MARINE CORPS ORDER 3501.1C

From: Commandant of the Marine Corps
To: Distribution List

Subj: Marine Corps Combat Readiness and Evaluation System (Short Title: MCCRES)

Ref: (a) MCO 1553.3
(b) MCO 1553.5

Encl: (1) MCCRES Mission Performance Standards (MPS's)
(2) Index of MCCRES Volumes
(3) Conducting a MCCRES
(4) Evaluation Performance Standards (EPS's)
(5) MCCRES Reporting System
(6) Software Change Proposal (SCP)

1. Purpose. To provide the Marine Corps with an evaluation system comprised of collective standards from Mission Essential Task Lists (METL's) of every unit in the Marine Corps. These standards are designed using the Systems Approach to Training (SAT). They provide Fleet Marine Force commanders with a comprehensive set of Mission Performance Standards (MPS's) from which training programs can be developed, implemented, and evaluated for effectiveness and efficiency per reference (a).

2. Cancellation. MCO 3501.1B.

3. Background. In March 1976, MCCRES was developed to provide timely and accurate determination of the combat readiness of FMF units. In January 1985, the Deputy Chief of Staff for Training, HQMC (Code T) was given the responsibility to establish training standards for mission performance, identify deficiencies, and formulate training plans to increase combat readiness. In May 1988, the Commanding General, Marine Corps Combat Development Command (MCCDC) assumed the responsibilities of maintaining the MCCRES software. MCCRES was developed as a part of the Unit Training Management program to further assist FMF commanders to meet established training standards for mission performance, identify training deficiencies, and formulate training plans to increase combat readiness.

4. Information

a. MCCRES Overview. MCCRES standards are currently organized into a series of 12 volumes published as Marine Corps orders. In addition to the instructions contained in this Order, each volume contains additional instructions to be used to assist commanders in both training and formal evaluations. Specific evaluations criteria may be found in the introduction section of each MCCRES volume. As new missions and their essential tasks (METL's) are identified and/or new units established, new volumes will be added to those in the system. The MCCRES software has been designed to provide an efficient training management tool for accurately assessing the unit's ability to perform the tasks contained with its METL(s). The community wide trend information is analyzed for future updates in equipment, manning and formal training. To ensure combat readiness training is progressive, "MCCRES grades" should not be overemphasized. MCCRES is a system comprised of four interdependent yet distinct components. A brief description of each MCCRES component is provided as follows:

(1) Mission Performance Standards (MPS's). MPS's are mission-oriented collective training standards that establish the minimum acceptable foundation for operational performance by FMF units and elements. MPS's are organized into separate volumes by the type unit to which they pertain. Enclosure (1) provides additional details on the formulation of MPS's.

(2) Mission Performance Evaluation System. The primary purpose of the MCCRES system is to provide community wide training feedback both up and down the chain of command. Local commanders can use training feedback developed through exercise debriefs and MCCRES reports to identify training deficiencies, to assess the effectiveness of their training programs, and to revise training programs to increase combat proficiency. When new commanders use MCCRES to evaluate the operational training status of their units they formulate a basis for their future training requirements. With continual use, training becomes progressive rather than cyclic. Enclosure (2) outlines a recommended set of procedures for conducting a formal MCCRES, and enclosure (3) contains standards for exercises in general.

(3) Reporting system. The format for this report is the same for all units and is designed to standardize the input and feedback from all MCCRES exercises. When the MCCRES exercise report is submitted up the chain of command via floppy diskette with a cover sheet and hard copy as contained in enclosure (4), the information provides a two fold purpose for CG MCCDC (C 461): (a) To conduct trend analysis on manning, equipment, and formal training, and (b) To revise and update MPS's.

(4) MCCRES Software Program. Is a management training tool that provides the capability to create, record and store exercise worksheets, and to generate training analysis reports for the commander's use. This program can be utilized on the end user computer (Zenith 248 equivalent).

(a) Individual MCCRES volumes can be used in total or in selected parts during unit training. Input and comments from the field help keep MPS's and the MCCRES software program from becoming outdated or obsolete.

