



OFFICER DEVELOPMENT PLAN (ODP) – STAT TOUR

Authority: 10 USC 12310

Purpose: To assist individuals plan his or her desired assignment and career objectives combined with the rater/director/2-digit equivalent, supervisors, and leadership in reviewing career goals, objectives, and developmental opportunities/assignments.

Routing Use: None

Disclosure: Voluntary, but failure to disclose the information requested will limit your consideration for developmental opportunities.

SECTION I – MEMBER IDENTIFICATION DATA/SERVICE

Name:		Rank:	Office Symbol:
PAFSC:	2AFSC:	Mandatory Separation Date (MSD):	
Time-in-Position (TIP):		EDIGS (Date Entered Guard):	
DOR:	DOS:	Active Duty 20 Year Date:	
Last PME Completed:			

SECTION II – OFFICER'S PREFERENCES

-Please check your preference(s)

-Preferences are not a guarantee of future developmental opportunities

-An officer must comply with physical fitness requirements and have no ADCON issues for force development consideration

Will be separating within next 12 months (MSD, not extended, etc). ODP not required.

Have served less than 3 years in current assignment, and therefore request retention in current assignment.

Request Lateral Assignment within core AFSC to provide breadth and variety within functional area.

Request “Skill-pairing”, i.e. cross-functional assignment, to increase breadth of experience and leadership responsibility within related family of skills; experience in a functional community outside the individual’s primary AFSC.

Request a “developmental assignment vector”. Choices: Exec, SAF, Air Staff, LL Assignment, NGB J-Staff (not 2-digits), MAJCOM (not CG), Field Rotation/Command Assignment, or Special Duty Assignment. **(Lt Col or Col Only)**

Request Developmental Education. Choices: Congressional Fellowship (Maj Only), IDE (Maj w/ less than 16yrs commissioned service) or SDE (Lt Col or Col w/less than 25yrs commissioned service)

Request a “key assignment”. Choices: Director/Office Chief/2-digit, MAJCOM CG, Center CC, SAF LL, JCS, OSD, NGB J-Staff 2-digit. (Col Only)



Short Term Goals:

Long Term Goals:

SECTION III – FORCE DEVELOPMENT

As part of the Stat Tour Force Development initiative and overall Stat Tour career management process, the rater/director/2-digit equivalent and Functional Development Team (FDT) (if applicable) will provide comments “vectoring” the officer for future developmental opportunities.

Major and below. FDTs should plan development of officers to obtain depth in the functional community (i.e., lateral movement within functional community to acquire functional depth). Developmental feedback is provided by FDT to officers and directors/2-digits via the Officer Development Plan (ODP). Recommendations are:

- Will be separating within next 12 months (MSD, not extended, etc). ODP not required.
- Officer does not show potential for force development at this time.
- Served less than 3 years in current assignment, and therefore recommend retention in current assignment.
- Consider for lateral assignment within core AFSC to provide breadth and variety within functional area (list preference(s)).
- Recommended for “skill-pairing”, i.e. cross-functional assignment, to increase breadth of experience and leadership responsibility within related family of skills; experience in a functional community outside the individual’s primary AFSC (list preference(s)).
- Recommended for “Developmental Education”. Congressional Fellowship or IDE in-residence (Maj w/ less than 16yrs commissioned service). (list preference)

Lt Col and Col. FDTs should plan development of officers to obtain leadership and career broadening development (does not include Colonel’s assigned to key positions outlined in Attachment 1, as the FDC plans their development). Developmental feedback is provided by FDT to officers and directors/2-digits via the Officer Development Plan (ODP). Recommendations are:

- Will be separating within next 12 months (MSD, not extended, etc). ODP not required.
- Officer does not show potential for force development at this time.
- Served less than 3 years in current assignment, therefore recommend retention in current assignment.
- Consider for lateral assignment with core AFSC to provide breadth and variety within functional area (list preference(s)).
- Recommended for “skill-pairing”, i.e. cross-functional assignment, to increase breadth of experience and leadership responsibility within related family of skills; experience in a functional community outside the individual’s primary AFSC (list preference(s)).
- Recommended for a “developmental assignment vector”. Choices: Exec, SAF, Air Staff, LL Assignment, NGB J-Staff (not 2-digits), MAJCOM (not CG), Field Rotation/Command Assignment, or Special Duty Assignment (list preference(s)).
- Recommended for Colonel COE for Spring or Fall Board (Designate appropriate board)
- Recommended for Developmental Education In-residence. SDE (LtCol or Col w/less than 25yrs commissioned service)
- Recommended for a “key position”. Choices: Director/Office Chief/2-digit, MAJCOM CG, Center CC, SAF LL, JCS, OSD, NGB J-Staff 2-digit. (Col Only)

RATER/SUPERVISOR (MAJCOMs: the CG will act as rater/supervisor for all assigned; HQ Air Staff /OSD /JCS/etc: The 2-digit for the office/directorate you are attached to within the Air Directorate or NGB J-Staff will as rater/supervisor)

Name/Rank:

Remarks/any specific development/assignment recommendations:

Signature/Date:

DIRECTOR/2-DIGIT EQUIVALENT

Name/Rank:

Remarks/any specific development/assignment recommendations:

Signature/Date:

FUNCTIONAL DEVELOPMENT TEAM (FDT)

(Note: FDT comments will not be completed for officers assigned to key positions: Director/Office Chief/2-digit, MAJCOM CG, Center CC, SAF LL)

Chair: Name/Rank:

Feedback/Assessment/Recommended Action, if any:

Signature/Date:

FORCE DEVELOPMENT COUNCIL

Feedback/Assessment/Recommended Action, if any: