



Noncommissioned Officer Leadership Center of Excellence (NCOLCoE)



Instructor/Certification Program (ICP)



The Army School System (TASS)

This program applies to the Active Army (AA), Army National Guard (ARNG), and US Army Reserve (USAR) agencies responsible for institutional training of the Non-Commissioned Officer Professional Development System (NCOPDS).

The Noncommissioned Officer Leadership Center of Excellence (NCOLCoE) is the proponent for the Instructor/Facilitator Certification Program (ICP) for the following NCOPDS courses:

Basic Leader Course (BLC), Master Leader Course Resident (MLC) and Distributed Learning (MLC-DL), Sergeants Major Course Resident (SMC-R) and Distance Learning (SMC-DL),

Battle Staff Noncommissioned Officer Course Resident (BSNCOC) and Video-Teleconference (BSNCOC-VTT), and SGM International Military Students Pre-Course (SGM-IMSPC).

EFFECTIVE DATE: 26 February 2025

SUPERSESSION This publication supersedes all previous versions of the Noncommissioned Officer Leadership Center of Excellence Instructor/Facilitator Certification Program (ICP).

**Approval
Authority**

The Commandant, NCOLCoE, has reviewed and approved this Instructor Certification Program (ICP) for instructors/facilitators in the Non-Commissioned Officer Professional Development System (NCOPDS) and functional courses for which NCOLCoE is the proponent.

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Chapter 1 General

1-1. Purpose

The certification of instructors/facilitators is a continuous cycle of learning, education, training, experience, evaluation, feedback, and reinforcement. Certification requirements apply to all components conducting Professional Military Education (PME) and Functional courses for which the Noncommissioned Officer Leadership Center of Excellence (NCOLCoE) is the program of instruction (POI) proponent. This publication establishes guidance, policy and procedures for the NCOLCoE Instructor/Facilitator Certification Program (ICP). It defines the target audience and outlines certification processes in support of regulatory requirements. Any additional instructor/facilitator certification requirements not addressed in this ICP will be clearly delineated in the applicable Course Management Plan (CMP).

1-2. References

- a. Army Regulation 614-200, Assignments, Details and Transfers: Enlisted Assignments and Utilization Management, 25 Jan 2019.
- b. CGSC Bulletin 690, Title 10 Manual- Appendix B, 27 Jun 2017.
- c. CGSC Bulletin 907, Faculty and Staff Development Programs, 18 Dec 2020.
- d. NCOLCoE Policy Memorandum #23, Decertification/Recertification of Instructors, 3 Aug 2021.
- e. Sergeants Major Academy (SGM-A) Supplement 1 to CGSC Bulletin 690 (Appendix B, 27 Jun 2017), 29 Sep 2020.
- f. TRADOC Regulation 350-70, Army Learning Policy and Systems, 10 Jul 2017.
- g. TRADOC Pamphlet 350-70-3, Faculty and Staff Development, 20 Nov 2023.

1-3. Responsibilities

a. Commandants: To ensure success, Commandants must take a personal interest in the selection, assignment, and certification of instructors/facilitators. They must interview potential instructors/facilitators and select them based on their demonstrated performance, apparent leadership experience, communication skills, military appearance, physical fitness, attitude, and motivation. Commandants or their designated representative must:

(1) Conduct an initial interview and screening selection board (Human Resources Command (HRC) and National Guard Bureau (NGB) assist in the identification of Soldiers who meet the initial qualifications).

(2) Ensure instructor/facilitator candidates meet initial selection criteria qualifications in accordance with (IAW) AR 614-200, TR 350-70, and TP 350-70-3.

b. Quality Assurance Program: To monitor and provide oversight for relevant training and professional military education requirements to meet unit, Soldier, and leader competency needs throughout the Army by:

(1) Monitoring the Instructor/Facilitator Certification process developed and maintained within the NCOLCoE for component 1, 2 and 3 NCO Academies, Regimental Training Institutes (RTIs), and Multifunction Training Units (MFTUs) worldwide.

(2) Monitor a learning environment that fosters NCO Common Core Competencies (NCO C3) with instructional strategies.

(3) Verifying instructors/facilitators possess the skills, knowledge, and abilities needed for the position in order to be certified in the implementation of learning products and qualified in the educational content and learning outcomes of the course.

