Senior Armor NCO 19Z Professional Development Model

Rank			MSG/1SG	SGM	CSM
[1]Critical Operational Assignments			[4] MTO&E Company 1SG HHC 1SG (2nd Company) TDA Company 1SG	Operations Sergeant	Battalion CSM
Critical Operational Assignment Time Objective			18 months		
TRAINING	INSTITUTIONAL PILLAR	NCOES		USASMA	
		SPECIAL SKILLS	First Sergeants Course [3] Battle Staff	Sergeants Majors Course Joint Air Operations	Command Sergeants Majors Course
	Operational Pillar		First Sergeant Asst Operations Sergeant Intelligence Sergeant Master Gunner Operations Sergeant	BN, BDE, DIV, CORPS Operations Sergeant Master Gunner	BN, BDE, DIV, CORPS CSM NCOA Commandant Operations CP CSM
	Self Development Pillar All Soldiers should read the US Army Chief of Staff's professional reading list. Links available: http://www.army.mil/cmh-pg/reference/csalist/csalist.htm		Draper Unit Award • Customs and courtesies • Organizational history • Read CSA's professional reading list • Continue civilian education	• Customs and courtesies • Organizational history • Read CSA's professional reading list • Continue civilian education	• Administer unit NCO development program • Customs and courtesies • Organizational history • Read CSA's professional reading list • Continue civilian education
	Recommended Publications for Improved soldier self-development		ARs 601-280, 350-17, 600-200, 600-20, 611-201, 840-10, 350-7 220-1, DA Pam 600-25, FMs 3.90.1, 7-22.7, 17-95, 22-100, 25-100, 100-5	AR 350-1, 350-17, 600-20, 600-200, 840-10, 220-1 FMs 17-95, 3-90.2 100-5, 100-5-1, 25-100 JP 3-0	AR 220-1, 350-1, 350-17, 600-20, 600-200, 611-201, 220-1 FM 3, 7-20.7, 22-100, 25-100
[1]Special Assignments (Not to exceed 36 months) (Avoid consecutive TDA assignments)			Inspector General NCO Equal Opportunity Advisor AC/RC, ROTC, [2] Senior Instructor	ROTC Instructor AC/RC Duty Inspector General NCOIC	Nominative
Promotion			Announced by HQDA		
Retention Control Point			MSG- 26 Years MSG(P) 30 Years	30 Years	CSM 30 Years **

- Senior Armor NCOs may serve in a variety of assignments including heavy and light units.
- All Armor and Cavalry units should strive to win the Unit Draper Award

Notes:

[1] Must serve successfully in Critical operational Assignments prior to and upon completion of any special assignment.
[2] Priority one positions are career enhancing.
[3] Upon completion of Battle Staff Course, the operations sergeant should remain in the operations position for a minimum of 12 months.
[4] Includes 11th ACR and D/509th AB

** CSMs nominated for assignment at LTG positions or higher fall under the CSM Retention Control Program. RCP= 35 Years or age 55 whichever comes first.

Approved by: TERRY L. TUCKER
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Chief of Armor

GEORGE DESARIO
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Armor Center CSM

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