



Aligning CPO Evaluations
to Navy Expectations:
Creation of a CPO Fitrep

Background:

- 18 months ago MCPON's first primary task was to “reset the mess”. The prevailing opinion was that the pendulum had swung too far and that “blurring the lines” was not in the best interests of our Sailors and Navy.
- Mission, Vision and Guiding Principles were developed as part of MCPON's effort to re-set the Chief's Mess. MV&GPs focus all Chiefs on the traditional role of a Chief Petty Officer; that of a deckplate leader.

Current State

- The Chief's evaluation does not match our Navy's Expectations for Chiefs.
- Via the MVGP, those expectations have been promulgated by the Leadership Mess through the Navy Chief's Mess and accepted across the Fleet.
- Commanding Officers evaluate Chiefs using an E-7 to O-6 Fitrep which does not reflect those expectations.

Intent

- Creation of an E7 to E9 Fitness Report in order to:
 - Align CPO actions with the Mission, Vision and Guiding Principles
 - Align Chief Petty Officer evaluations with Chief Petty Officer Expectations
 - Reinforce distinct and separate roles and responsibilities of Officers and Chiefs.

How has MVGP been ingrained?

- Approved as policy for Chiefs guidelines.
- Precepts (E7/E8)
 - “The Navy’s ability to meet this leadership challenge depends, in part, on having deckplate leaders who reflect our very best, including performance and education.”
- Precepts (E9)
 - “They must also clearly demonstrate adherence to Navy and DoD ethical standards, physical fitness and loyalty to the Navy Core Values and CPO Mission, Vision and Guiding Principles.”

- Chiefs Mess training (monthly)
- CPO Indoc during Induction
- Revision of SEA curriculum to reflect MVGP
- CMC Instruction
- Every day application on the Deckplates
- Posted in every Mess
- Positively viewed by leadership
- Led to the development of the “Expectations of the PO1”

Why change the FITREPS?

- Chief evaluations must match our expectations.
- Misalignment invites confusion and inconsistency at the deckplates.
- New performance traits emphasize what the Navy feels are the most important qualities in a Chief Petty Officer.
- MVGP were designed with Sailor development and deckplate leadership in mind. Criteria should reflect that.
- New FITREP draws a clear line between the expectations of a Chief and those of an Officer

Details

- Strategy (Fitreps) matches Policy (Approval from leadership) at the commanding officer level. Expectations, evaluations and board selection (precepts) will be in alignment.
- Benefits the Sailor. If Chiefs are following those principles, Sailors are being led well, developed and supported.
- Provides a continuum of expectations from training to everyday leadership style to the way our Chiefs are evaluated
- EO no longer has a specific trait; however, it is woven into 4 traits; Deckplate Leadership, Professionalism, Character, and Loyalty. The written EO requirements which tie performance with 5.0, 4.0 etc remain and are linked directly to professionalism.
- Retention: Significant in the old fitrep, absent from this one

Timeline:

- Approve instruction NLT June '08
- Commence training beforehand, in time for Sept '08 fitreps