(4) Processing instructor/facilitator certification requests for component 1, 2 and 3 NCO Academies, RTIs, and MFTUs worldwide.

c. NCOLCoE Staff and Faculty Development Division

(1) Ensures faculty are provided opportunities to attend required training.

(2) Establishes structured faculty and staff development events for continuing professional development, recertification, and credentialing opportunities.

(3) Develops a course-specific instructor/facilitator certification process for proponent courses.

(4) Supports the ArmyU reporting process; collects data to facilitate compiling the data annually or as requested for submission to the CG, Combined Arms Center (CAC). Processes instructor/facilitator certification requests for Sergeants Major Academy (SGM-A) courses.

Chapter 2 Instructor Requirements

2-1. Initial Selection Criteria

a. All personnel seeking certification must:

(1) Meet the initial selection criteria for instructor duty as outlined in AR 614-200 para 6-9, Selection Criteria.

(2) Be assigned to an instructor/facilitator table of distribution and allowances (TDA) position, subject to local policy.

(3) Have a certified instructor/facilitator assigned as a mentor during the certification process.

(4) Be a graduate of the course they are going to teach or service equivalent for sister services and/or possess a conferred graduate degree from a regionally accredited institution (per SGM-A Supplement 1 to CGSC Bulletin 690 Appendix B, "Tested Experience" is authorized in lieu of a graduate degree, however, the instructor must have a regionally accredited bachelor's degree and agree to enroll in a regionally accredited master's degree program)

(5) Successfully complete the Common Faculty Development-Instructor Course (CFD-IC)

(6) Meet instructor/facilitator certification requirements as outlined in this document.

b. Individuals who will perform instructor/facilitator duties for the Sergeants Major Course Resident or Distance Learning must also:

(1) Have a minimum GT score of 100.

(2) Possess a "1" or "2" under "E" of physical profile.

c. Military Instructor/Facilitator:

(1) Be a graduate of the course they are going to teach.

(2) Be in compliance with AR 600-9 (The Army Body Composition Program).

(3) Pass the ACFT, as outlined in AR 350-1, AR 614-200, and FM 7-22.

d. Reserve Component (RC):

(1) RC instructors/facilitators are required to participate in the credentialing program as determined by the proponent Center of Excellence (CoE) Schools.

(2) All qualification and certification requirements for RC should be achievable within one Total Army Training System (TATS) training year (13 months).

(3) Requirements should not require travel to the institution location for Phase I and II of the certification process.

(4) The proponent certifying authority for RC personnel should be the same authority that certifies Active Component (AC) military, Army Civilian Personnel (ACPs), and contractor instructors.

e. Civilian and Contractor Instructor/Facilitator:

(1) ACPs and contractor instructors/facilitators must successfully complete CFD-IC IAW TR 350-70.

(2) ACPs and contractors must be graduates of the course/block of instruction they will teach.

(3) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program.

(4) Comply with the qualification requirements stated in the approved Position Description (PD) or Performance Work Statement (PWS) within the approved contract.

2-2. NCOLCoE Instructor/Facilitator Certification Program (ICP)

The NCOLCoE Instructor/Facilitator Certification process is designed to prepare Soldiers, ACPs, and authorized contractors for positions of responsibility as professional Army faculty and staff. The intend outcome is that individuals certified through the program will display competence in instructional techniques and courseware development, demonstrate subject matter expertise, and embody the professional, legal, and ethical behavior in the performance of their duties as world class faculty. Centers of Excellence with proponent schools are authorized to develop a course-specific certification process for proponent courses (see TR 350-70-3 paragraph 2-3), as such, the NCO Leadership Center of Excellence has developed the NCOLCoE Instructor/Facilitator Certification Program (ICP) outlined in this document.

Failure to meet and maintain qualification/certification/recertification standards in accordance with (IAW) established regulatory/proponent guidance will result in removal from the program until final disposition as determined by the Commandant or their designated representative.

The NCOLCoE ICP consist of four phases of the Common Faculty Development Program (CFDP) as outlined in TP 350-70-3. The program provides new instructors/facilitators the required skills to perform their duties as an instructor/facilitator. Instructor/facilitator candidates must complete Phase I, II, and III before beginning their duties as primary or lead instructor/facilitator for course specific content. Additionally, certification recognizes that the certifying authority has verified and validated that the individual demonstrates the character, competence, and commitment to be an instructor/facilitator. **Certification is valid for five years IAW TR 350-70.**

a. **Phase I.** Phase I (Foundation) addresses adult learning principles articulated in the Army Learning Concept and incorporates ArmyU-established faculty competencies and outcomes that are informed by nationally and/or internationally recognized adult education standards.

