognized and corrected deviations from planned route of flight. Maintained terrain awareness. Altitude control contributed to exposure to threats for brief periods. Did not optimize terrain masking (if applicable) .

4.4.1.4.1.3. **U.** Failed to locate desired destination. Deviations from planned route of flight exposed flight to threats. Violated airspace restrictions or altitude minimums. Poor airspeed/ altitude control contributed to disorientation. Inadequate terrain awareness. Did not use terrain masking (if applicable) .

4.4.1.4.2. **Ground Controlled Intercept (GCI)/Airborne Warning and Control System (AWACS)/Composite Force (CF) Interface:**

4.4.1.4.2.1. **Q.** Effectively planned for and used GCI/AWACS to enhance mission and achieve objectives. No confusion between GCI/AWACS and mission crew.

4.4.1.4.2.2. **Q-** Minor confusion between GCI/AWACS and mission crew. Less than optimum use of GCI/AWACS, which did not affect mission collection.

4.4.1.4.2.3. **U.** Inadequate or incorrect use of GCI/AWACS resulted in loss of collection opportunities .

4.4.1.5. **Area 65 – Ingress:**

4.4.1.5.1. **Q.** Aware of all known/simulated threats and defenses. Employed effective use of route and altitude selection.

4.4.1.5.2. **Q-** Ignored some of the known/simulated threats and defenses. Improper use of route and altitude selection resulted in unnecessary exposure.

4.4.1.5.3. **U.** Failed to honor known/simulated threats and defenses significantly reducing survivability. Failed to employ effective route or altitude threat deconfliction .

4.4.1.6. **Area 66 – Egress:**

- 4.4.1.6.1. **Q.** Aware of all known/simulated threats and defenses. Employed effective use of terrain masking (if applicable) and/or route and altitude selection to complete an expeditious egress from the target area.
- 4.4.1.6.2. **Q-** Ignored some of the known/simulated threats and defenses. Egress contributed to unnecessary exposure to threats and delayed departure from target area.
- 4.4.1.6.3. **U.** Failed to honor known/simulated threats and defenses significantly reducing survivability. Egress caused excessive exposure to threats .
- 4.4.1.7. **Area 67 – Timing:** The SEFE may make adjustments in timing for non-aircrew-caused delays or widen specific timing criterion if the aircraft had to maneuver extensively along the ingress route due to safety restrictions and/or weather.
- 4.4.1.7.1. **Critical Timings:** Evaluate all critical timings identified in brief (time-on-target; fence checks, ROZ/range limitations).
- 4.4.1.7.1.1. **Q.** +/-3 minutes.
- 4.4.1.7.1.2. **Q-** +/-6 minutes.
- 4.4.1.7.1.3. **U.** Exceeded Q- parameters.
- 4.4.1.7.2. **Mission timing:**
- 4.4.1.7.2.1. **Q.** Effectively met mission timings.
- 4.4.1.7.2.2. **Q-** Met most mission timings.
- 4.4.1.7.2.3. **U.** Unable to meet mission timings.
- 4.4.1.8. **Area 68 – Training Rules/Rules of Engagement (ROE):**
- 4.4.1.8.1. **Q.** Adhered to and knowledgeable of all training rules/ROE.
- 4.4.1.8.2. **Q-** Minor deviations. Made timely and positive corrections. Did not jeopardize safety of flight.
- 4.4.1.8.3. **U.** Significant deviations indicating a lack of knowledge of training rules/ROE and their application.
- 4.4.1.9. **Area 69 – Weapons Effects and Procedures:**
- 4.4.1.9.1. **Q.** Demonstrated proper knowledge of weapons procedures, potential effects and attack parameters. Simulated firings were accomplished at each opportunity and within designated parameters. Coordinated effectively with other crewmembers without misunderstanding, confusion, or undue delay .
- 4.4.1.9.2. **Q-** . Demonstrated limited knowledge of weapons procedures, potential effects or attack parameters. Simulated employment of weapons was successful but made minor errors which did not affect overall result. Slow to recognize appropriate parameters. Lack of coordination with other crewmembers caused some misunderstanding, confusion, or undue delay. Successfully completed.
- 4.4.1.9.3. **U.** Demonstrated inadequate knowledge of weapons procedures, potential effects or attack parameters. Attempts to simulate weapons employment were unsuccessful due to air-

crew error. Did not meet Q criteria. Breakdown in coordination with other crewmembers precluded mission accomplishment or jeopardized safety.

4.4.1.10. **Area 70 – RESERVED.** Reserved for future use.

4.4.2. **Weapons Employment:**

4.4.2.1. **Air-to-Surface :**

4.4.2.1.1. **Area 71 – Weapons Employment:**

4.4.2.1.1.1. **Q.** Demonstrated complete knowledge of weapons delivery procedures, attack parameters, and weapons computations for the events performed. Coordinated effectively with other crewmembers without misunderstanding, confusion, or undue delay.

4.4.2.1.1.2. **Q-.** Minor errors in knowledge of weapons delivery procedures, attack parameters, or weapons computations for the events performed. Lack of coordination with other crewmembers caused some misunderstanding, confusion, or undue delay.

4.4.2.1.1.3. **U.** Demonstrated inadequate knowledge of weapons delivery procedures, attack parameters, or weapons computations for the events flown. Breakdown in coordination with other crewmembers precluded mission accomplishment or jeopardized safety.

4.4.2.1.2. **Area 72 – Range Procedures:**

4.4.2.1.2.1. **Q.** Used proper procedures for entering and exiting the range. Range operations followed established procedures/restrictions.

4.4.2.1.2.2. **Q-.** Minor deviations from established procedures for range entry, exit or operations.

4.4.2.1.2.3. **U.** Major deviations from established procedures for range entry, exit or operations.

4.4.2.1.3. **Area 73 – Weapons Delivery Procedures:**

4.4.2.1.3.1. **Q.** Correctly released the weapons at the planned delivery parameters. Followed all current procedures and guidance during the weapons delivery and recovery. Delivery event score was within hit criteria.

4.4.2.1.3.2. **Q-.** Minor errors resulting in release outside the planned weapons delivery parameters degraded weapons effectiveness. Minor errors in weapons delivery and recovery procedures degraded weapons effectiveness. Delivery event score was less than or equal to 150% of hit criteria .

4.4.2.1.3.3. **U.** Improper release parameters resulted in the weapons being delivered outside weapon/seeker limits. Major errors in execution of weapons delivery and/or recovery procedures. Failed to deliver ordnance on original attack or reattack due to aircrew error (switch error, navigation error, etc.). Delivery event score exceeded 150% of hit criteria .

4.4.2.1.4. **Areas 74—80 – RESERVED.** Reserved for future use.

4.4.2.2. **Killer Scout:**

4.4.2.2.1. **Area 81 – Aircraft Positioning:**

4.4.2.2.1.1. **Q.** Maneuvered to clearly observe the target and effected Close Air Support (CAS) aircraft deconfliction during all phases of the attack. Exercised positive aircraft control. Remained within maneuvering parameters and did not unnecessarily jeopardize UAV or CAS aircraft.

4.4.2.2.1.2. **Q-.** Observation position afforded an adequate view of the target and deconfliction with CAS aircraft. Exercised adequate aircraft control. Momentary deviations from maneuvering parameters which did not jeopardize UAV or CAS aircraft.

4.4.2.2.1.3. **U.** Observation position did not allow an adequate view of the target. Unable to maintain positive separation with CAS aircraft. Aircraft flown outside of maneuvering parameters which could have jeopardized UAV or CAS aircraft.

4.4.2.2.2. Area 82 – Rendezvous and Asset Management:

4.4.2.2.2.1. **Q.** Expeditiously effected rendezvous where threat permitted or provided timely and accurate holding instructions. Effectively coordinated strike aircraft.

4.4.2.2.2.2. **Q-.** Minor delays or confusion in rendezvous or holding instructions. Holding instructions or attempt to rendezvous possibly jeopardized own or attack aircraft unnecessarily.

4.4.2.2.2.3. **U.** Provided erroneous or inaccurate instructions. Unnecessarily jeopardized own or attack aircraft.

4.4.2.2.3. Area 83 – Tactical Air Control System (TACS) Coordination:

4.4.2.2.3.1. **Q.** Effected timely coordination with all appropriate agencies to include strike clearance.

4.4.2.2.3.2. **Q-.** Coordinated with all appropriate agencies, however, not in a timely, effective manner. Delays caused by untimely coordination did not affect mission accomplishment. Strike clearance was received prior to initiating the attack.

4.4.2.2.3.3. **U.** Did not coordinate with all appropriate agencies. Delivered weapons without strike clearance. Delays caused by untimely coordination rendered the mission ineffective.