(b) Seminars conducted by Trng & Ed Div can be requested anytime. Additionally, periodic bulletins will be published announcing MCCRES software seminars at major subordinate commands. A meaningful exchange of ideas, based on the MCCRES software program and the standards are the key to keeping the MCCRES current as a diagnostic/training management tool.

b. MCCRES Volume Review/Revision Conferences

(1) Purpose. MCCRES standards are predicated on doctrine, equipment, and force structure necessary to support mission accomplishment. In order to ensure that MCCRES standards reflect evolving missions and equipment/force structure changes, MCCRES volume review/revision conferences shall be convened when requested by the following: (a) CG MCCDC (C 46), (b) Commanding Generals, FMFLant, FMFPac, MARESFOR, or (c) when recommended by a community-type conference or symposium. Conference attendees shall include representatives from Trng & Ed Div, the formal schools, when appropriate, subject matter experts (SME's) from the FMF, and Manpower Department, Headquarters Marine Corps. Review of aviation volumes will normally be held in conjunction with their respective Training and Readiness Manual Review Conferences. In both cases, members of the volume specific review conference will complete the following:

(a) Examine MPS's for changes.

(b) Evaluate the MPS's for accuracy and effectiveness.

(c) Propose standard changes and/or revisions to volumes.

(d) Coordinate MPS requirements with other communities, as required.

(2) Conference Convening Procedures. CG MCCDC (C 461) will send a conference announcement message, confirming the date and location, to the appropriate commands no later than 60 days prior to the actual convening date.

(3) Correspondence. Commands will be requested to submit conference agenda items and the names of attendees, via their appropriate chain of command, to the CG MCCDC (C 461) no later than 30 days prior to the conference convening date.

(4) Conference Reports. CG MCCDC (C 461) will send a draft of the proposed standard changes to appropriate commands and other HQMC staff agencies within 30 days of the closing date of the conference. Conference results will be applied to applicable volumes based on the staffing results of the proposed change(s).

5. Action

a. Commanding Generals of FMFLant, FMFPac, and Marine Reserve Forces (MARESFOR) will:

(1) Train units to meet their METL(s) with tasks/standards published within MCCRES.

(2) Use published MCCRES standards (MCCRES Volumes 2 to 12) as a basis for MCCRES training and evaluation. The MCCRES program can be used for all field exercises. Commanders are able to use all or part of a volume(s) to continually evaluate the unit's readiness capabilities. This training feedback assists the unit commander in identifying training deficiencies, assessing the effectiveness of their training programs, and revising training programs to increase combat proficiency. Provide the CG MCCDC (C 461) with all scores from major CPX's and MCCRES exercises to build the community files for trend analysis and lessons learned for release to like units.

(3) Evaluate unit readiness capabilities (combat, combat support, and combat service support) for which MPS's have been developed/published biennually. The Commander Marine Reserve Forces will formally evaluate unit readiness triennially.

(4) Provide knowledgeable representation to the cyclical conferences that will be held to ensure standards are updated, and/or provide input when any standards require amplification, clarification, or change.

(5) Forward requests for updates or deletions of any Mission Performance Standard(s) from the MCO 3500 series (MCCRES volumes) accordingly: (a) in the cover letter accompanying the MCCRES exercise report, (b) via the Training Feedback Forms found in reference (b), or (c) by maintaining close coordination with the CG MCCDC (C 461). This will ensure that MPS's contained in MCCRES remain compatible with the concepts, tactics, and techniques currently used by operational forces.

(6) Submit Software Change Proposals (SCP) to C 461M using figure 6-1 in enclosure (6). These proposals allow CG, MCCDC to revise the training feedback reports to ensure they fit the needs of the unit commanders.

b. Commanding General, MCCDC (C 46) shall:

(1) Maintain the MCCRES system to include revisions and development of MPS's.

(2) Ensure instruction on the use and application of the MCCRES is provided at the appropriate level of professional military education schools for noncommissioned officers and officers as a component of Training Management Instruction.

(3) Provide the overall functional management of the MCCRES Software Program through review and validation of Software Change Proposals (SCP) for implementation of software enhancements/maintenance requirements for the FMF.

(4) Provide technical program management/expertise of the MCCRES software for the functional manager - C 461.

(5) Coordinate with AC/S, C4I, HQMC, and FMF ISMO's on issues pertaining to software enhancements, maintenance, and technical specifications.

c. All recipients of this Order shall ensure ready availability of MCCRES MPS's to all Marines who are responsible for the management/execution of collective training and the subsequent evaluation of that training. There are three aspects which are essential to effectively use the MCCRES system as a unit training management tool. First, MPS's in the MCCRES series of volumes must accurately reflect contemporary missions and their essential tasks to meet the Marine Corps minimum accepted standards of performance. Second, evaluators must be properly qualified and submit objective observations of the exercise. Finally, the validity of the information contained in the MCCRES exercise is dependent on the effectiveness and uniformity of the exercise techniques employed.