Completion of Phase I qualifies the certification candidates to instruct/facilitate but does NOT satisfy the certification requirement. To become qualified to instruct/facilitate at their prospective schools, certification candidates must:

- (1) Complete the Common Faculty Development Instructor Course (CFD-IC).
- (2) Complete all site-specific certification requirements for the course they will teach.

b. **Phase II.** Phase II (Technical) combines foundational educational methodology with technical content. During Phase II, certification candidates learn/achieve the technical standard for the course content to be taught. They must:

- (1) Serve as an Assistant Instructor/Facilitator (AI) to a certified faculty member for the same course content.
- (2) Instruct a minimum of one lesson of the course they will teach under the observation and supervision of a certified instructor/facilitator.

c. **Phase III.** Phase III is the certification candidate's opportunity to demonstrate subject matter expertise and proficiency in the methods and techniques for delivery of instruction. Under the observation and supervision of a certified instructor/facilitator of the same course, the instructor/facilitator candidate must:

- (1) Serve as the primary or lead instructor/facilitator
- (2) Be evaluated a minimum of one-time using the Instructor Observation Rubric TRADOC Form 600-21-1, version (3) dated May 2023 (**This form is currently approved by ArmyU for immediate use see Appendix A**).
- (3) Obtain a score of 70 points or higher on the observation rubric (centers and schools have the discretion to determine if more than one evaluation is needed to grant certification).

NOTE: Individuals who fail to meet or complete Phase I, II and III requirements will not be certified.

d. **Phase IV.** Per TP 350-70-3, instructors/facilitators must re-certify every five years. Phase IV provides the opportunity for certified instructors/facilitators to continue to develop professionally. This may include advanced faculty development courses, credentialing opportunities, a short-term faculty development program, or other opportunities for additional professional development. (See paragraph 3-2 for recertification process)

2-3. Site Specific Requirements

"Site-specific" means the program is adaptable to the requirements found at each of the local centers and schools for their unique content and faculty populations. In addition to the criteria outlined in AR 614-200 and NCOLCoE Instructor/Facilitator Certification Program requirements outlined above, instructors/facilitators must meet the additional requirements for the specific course for which they are seeking certification

- a. Basic Leader Course (BLC)
 - (1) Meet the initial instructor/facilitator selection criteria

- (2) Small Group Leaders (SGLs) must be a SSG (only two E5s authorized per NCOA)
- (3) Senior Small Group Leader (SSGLs) must hold the rank of SFC
- (4) Be a graduate of the following courses (or equivalent):
- (5) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program
 - (a) Blackboard Basics Instructor Training Course (BbBC) 101
 - b. Master Leader Course (MLC) Resident or MLC DL
 - (1) Meet the initial instructor/facilitator selection criteria
 - (2) Be a SGM, MSG, or SFC
 - (3) Be a graduate of the following courses (or equivalent):
 - (a) MLC
 - (b) Blackboard Basics Instructor Training Course (BbBC) 101
 - (c) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program
 - c. Sergeants Major Course Resident (SMC-R) or SMC DL
 - (1) Meet the initial instructor/facilitator selection criteria
 - (2) Be an SGM, service equivalent for sister services, or be qualified Civilian that possess a conferred graduate degree from a regionally accredited institution (per SGM-A Supplement 1 to CGSC Bulletin 690 Appendix B, “Tested Experience” is authorized in lieu of a graduate degree, however, the instructor must have a regionally accredited bachelor’s degree and agree to enroll in a regionally accredited master’s degree program)
 - (3) Be a graduate of the following courses (or equivalent):
 - (a) SMC
 - (b) Blackboard Basics Instructor Training Course (BbBC) 101
 - (c) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program

NOTE: Instructors/facilitators assigned to the SMC of the Sergeants Major Academy (SGM-A) are subject to additional requirements as a branch campus of the Command and General Staff College (CGSC) IAW CGSC Circular 350-1 (College Catalog), CGSC Bulletin 690, and CGSC Bulletin 907.