4.4.2.2.4. Area 84-100: RESERVED. Reserved for future use.

Chapter 5

SENSOR OPERATOR EVALUATION CRITERIA

5.1. Evaluation Standards:

5.1.1. Use all sections for criteria applicable to the events performed on the evaluation.

5.1.2. Criteria marked **(SO)** are for portions of the Sensor Operation evaluations where the crew member is occupying PSO2 only; criteria marked **(MM)** are for portions of Sensor Operator evaluation where the crew member is occupying DEMPC/MFW only .

5.1.3. Where major areas include subareas, assign only one grade to the major areas. Annotate discrepancies on the back of the AF Form 8 by subarea.

Table 5.1. Sensor Operator Evaluation Criteria.

AREA	NOTES	TITLE	INIT/QUAL	MSN		
				RSTA	A-S	K-S
I. GENERAL						
101		BRIEFING	R	R	R	R
102	1	AIRCRAFT LAUNCH	R			
103		PAYLOAD OPERATION	R	R	R	R
104		Ku-BAND OPERATION	R			
105		MISSION WORKSTATION OPERATION	R	R	R	R
106	1	AIRCRAFT RECOVERY	R			
107-110		RESERVED				
II. MISSION EMPLOYMENT						
II.A. SENSOR OPERATIONS						
111		SENSOR SYSTEM UTILIZATION	R	R	R	R
112		IMAGERY QUALITY		R	R	R
113		TARGET ANALYSIS		R	R	R
114-120		RESERVED				
II.B. MISSION MONITORING						
121		INGRESS/ EGRESS		R	R	R
122		MISSION EXECUTION		R		
123		TIMING		R		
124		TRAINING RULES/ROE		R	R	R
125		DATA CAPTURE				
126		TARGET ACQUISITION	R	R	R	R
127		ESSENTIAL ELEMENTS OF INFORMATION (EEI)		R	R	R
128-140		RESERVED				

AREA	NOTES	TITLE	INIT/QUAL	MSN		
				RSTA	A-S	K-S
I.L.C. WEAPONS EMPLOYMENT						
141	2	ATTACK PREPARATION				R
142	2	TARGET MARKING			R	R
143		TARGET ASSESSMENT			R	R
144	2	POST ATTACK				R
NOTE:						
1. Required for all initial QUAL/INSTM evaluations, optional for periodic evaluations.						
2. IAW AFI 11-214, MAJCOM and Wing supplements						

5.2. General:

5.2.1. Area 101 – Briefing:

5.2.1.1. **Q.** Well organized and presented in a logical sequence. Conducted target briefing in a professional manner. Established specific objectives for each of the targets. Solicited feedback and ensured all crewmembers clearly understood target requirements. Briefed probable problem areas and corrective action where appropriate. Concluded briefing in time to allow for crew briefing and preflight of equipment, and aircraft.

5.2.1.2. **Q-.** Targets out of sequence, hard to follow, some redundancy or did not brief all targets. Did not make effective use of available training aids. Dwelled on non-essential mission items. Solicited some feedback. Target objectives undefined and poorly quantified. Omitted some minor training events. Limited discussion of techniques or procedures. Target briefing rushed to allow for crew briefing.

5.2.1.3. **U.** Confusing presentation or did not brief targets. Did not identify probable problem areas. Did not use training aids. Redundant throughout briefing. Lost interest of flight members. Failed to solicit feedback. Presentation created doubts or confusion. Did not establish objectives for the targets. Omitted major training events or did not discuss techniques. Briefing had to be terminated due to time constraints on crew briefing .

5.2.2. **Area 102 – Air Vehicle Launch (SO):** Includes all activity from GCS configuration up to and including established climb configuration.

5.2.2.1. **Q.** Accomplished procedures and checklists required by the flight manual, governing directives and published unit procedures without omissions or errors. Copied the clearance, and if applicable, coordinated with the pilots on the procedures to be followed.

5.2.2.2. **Q-.** Deviations from published standards occurred, detracting from overall mission efficiency or deviations, omissions, or errors occurred which unnecessarily delayed takeoff without rendering the mission ineffective.

5.2.2.3. **U.** Not up to "Q-" standards. Errors or omissions could have jeopardized mission accomplishment or flight safety .

5.2.3. **Area 103 – Payload Operation (SO):** This area includes knowledge and function of the heads-up display, tracker display, and pedestal controls.

5.2.3.1. **Q.** Demonstrated satisfactory capability to collect imagery using all available sensors. Used appropriate focus, iris, and zoom settings. Satisfactory knowledge of menu buttons. Correctly prioritized multiple tasks. Able to identify target's position at all times .