6. Recommendations. Recommendations for MCCRES improvement and changes will be submitted to the Commanding General, Marine Corps Combat Development Command, Standards Branch (C 461M), Training and Education Division, 2008 Elliot Road Suite 119, Quantico, VA 22134-5029 via enclosure (6) or reference (b).

7. Reserve Applicability. This Order is applicable to the Marine Corps Reserve.

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MCCRES MISSION PERFORMANCE STANDARDS (MPS's)

1. GENERAL. MCCRES is structured around a set of performance standards that establish acceptable operational performance levels, encompass all mission areas that a particular type of unit may be called upon to perform in combat, and equally applicable to Marine Corps units throughout the world developed from threat and mission analysis and not training resources dependent. Mission Perfromance Standards must:

a. Reflect wartime missions and those tasks that must be successfully performed to reasonably assure success on the modern battlefield.

b. Correspond to published doctrine, if available (i.e., FMFM's and aviation tactical manuals), or to accepted operational tasks/procedures.

c. Be objective/measureable - neither subjective impressions nor personal opinions are acceptable.

d. Define for the trainer/evaluator, the performance criteria (quality of performance) that is desired.

e. Be simple to use.

2. MPS COMPONENTS

a. An MPS defines the performance criteria for successful accomplishment of a specific mission for each type of Marine Corps unit. Each MPS is composed of five major parts which include:

(1) Tasks. Each MPS will consist of two or more tasks that describe criteria that must be performed to successfully accomplish the MPS.

(2) Conditions. Provides a description of the environment under which each task is to be performed.

(3) Standards. A detailed description of the performance criteria which must be accomplished for each task to be sucessfully completed.

(4) Evaluator Instructions. Administrative instructions to aid in the evaluation of tasks.

(5) Key Indicators. Detailed explanation or amplification of performance criteria provided to assist the trainer/evaluator.

b. MPS NOMENCLATURE. The elements of an MPS are organized into a five-level "tree" structure. In the MCCRES tree structure, each level is assigned a name. Also, each branch point that corresponds to a specific volume, section, MPS task or standard is assigned a Data Identification Number (DIN) that uniquely identifies it and its position in the tree structure. The level 1 DIN are simply the volume numbers and at levels 2 through 5, letters and numbers are utilized to indicate the section, MPS, task or standard. The level names and associated DIN formats are as follows:

Level	Level Name	Format	Example
1	Volume	one or two digit numeric	2_._._._
2	Section	one character alphabetic	2A._._._
3	MPS	one or two digit numeric	2A.3._._
4	Task	one or two digit numeric	2A.3.3._
5	Standard	one or two digit numeric	2A.3.3.6

INDEX OF MCCRES VOLUMES

1. MCCRES standards are currently organized into a series of 12 volumes published as Marine Corps orders. Additional instructions along with specific evaluations criteria may be found in the introduction section of each MCCRES volume to assist commanders in both training and formal evaluations. As new missions are identified and/or new units established, new volumes will be added.

a. MCO 3501.1C
Marine Corps Combat Readiness Evaluation System, (Short Title: MCCRES)

b. MCO 3501.3A w/Change 1
MCCRES, MPS, Vol II, Infantry Units
PCN 102-033531-01 NAVMC 2879

c. MCO 3501.4A
MCCRES, MPS, Vol III, Rotary-Wing and Observation Squadrons
PCN 102-033532-00 NAVMC 2880

d. MCO 3501.5 w/Changes 1, 2, 3, 4, 5, 6, 7
MCCRES, MPS, Vol IV, Fixed-Wind Squadrons
PCN 102-033536-00 NAVMC 2881

e. MCO 3501.6B
MCCRES, MPS, Vol V, Artillery Units
PCN 102-033533-00 NAVMC 2882

f. MCO 3501.7A
MCCRES, MPS, Vol VI, Combat Service Support Elements
PCN 102-033534-00 NAVMC 2883

g. MCO 3501.8A
MCCRES, MPS, Vol VII, Marine Air/Ground Task Forces
PCN 102-033535-00 NAVMC 2884

h. MCO 3501.9B
MCCRES, MPS, Vol VIII, Marine Air Command and Control Systems
PCN 102-033537-05 NAVMC 2885

i. MCO 3501.10 w/Changes 1, 2
MCCRES, MPS, Vol IX, Special Operations
PCN 102-033538-01 NAVMC 2886

j. MCO 3501.11 w/Change 1
MCCRES, MPS, Vol X, Combat Vehicles
PCN 102-033539-01 NAVMC 2887

k. MCO 3501.12 w/Change 1

MCCRES, MPS, Vol XI, Combat Support Elements
PCN 102-033540-00 NAVMC 2888

l. MCO 3501.13
MCCRES, MPS, Vol XII, Marine Security Force Battalion
PCN 102-033541-00 NAVMC 2889

CONDUCTING A MCCRES

1. GENERAL. The recommended procedures below primarily discuss a formal exercise, but a small unit leader (platoon commander) could use a portion of a volume to check the current training level of his personnel. With the information he could revise or make current training plans for the immediate future. In that case the formal structure (EC, ED TECG, etc.) would not be used.