- d. Battle Staff Noncommissioned Officer Course (BSNCOC) Resident
 - (1) Meet the initial instructor/facilitator selection criteria
 - (2) SGL must be SFC or higher
 - (3) SSGL must be MSG or higher
 - (4) Possess the Additional Skill Identifier (ASI) “2S”
 - (5) Have 12 months experience on a battle staff at BN level or higher
 - (6) Be a graduate of the following courses (or equivalent):
 - (a) BSNCOC
 - (b) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program

NOTE: The Site Facilitator at the receiving site must also be a graduate of the Video tele Training Instructor Training Course (VTTITC).

- e. Battle Staff Noncommissioned Officer Course Video-Teleconference (BSNCOC-VTT)
 - (1) Meet the initial instructor/facilitator selection criteria
 - (2) SGL must be SFC or higher
 - (3) SSGL must be MSG or higher
 - (4) Possess the Additional Skill Identifier (ASI) “2S”
 - (5) Have 12 months experience on a battle staff at BN level or higher
 - (6) Be a graduate of the following courses (or equivalent):
 - (a) BSNCOC
 - (b) Blackboard Basics Instructor Training Course (BbBC) 101
 - (c) Video tele-Training Instructor Training Course (VTTITC)
 - (d) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program
- f. SGM International Military Students Pre-Course (SGM-IMSPC)
 - (1) Meet the initial instructor/facilitator selection criteria
 - (2) Be a SGM, service equivalent for sister services, or be qualified Civilian that possess a conferred graduate degree from a regionally accredited institution (per SGM-A Supplement 1 to CGSC Bulletin 690 Appendix B, “Tested Experience” is authorized in lieu of a graduate degree, however, the instructor must have a regionally accredited bachelor’s degree and agree to enroll in a regionally accredited master’s degree program)
 - (3) Be a graduate of the following courses (or equivalent):
 - (a) SMC
 - (b) Blackboard Basics Instructor Training Course (BbBC) 101
 - (c) Complete Phase I, II, and III of the NCOLCoE Instructor/Facilitator Certification Program

NOTE: International Military Students Pre-Course (IMSPC) instructor/facilitator ARE NOT required to be graduates of the course.

Chapter 3 Certification

3-1. Instructor/Facilitator Certification Certificate (ICC)

Upon completion of NCOLCoE ICP Phases I, II, and III, the unit chain of command will submit appropriate certification documentation through the local Chief, Faculty Staff Development Office, Quality Assurance Office (QAO) or designated representative within the institution/CoE for the faculty member to receive proponent certification for the site-specific course content. The Instructor/Facilitator Certification Certificate (ICC) request process is as follows:

- a. NCOAs

- (1) Instructor/facilitator successfully completes Phase I, II, and III of the NCOLCoE Instructor Certification Program
- (2) The NCOA submits a request for Instructor Certification Certificate request memorandum (**See Appendix A for example**) to NCOLCoE, QAO, Director with supporting documentation that includes at a minimum the instructor's/facilitator's CFD-IC certificate, evaluated Instructor Observation Rubric TRADOC Form 600-21-1, version (3) dated May 2023, and certified instructor/facilitator Instructor Observation Course (IOC) certificate
- (3) Instructor Certification Certificate request memorandum is processed, certificate signed by NCOLCoE Commandant, and returned to requesting NCOA
- (4) Certification is valid for five years

b. NCOLCoE

- (1) Instructor successfully completes Phase I, II, and III of the NCOLCoE Instructor Certification Program
- (2) The department directorates or authorized representatives submits request for Instructor Certification Certificate request memorandum (**See Appendix A for example**) to the NCOLCoE, FSDO, Chief with supporting documentation that includes at a minimum the instructor's/facilitator's CFD-IC certificate, evaluated Instructor Observation Rubric TRADOC Form 600-21-1, version (3) dated May 2023, and certified instructor/facilitator Instructor Observation Course (IOC) certificate
- (3) Request for Instructor Certification Certificate memorandum is processed, certificate signed by NCOLCoE Commandant or designated approving authority, and returned to requesting department directorates or authorized representatives
- (4) Certification is valid for five years

c. SGM-A

- (1) Instructor successfully completes Phase I, II, and III of the NCOLCoE Instructor Certification Program
- (2) The department directorates or authorized representatives submits request for Instructor Certification Certificate request memorandum (**See Appendix A for example**) to the SGM-A Chief of Education or designated representative with supporting documentation that includes at a minimum the instructor's/facilitator's CFD-IC certificate, evaluated Instructor Observation Rubric TRADOC Form 600-21-1, version (3) dated May 2023, and certified instructor/facilitator Instructor Observation Course (IOC) certificate.
- (3) Request for Instructor Certification Certificate Memorandum is processed, signed by SGM-A Chief of Education or designated representative, and returned
- (4) Certification is valid for five years