5.2.3.2. **Q-.** Minor errors in procedures/equipment use in collecting imagery. Slow to focus or zoom. Had some problems locating correct menu buttons. Did not consistently or correctly prioritize multiple tasks. Had some difficulty or could not determine exact position of targets.5.2.3.3.

5.2.3.3. **U.** Major errors in procedures/equipment use in collecting imagery. Could not locate target position. Could not focus. Inadvertently selected a critical menu button. Unable to correctly prioritize multiple tasks. Failed communicate or acknowledge workload and task distribution.

5.2.4. **Area 104 – Ku-Band Data Link Operation (SO):**

5.2.4.1. **Q.** Demonstrated satisfactory capability to configure and collect stationary and mobile targets using Ku mode. Followed approved checklist/procedures to configure payload rack for Ku operations. Aware of target's position at all times. Correctly prioritized multiple tasks.

5.2.4.2. **Q-.** Minor errors or omissions in using approved checklists/procedures to configure Pilot/Sensor Operator (PSO) rack for Ku operations. Had some difficulty in establishing exact position of targets or tracking mobile targets. Did not consistently or correctly prioritize multiple tasks.

5.2.4.3. **U.** Major errors in procedures/equipment use in configuring and/or collecting targets. Failed to use approved checklist/procedures to configure payload rack for Ku operations. Could not establish target position, unable to maintain mobile target track. Could not focus. Selected a critical menu button. Unable to correctly prioritize multiple tasks. Failed communicate or acknowledge workload and task distribution.

5.2.5. **Area 105 – Mission Workstation Operation (MM):**

5.2.5.1. **Q.** Demonstrated satisfactory capability to plan an operational mission and send to the Pilot/Sensor Operator (PSO) racks. Used mission monitoring application to track aircraft location and sensor position/location. Correctly prioritized multiple tasks.

5.2.5.2. **Q-.** Minor errors in planning an operational mission and sending to the PSO racks. Seldom used mission monitor application to confirm aircraft location or sensor position/location. Did not consistently or correctly prioritize multiple tasks.

5.2.5.3. **U.** Could not plan operational mission. Unable to use mission monitor application to track aircraft or sensor position. Unable to correctly prioritize multiple tasks. Failed communicate or acknowledge workload and task distribution.

5.2.6. **Area 106 – Air Vehicle Recovery (SO):** This area includes all activity from start of the Descent through the Before Landing checklist. Sensor Operator must observe a full stop or touch and go landing or low approach from the right seat. Required for all initial QUAL evaluations, optional for periodic evaluations.

5.2.6.1. **Q.** Accomplished procedures and checklists required by the flight manual and governing directives accurately and effectively. Monitored aircraft position and approach instructions and notified pilots of deviation IAW paragraph 1.3.7.1. Monitored Tracker display and ensured terrain clearance. Gathered and cross checked all available data in a timely manner, and appropriately identified contingencies and alternatives.

5.2.6.2. **Q-** Accomplished procedures and checklists required by the flight manual and governing directives with minor omissions, deviations or errors. Monitored aircraft position and approach instructions and notified pilots of deviations IAW paragraph 1.3.7.2. Failed to monitor Tracker display and/or unsure of terrain clearance. Did not always gather and cross check available data before deciding or provide rationale for contingencies and alternatives.

5.2.6.3. **U.** Not up to "Q-" standards. Errors or omissions could have jeopardized mission accomplishment or flight safety. Made no effort to gather and cross check available data before identifying any contingencies or alternatives.

5.2.7. **Areas 107-110 – RESERVED.** Reserved for future use.

5.3. Mission Employment:

5.3.1. Sensor Operations (SO):

5.3.1.1. Area 111 – Sensor Systems Utilization:

5.3.1.1.1. **Q.** Correctly operated the sensor to acquire the target. Thorough knowledge of calibration procedures. Was able to properly adjust the sensor display to direct payload onto and around targets and while tracking mobile targets. Optimized sensor selection to deal with changing conditions. Correctly interpreted sensor display. Was able to compensate for system errors or unanticipated developments to successfully employ sensors .

5.3.1.1.2. **Q-** Poor operation of sensor hindered target identification/acquisition. Incomplete knowledge of calibration procedures. Did not thoroughly understand tuning procedures with minor errors in directing payload. Slow to interpret sensor display. Had difficulties compensating for system errors or unanticipated developments.