2. THE EVALUATION STRUCTURE. Illustrated below are the functions and responsibilities of key commands and staffs charged with implementing MCCRES exercises.

EXERCISE COMMANDER (EC)
(CG's, FMFPac/FMFlant)
(CG MARESFOR)

EXERCISE DIRECTOR (ED)
(Division/Wing/Brigade CG's)
(As designated by CG MARESFOR)

TACTICAL EXERCISE COMMANDER (TEC)
(Senior Member of TECG staff)

TACTICAL EXERCISE CONTROL GROUP (TECG)
(Regimental/Group Commanders)

EVALUATORS

3. EXERCISE COMMANDER (EC). The Commanding Generals, FMFPac, FMFLant, MARESFOR are responsible for the initiation and conduct of formal MCCRES exercises. Responsibilities and functions of the EC include:

a. Designating the unit(s) to be evaluated based on the guidance provided in this section and enclosure (4) and providing exercise schedules/updates to HQMC and Trng and Ed Div (C 461M).

b. Designating the exercise director (ED).

c. Prescribing, when appropriate, exercise objectives and desired scenario events.

d. Coordinating with commands or agencies external to the Marine Corps and adjacent Marine Corps commands when required.

e. Reviewing the MCCRES report prepared by the ED and forwarding it to the Director, Training and Education Division, C 461M.

f. Employing quality control over MCCRES, to ensure that the exercises of subordinate units are reported per this Order and the eleven separate individual MCCRES volumes.

g. Effecting corrective action, remedy and reporting deficiencies identified during the exercise that are beyond the subordinate commander's capability to resolve.

4. EXERCISE DIRECTOR (ED). The ED is designated by the EC to prepare for, conduct, and report all MCCRES exercises. Commanding General, Marine Reserve Forces may designate the ED from a major subordinate command or headquarters detachment. Responsibilities and functions of the ED include:

a. Publishing a letter of instruction (LOI) delineating the MPS's to be exercised, timeframe of the exercise, responsibilities of various elements participating in the exercise, and coordinating instructions. A copy of the exercise LOI will be provided to the EC prior to the MCCRES exercise date.

b. Designating the tactical exercise controller (TEC) and the tactical exercise control group (TECG) to operate as the central control agency for the exercise.

c. Assigning evaluators, to include the senior evaluator, and ensuring that an evaluator school is planned for and conducted.

d. Prescribing the general exercise scenario, taking into account any objectives/scenario events prescribed by the EC.

e. Ensuring that the evaluated scenario reflects the evaluated unit commander's training program goals and objectives.

f. Arranging for training areas, airspace, aggressor forces, and other required support.

g. Supervising the exercise as required, compiling and analyzing the data, and submitting the MCCRES report to the EC.

5. TEC. The TEC is appointed by and from the ED's staff or a subordinate command. The TEC is the senior member of the TECG
and should be senior to the commander(s) of the unit(s) being evaluated. The TEC is responsible to the ED for ensuring that formal MCCRES exercises are conducted following the instructions contained in this Order, the specific MCCRES volume is used as the evaluation source, and any other directions prescribed by the ED.

6. TECG. Depending on the frequency of exercises, the ED may find it beneficial to assign a nucleus TECG on a permanent basis and manage it through the ED's staff. This action would provide continuity during exercises (EPS quality control) and the resident expertise on matters pertaining to MCCRES exercises. The responsibilities and functions of the TECG include:

a. Developing a detailed exercise scenario to include objectives and events prescribed by the EC/ED and LOI.

b. Conducting extensive/detailed evaluator training (evaluator school) per paragraph 7 of this Order.

c. Coordinating and controlling actor/agent input and aggressor response to unit action or inaction in support of the exercise scenario.

d. Compiling and analyzing data submitted by individual evaluators, and submitting required evaluation information to the ED.

e. Preparing and conducting a detailed exercise debrief for the exercised unit.