3-2. Recertification Process

In accordance with TR 350-70, NCOLCoE will develop and administer a recertification process to ensure all faculty are knowledgeable, current, and proficient in educational concepts, methodologies, and techniques. Instructors/facilitators who fail to re-certify within the five-year period may be removed from active faculty positions at the discretion of the associated school commandant until they are able to meet the recertification requirements. At a minimum for recertification, instructor's/facilitator's will

- (1) Have completed the Common Faculty Development Instructor Course (CFD-IC). Any previous versions other than CFD-IC (e.g. Army Basic Instructor Course, Foundation Instructor Facilitator Course, etc.) **will not be accepted** for recertification and requires the instructor/facilitator to complete CFD-IC in its entirety
- (2) Complete the Instructor Observation Course (IOC)
- (3) Complete all site-specific certification requirements for the course they will teach
- (4) Have a certified instructor/facilitator assigned as a mentor during recertification
- (5) Serve as the lead instructor/facilitator
- (6) Have two consecutive evaluations conducted a minimum of 7 days apart by a certified instructor using the Instructor Observation Rubric TRADOC Form 600-21-1, version (3) dated May 2023 (**This form is currently approved by ArmyU for immediate use see Appendix A**).
- (7) Obtain 90 points/85% or higher on the observation rubric (centers and schools have the discretion to determine if more than two evaluations are needed before advancing in the recertification program)
 - a. An instructor/facilitator who obtains the Army Basic Instructor Badge (BAIB), Senior Army Instructor Badge (SAIB) and/or the Master Army Instructor Badge (MAIB) IAW TR 600-21 and completes IOC will be considered recertified for a period of 5 years from the date the instructor/facilitator completes the last Instructor Observation Rubric evaluation or IOC whichever comes first.
 - b. Instructor/facilitator who was decertified and removed from an instructor position can only recertify by completing NCOLCoE ICP Phases I, II, and III in their entirety
 - c. A certified instructor/facilitator means the faculty member, in addition to completing Phase I (Foundation), has completed Phase II (Technical) and Phase III (Certification). All recertifications will require a record of the certified evaluators certifications (e.g. CFD-IC certificate, IOC certificate, etc.) submitted with the recertifying instructor/facilitator file. All files must be maintained IAW AR 25-400-2, Army Records Management Program.
 - d. Once an Instructor/Facilitator meets the recertification requirements a certificate of training will be issued by the approving authority (**see Appendix A for CFD-IC Certificate of Training Recertification example**).
 - e. The approving authority for recertification is the FSDO Chief, Chief Instructor, or designated representative for NCOLCoE, Director or designated representative for SGM-A, and Commandant or designated representative for NCOAs.

3-3. Decertification

All instructors (Military, Civilian, and Contractors) will meet all requirements stipulated in the NCOLCoE Instructor Certification Program (ICP), AR 614-200, TP 350-70-3, and TR 600-21, for those who are participants in that program. Instructors/facilitators are directly in contact with the students and represent the command in the presentation of instruction. They serve as the role model for students and will be technically competent and professional in demeanor.

Decertification is the process by which the Commandant revokes the instructor/facilitator certification and removes that instructor/facilitator from that role.