5.3.1.1.3. **U.** Improper tuning of sensor prevented target identification. Lack of knowledge of calibration. Could not direct sensors to acquire targets. Poor use of controls created an unusable picture. Did not understand basic tuning controls and their function. Could not interpret sensor display. Could not compensate for or identify system errors or unanticipated developments.

5.3.1.2. Area 112 – Imagery Quality:

5.3.1.2.1. **Q.** Successfully imaged all assigned/attempted targets IAW mission requirements. Targets optimally positioned within images. Used correct sensor to accurately answer EEI. Targets not terrain/culturally masked. EO – Used correct zoom setting to answer EEI. IR – Used correct polarity to answer EEI. Image correctly focused.

5.3.1.2.2. **Q-** Targets not optimally positioned within images. EO/IR – Images should have been better (aircrew-induced factors), but still permitted accurate interpretation.

5.3.1.2.3. **U.** Target not completely imaged. Sensor used could not answer EEI. EO/IR – Aircrew induced factors caused poor image. Could not answer EEI.

5.3.1.3. Area 113 – Target Analysis:

5.3.1.3.1. **Q.** Accurately identified key features of target. Could determine status of target and meaning of activity. Identified possible camouflage, concealment and deception (CC&D) techniques and attempted to circumvent them .

5.3.1.3.2. **Q-** Could identify most but not all key features of target. Unable to accurately determine target status and/or level of activity. Most CC&D techniques overlooked or not effectively circumvented.

5.3.1.3.3. **U.** Could not identify key features or determine status of target. Unable to discern levels of activity or identify CC&D methods.

5.3.1.4. **Area 114-120 – RESERVED.** Reserved for future use.

5.3.2. **Mission Monitoring (MM):**

5.3.2.1. **Area 121 – Ingress/Egress:**

5.3.2.1.1. **Q.** Aware of all known/simulated threats and defenses. Directed effective use of route and altitude selection.

5.3.2.1.2. **Q-** Ignored some of the known/simulated threats and defenses. Improper use of route and altitude selection resulted in unnecessary exposure. Egress contributed to unnecessary exposure to threats and delayed departure from target area .

5.3.2.1.3. **U.** Failed to honor known/simulated threats and defenses significantly reducing survivability. Failed to employ route or altitude threat deconfliction. Egress caused excessive or unnecessary exposure to threats .

5.3.2.2. **Area 122 – Mission Execution:**

5.3.2.2.1. **Q.** Thorough knowledge of all tactics and threats applicable to the mission. Applied tactics consistent with the threat, current directives, and good judgment. Executed the target plan and achieved mission goals. Quickly adapted to changing environment. Maintained situational awareness. Correctly prioritized multiple tasks. Used available resources to manage workload and avoided the creation of self-imposed workload or stress due to lack of planning or loss of situational awareness. Coordinated effectively with other crewmembers without misunderstanding, confusion, or undue delay.

5.3.2.2.2. **Q-** Minor deviations from tactical plan, which did not result in an ineffective mission. Slow to adapt to changing environment. Planned tactics resulted in unnecessary difficulty. Deficiencies in depth of knowledge or comprehension of tactics and threat knowledge that did not preclude successful mission accomplishment. Poor situational awareness. Did not consistently or correctly prioritize multiple tasks. Did not always use available resources to manage workload or created some self-imposed workload/stress due to lack of planning or loss of situational awareness. Lack of coordination with other crewmembers caused some misunderstanding, confusion, or undue delay.

5.3.2.2.3. **U.** Unable to accomplish the mission due to major errors of commission or omission during execution of the plan. Situational awareness lost. Insufficient knowledge of tactics and threat contributed to ineffective mission accomplishment. Unable to correctly prioritize multiple tasks, use available resources to manage workload or avoid self-imposed workload/stress due to lack of situational awareness/planning. Failed communicate or acknowledge workload and task distribution. Breakdown in coordination with other crewmembers precluded mission accomplishment or jeopardized safety .

5.3.2.3. **Area 123 – Timing:** The SEFE may make adjustments in timing for non-aircrew-caused delays or widen specific timing criterion if the aircraft had to maneuver extensively along the ingress route due to safety restrictions and/or weather.

5.3.2.3.1. **Critical Timings:** Evaluate all critical timings identified in brief (time-on-target; fence checks, ROZ limitations).

5.3.2.3.1.1. **Q.** +/-3 minutes.

5.3.2.3.1.2. **Q-.** +/-6 minutes.

5.3.2.3.1.3. **U.** Exceeded Q- parameters.

5.3.2.3.2. **Mission/Target Timing:**

5.3.2.3.2.1. **Q.** All targets prosecuted in a timely manner. Sufficient time allotted for proceeding between targets and meeting critical timing. Mission completed in a well-timed and efficient manner. All parties kept aware of mission flow and critical timings .

5.3.2.3.2.2. **Q-.** Most targets completed in a timely manner. Target deck required frequent or unnecessary adjustments due to time constraints. Some critical timings missed. Mission flow disjointed or not as briefed.

5.3.2.3.2.3. **U.** Excess amount of time spent prosecuting targets. Unable to meet critical timing or mission curtailed due to time constraints. Crew members and other agencies uninformed or unable to determine mission status.

5.3.2.4. **Area 124 – Training Rules/Rules of Engagement (ROE):**

5.3.2.4.1. **Q.** Adhered to and knowledgeable of all training rules/ROE.

5.3.2.4.2. **Q-.** Minor deviations. Made timely and positive corrections. Did not jeopardize safety of flight.

5.3.2.4.3. **U.** Significant deviations indicating a lack of knowledge of training rules/ROE.

5.3.2.5. **Area 125 – Special Mission/Data Capture:**

5.3.2.5.1. **Q.** Demonstrated satisfactory capability to plan specialized missions using appropriate workstation applications. Can configure workstation to record and capture target data. Aware of target's position at all times. Able to identify, troubleshoot and correct errors in target collection.

5.3.2.5.2. **Q-.** Minor errors in planning specialized missions. Minor problems with configuring workstation to record and capture target data. Had some difficulty in establishing exact position of targets. Able to troubleshoot and correct some errors in target collection.

5.3.2.5.3. **U.** Unable to plan specialized mission using workstation applications. Could not configure workstation to record and capture target data .

5.3.2.6. **Area 126 – Target Acquisition:**

5.3.2.6.1. **Q.** Acquired a minimum of 80 percent of the planned targets. Successfully directed aircraft position to allow optimum acquisition of all attempted targets. Targets accurately positioned within images and not terrain/culturally masked. Able to capture and disseminate appropriate images.

5.3.2.6.2. **Q-** Acquired a minimum of 67 percent of the planned targets. Targets not always optimally positioned within images. Shadowing or terrain/cultural masking obscured portions of the target limiting interpretability. Positioning of aircraft sometimes limited target prosecution. Captured some but not all images for dissemination

5.3.2.6.3. **U.** Acquired less than 67 percent of assigned/attempted targets. Target not completely imaged. Incorrect positioning of aircraft prohibited target prosecution. Excessive terrain/cultural masking. Did not capture any images for further dissemination.

5.3.2.7. Area 127 – EEI:

5.3.2.7.1. **Q.** Identified correct collection method to accurately answer EEI. Target collection able to satisfy critical intelligence factors (quantity, type, status, location, etc.) and all other areas applicable to target type. All objectives for target were met.

5.3.2.7.2. **Q-** Collection method not optimal for answering EEI. Some but not all critical intelligence factors were met. Most target objectives were met .

5.3.2.7.3. **U.** Could not answer EEI. Critical intelligence factors were not met or collection method failed to meet target objective due to member action or lack of ability.

5.3.2.8. Area 128—140 – RESERVED. Reserved for future use.

5.3.3. Weapons Employment: Includes sorties where MQ/RQ-1 crew provides guidance and coordination to other platforms in “Killer-Scout” (KS) role and where MQ-1 crew engages weapons from ROA in Air-to-Surface (A-S) role.

5.3.3.1. Area 141 – Attack Briefing Preparation (MM):

5.3.3.1.1. **Q.** Provided the pilot with a clear briefing in accordance with the appropriate directives. Tactics recommendation commensurate with situation. Coordinated effectively with other crewmembers without misunderstanding, confusion, or undue delay .

5.3.3.1.2. **Q-** Briefing had minor errors/omissions which did not affect mission effectiveness. Lack of coordination with other crewmembers caused some misunderstanding, confusion, or undue delay.

5.3.3.1.3. **U.** Briefing was not clearly and concisely prepared. Provided erroneous or omitted information which compromised mission effectiveness. Breakdown in coordination with other crewmembers precluded mission accomplishment or jeopardized safety.

5.3.3.2. Area 142 – Target Marking (SO):

5.3.3.2.1. **Q.** Accomplished accurate and timely marking. Cross-hair placement/weapons score demonstrated effective laser target marking and weapons employment. Fighters understood location of the specific target.