- a. Decertifying an instructor/facilitator is an adverse action intended for circumstances

where the unit has completely lost faith in an instructor's ability to lead, teach, and mentor.

b. The NCOLCoE Commandant serves as the authority to approve/disapprove the decertification of instructors assigned to NCOLCoE and SGM-A. This authority is not limited to the review and recommendation made by the instructor(s) chain of command.

c. Civilian Instructors: Civilian Instructors may be subject to appropriate performance and/or conduct corrective action, in either case, the unit must ensure that, if the person who is the subject of the decertification action is a civilian, the appropriate performance and/or conduct documentation accompanies the resulting decertification action as explained under 5 CFR, DODI 1400.25, and/or AR 690-300. In other words, this policy cannot circumvent the normal regulatory requirements for addressing performance or conduct issues with civilians and must follow the Collective Bargaining Agreement (CBA).

d. All requests for decertification will include at a minimum, counseling statements, a corrective action plan, and a memorandum to the approval authority which stipulates the reason for the decertification.

e. If an instructor/facilitator is recommended for decertification, the instructor's/facilitator's chain of command will develop and execute a corrective action plan and ensure that the individual is given ample time to correct all identified deficiencies/short comings. Upon decertification of an instructor/facilitator, the decertification official will inform, in writing, the instructor/facilitator, NCOLCoE QAO Director, and NCOLCoE FSDO Chief.

f. Recertification: Failure to meet and maintain qualification/certification/recertification standards IAW established regulatory/proponent guidance will result in the removal from the instructor position until final disposition as determined by the Commandant (NCOLCoE) or designated representative. Decertified instructors/facilitators can only re-certify by completing the recertification process (Phase I, II, and III) which is stipulated in the NCOLCoE ICP. If the person failing to meet and/or maintain their recertification is a civilian, the prescribed regulatory guidance must be followed.

3-4. Additional Skill Identifier/Special Qualification Identifier (per TP 350-70-3)

a. The Additional Skill Identifier (ASI), Skill Identifier (SI) or Special Qualification Identifier (SQI) is awarded only after completion of the certification process. This includes completion and approval of the certification request packet and Army Human Resources Command (HRC) approval of the request for award of an ASI, SI or SQI.

b. Upon successful completion of instructor/facilitator certification, the ASI/SI/SQI packet will be submitted through the local schools, Faculty and Staff Development Office or equivalent authorized personnel to the S-1/G-1 Military Personnel Office for action.

c. All requests for award of an ASI/SI/SQI (instructor and developer) will comply with AR 614-200, AR 611-1, and DA Pamphlet (PAM) 611-21, as applicable.

d. Military instructor/facilitator will receive the SI "5K" (officer) or SQI "8" (WO or NCO) pursuant to AR 611-1 and DA Pam 611-21. Developers will receive a SI "7Q" or SQI "2" pursuant to AR 611-1 and DA Pam 611-21.

Category	SI / SQI	Instructor	Developer
Officer	SI	5K	7Q

Warrant Officer	SQI / ASI	8	7Q
Noncommissioned Officer (NCO)	SQI	8	2
ASI/SI/SQI Legend ASI – Additional Skill Identifier SI – Skill Identifier SQI – Special Qualification Identifier 2 – Training Developer 8 – Instructor 5K – Instructor 7Q – Training Developer			

3-5. Records Management

All files must be maintained IAW AR 25-400-2, Army Records Management Program.

a. Instructor/facilitator records requirements

(1) Current ACFT scorecard with a passing score on the DA Form 705 for military instructors/facilitators

(2) Evaluations

(3) Counseling records

(4) Test/ summative assessment scores (do not include answer sheets)

(5) DA Form 1059 (Service School Academic Evaluation Report), if applicable

(6) Any approved waiver/exception to policy, regarding instructor qualification/certification requirements signed by the appropriate approving authority

(7) Proponent Instructor/Facilitator Certification Certificate (ICC)

(8) DA Form 5500-R or 5501-R, Body Fat Worksheet meeting height/weight standards

(9) DA Form 3349, Physical Profile (if applicable)

(10) Course qualification requirement certificates

(11) Instructor Observation Rubric TRADOC Form 600-21-1, version (3) dated May 2023

b. Requests for exception to policy. If required, Commandants or their designated representative must submit requests for an exception to policy (ETP) through the NCOLCoE QAO, Director.

APPENDIX A FORMS

TRADOC Form 600-21-1 Version (3) May 2023: Instructor Observation Rubric



Adobe Acrobat
Document

Example Instructor Certification Certificate Request Memorandum



Adobe Acrobat
Document

Army Instructor Competencies



Adobe Acrobat
Document

CFD-IC Certificate of Training Re-certification Example



Adobe Acrobat
Document

Example Instructor Certification Certificate



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