5.3.3.2.2. **Q-** Minor procedural errors degraded laser target marking effectiveness/weapon employment. Marks were adequate for the fighters to identify the target; however, remarking or excessive verbal description was required to identify the target.

5.3.3.2.3. **U.** Improper laser marking procedures resulted in unsuccessful weapons delivery. Fighters could not locate the target even after remarking.

5.3.3.3. Area 143 – Target Assessment:

5.3.3.3.1. **Q.** Able to identify positive/negative strike on target. Accurately assessed level of damage and could determine overall post-strike status of target as damaged or destroyed .

5.3.3.3.2. **U.** Unable to identify positive/negative strike on target. Could not assess level of damage or determine post-strike status of target .

5.3.3.4. Area 145 – Post Attack Reporting (MM):

5.3.3.4.1. **Q.** Accomplished a complete and accurate assessment. Provided appropriate agencies a concise report in accordance with the governing directives.

5.3.3.4.2. **Q-** Assessment was not consistent with delivery accuracy or ordnance effects and/or made minor errors or omissions in reporting.

5.3.3.4.3. **U.** Did not accomplish a realistic assessment of the attack. Results were grossly exaggerated/underestimated. Report contained major errors .

5.4. Forms Adopted. The following Air Force forms are adopted for use in this instruction: AF Form 847, **Recommendation for Change of Publication**; and AF Form 8, **Certificate of Aircrew Qualification** .

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DCS/Air & Space Operations

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFPD 11-2, *Aircraft Rules and Procedures*

AFPD 11-4, *Aviation Service*

AFI 11-202V2, *Aircrew Standardization/Evaluation Program*

AFI 11-214, *Aircrew, Weapons Director, and Terminal Attack Controller Procedures for Air Operations*

AFI 11-290, *Cockpit/Crew Resource Management Training Program*

AFI 11-2RQ-1V1, *RQ-1 – Crew Training*

AFI 33-360V1, *Publications Management Program*

AFI 33-360V2, *Air Force Forms Management Program*

AFMAN 11-210, *Instrument Refresher Course Program*

AFMAN 11-217V1, *Instrument Flight Procedures*

AFMAN 11-217V2, *Instrument Flight Procedures*

AFMAN 37-139, *Records Disposition Schedule*

Abbreviations and Acronyms

ACC—Air Combat Command

AFI—Air Force Instruction

AFMAN—Air Force Manual

AFPD—Air Force Policy Directive

AWACS—Airborne Warning and Control System

BAQ—Basic Aircraft Qualification

BMC—Basic Mission Capable

CAP—Critical Action Procedures

CF—Composite Force

CFT—Cockpit Familiarization Trainer

CMR—Combat Mission Ready

COMM—Communications

CPT—Cockpit Procedures Trainer

CRM—Cockpit/Crew Resource Management

DEMPC—Data Exploitation, Mission Planning and Communications

DOC—Designed Operational Capability
EI—Essential Elements of Information
EO—Electro Optical
EPE—Emergency Procedures Evaluation
FCIF—Flight Crew Information File
FTU—Formal Training Unit
GCI—Ground Controlled Intercept
HQ—Headquarters
IAW—In Accordance With
IFF—Identification Friend or Foe
IFR—Instrument Flight Rules
INSTM—Instrument
INSTR—Instructor
IQT—Initial Qualification Training
IR—Infrared
KIAS—Knots Indicated Airspeed
MAJCOM—Major Command
MAP—Missed Approach Point
MDA—Minimum Descent Altitude
MFW—Multi-Function Workstation
MM—Mission Monitor
MQT—Mission Qualification Training
MSN—Mission
NM—Nautical Miles
NOTAMS—Notices to Airmen
OFT—Operational Flight Trainer
OPR—Office of Primary Responsibility
PSO—Pilot/Sensor Operator
QUAL—Qualification
RAP—Ready Aircrew Program
ROE—Rules of Engagement (Combat only)
RSTA—Reconnaissance, Surveillance and Target Acquisition

SAR—Synthetic Aperture Radar

SEFE—Standardization/Evaluation Flight Examiner

SIF—Selective Identification Feature

SO—Sensor Operator

TOT—Time Over Target

TD—Target Designator

USAF—United States Air Force

VDP—Visual Descent Point

VFR—Visual Flight Rules

VR—Video Recorder

Terms

Basic Aircraft Qualification—A status of an aircrew member who has satisfactorily completed training prescribed to maintain the skills necessary to fly the unit aircraft. The member must perform at the minimum frequency necessary to meet the most recent sortie and flight standards set for the weapons system. Aircrew members will carry BAQ status only until completion of MQT. BAQ is not a permanent qualification except for General Officers above the wing level, and any other crewmembers specifically authorized by MAJCOM Director of Operations. BAQ aircrew members may not perform RAP-tasked combat event/sorties without instructor aircrew or squadron supervisor supervision .

Basic Mission Capable—The status of an aircrew member who has satisfactorily completed MQT prescribed for full qualification to perform the basic unit operational missions but does not maintain CMR status. Aircrew accomplishes training required to remain familiarized in all, and may be qualified and proficient in some, of the primary missions of their weapon system and unit. These aircrew members may also maintain special capabilities.

Cockpit Familiarization Trainer—A training device that looks like the aircrew stations of a specific aircraft. The device is used to teach the location of the controls, instruments, switches, and lights and to practice tasks such as checklists use, normal procedures, and emergency procedures. The controls, switches and instruments do not have to respond to trainee inputs.

Cockpit Procedures Trainer—A training device used to train normal, emergency, and instrument procedures. Aircraft instruments and other displays are activated to respond to flight control and switch inputs; however, exact dynamic simulation of all functions is not required. This trainer provides safety-of-flight training.

Combat Mission Ready—A status of an aircrew member who has satisfactorily completed MQT prescribed for full qualification to perform the basic unit operational missions, and maintains qualification and proficiency in these missions. All active-duty squadron-level aircrew, Squadron Commanders, Operations Officers, and Operations Group Commander designated wing-level aircrew manning positions maintain this qualification level. Exception: If a unit is over-manned, they may elect to train the front line of their Unit Manning Document to CMR with the overage designated as BMC. Approximately 50% of the aircrew selected for CMR must be inexperienced.

Cockpit/Crew Resource Management (CRM)—The effective use of all available resources--people,

weapon systems, facilities, and equipment, and environment -- by individuals or crews to safely and efficiently accomplish an assigned mission or task.

Deviation—Performing an action not in sequence with current procedures, directives, or regulations. Do not consider performing action(s) out of sequence due to unusual or extenuating circumstances a deviation. In some cases, momentary deviations may be acceptable; however, consider cumulative momentary deviations in determining the overall qualification level.

Minor: Did not detract from mission accomplishment, adversely affect use of equipment, or violate safety.

Major: Detracted from mission accomplishment, adversely affected use of equipment, or violated safety.

Emergency Procedures Evaluation—An evaluation of aircrew knowledge and responsiveness to critical and non-critical EPs conducted verbally by a SEFE in an OFT, CPT, CFT or aircraft cockpit.

Error—Departure from standard procedures. Performing incorrect actions or recording incorrect information.

Minor: Did not detract from mission accomplishment, adversely affect use of equipment, or violate safety.

Major: Detracted from mission accomplishment, adversely affected use of equipment, or violated safety.

Initial Qualification Training—Training to qualify the aircrew in basic aircraft flying duties without specific regard to the unit's operational mission. The minimum requirement for Basic Aircraft Qualification status .

Mission Qualification Training—Training required to achieve a basic level of competence in unit's primary tasked missions. This training is a prerequisite for CMR or BMC status.

Omission—To leave out a required action or annotation.

Minor: Did not detract from mission accomplishment, adversely affect use of equipment, or violate safety.

Major: Detracted from mission accomplishment, adversely affected use of equipment, or violated safety.

Operational Flight Trainer—A training device that dynamically simulates the flight characteristics of the designated aircraft to train aircrew members in normal cockpit procedures, instrument flight procedures, emergency procedures, and limited combat mission execution. Trainer combines safety of flight operation and some warfighting tasks, and provides skill integration training .

Special Mission/Data Capture—Missions which require the air vehicle to be configured with specialized sensors (excluding EO/IR and/or LRD/LTD) and the mission workstation be provided additional applications beyond basic operational/emergency mission planning and monitoring software. Examples include (but are not limited to) Synthetic Aperture Radar (SAR), Moving Target Indicator (MTI), Combat Chemical Assessment System (CCAS) and Hyperspectral Imaging (HSI). Reconnaissance evaluation requirements/grading criteria will be used when determined applicable by the SEFE.

Squadron Supervisor—Squadron Commander, Operations Officer, Assistant Operations Officers, Flight Commanders .