7. EVALUATORS. During formal MCCRES exercises, individual evaluators must be prepared to perform the following functions:

a. Exercise Controllers. Ensuring the exercise proceeds as planned following the exercise schedule and scenario. The evaluators insert prescribed events to control and maintain the flow of the exercise, based on the exercise scenario, and insert events to stimulate specific actions/reactions that will ensure that the exercised unit is evaluated against all designated MPS's. They increase or decrease the tempo of

operations and maneuver rates through the use of aggressor maneuver/actions, by inserting actors/agents and by passing intelligence input to the unit to cause it to alter plans. They provide necessary information from the scene of action by voice, radio and by the TWSEAS Data Message Entry Device (DMED), when applicable.

b. Umpires. Resolve any disagreement between the exercise force and aggressor forces. They make a determination of, and assesses, casualties by analyzing the relative combat power of the forces involved through their own judgment and experience or by utilizing external assets (TACTS/ACMI; TWSEAS combat power ratio factors, etc.).

c. Performance Evaluators. Applying the prescribed standards to the unit's performance in the field under simulated combat conditions and denoting the level of performance achieved. Evaluators must possess a complete and thorough understanding of the MPS's that are undertaken in the exercise. The evaluator must review in detail the individual tasks and standards of the MPS's he is responsible for evaluating and must be aware of when and where in the scenario these MPS and tasks are to be evaluated. They must then determine whether the activity or performance observed fulfills the performance criteria as stated in the standard. When this determination is made, evaluators simply indicate on the MCCRES exercise worksheet with supporting notes "YES," the standard was met, "NO," the standard was not met, or "NA," the standard was not applicable. At the same time the evaluators are observing what is happening, they must also be alert to scheduled events that do not occur, tasks and standards not attempted, and the reasons why. In assigning "YES" or "NO" or "NA" marks, evaluators must be closely attuned to the tactical play of the exercise and scheduled scenario events. All "NO" marks will require an explanation in the MCCRES report to highlight later corrective action. Evaluator remarks must be geared toward assisting the unit in building training programs in the future. Some "NA" marks will require explanation when it was originally anticipated that those areas would be accomplished.

(1) Evaluator Quality. To properly accomplish these important roles, individuals selected as evaluators must have credibility and be thoroughly prepared to evaluate performance standards. All echelons of the MCCRES exercise structure must make every effort to assign only the most qualified Marines available to be evaluators for MCCRES exercises. After

identification and selection of the most qualified Marines available, a training program (evaluator school) must be provided to ensure a complete understanding of evaluator functions.

(2) Evaluator School. Participants at evaluators' school will include all evaluators, the ED's representative, the TEC or appropriate representative, key TECG staff members, officer in charge of the aggressor force, and representatives from all subelements participating in the evaluation and/or the tactical exercise. Listed below are those key items which should be covered:

(a) Brief/verification of exercise support requirements as stated in the ED's LOI.

(b) Specific assignment of evaluators to units/subelements as required.

(c) Detailed brief of exercise scenario to include all major TECG driven events.

(d) Detailed brief of planned aggressor force actions.

(e) Detailed brief of MPS's to be evaluated and how they relate to the exercise scenario, TECG (higher headquarters input), and aggressor actions.

(f) Specific evaluator responsibilities with regard to subparagraph 7b(5) above.

(g) EC, TEC, and senior evaluator instructions/guidance as required.

(h) Brief on the three roles that all evaluators must fill.

(i) Administrative instructions pertaining to the conclusion of the tactical exercise and the constructive requirements of the exercise debrief/critique.

(3) Evaluator Actions During Exercises. During an exercise, evaluators determine what operational functions are taking place, choose the appropriate MPS's applicable to those functions, and record decisions based on the quality of performance observed in relation to the performance criteria of the standard being MCCRESed. Evaluators record their notes on the data worksheets, necessary, to support the

exercise. Evaluators continue this process throughout the exercise. At the conclusion of the exercise, evaluators review their data and supporting notes to ensure they are a true reflection of the performance they have observed.

(4) Senior Evaluator. The senior evaluator coordinates and supervises all evaluators' activity during the exercise and debrief, and must be aware of the overall effectiveness of the evaluation, to include TECG effectiveness and the unit's performance in the exercise. The senior evaluator compiles the data sheets from all evaluators at the end of the exercise and conducts the post exercise debrief. Due to the fact that tactical scenarios are used at different levels of a unit's organization at different phases of an exercise, some MPS's tasks and/or standards are scored more than once. In these instances, evaluators will refer to "the 90 percent rule". This rule allows the evaluator to score a yes, when based on their observation the unit/element attempted and successfully met the standard's criteria, at least, 90 percent of the time. When the "90 percent rule" is used, the senior evaluator must ensure that the scores of the tasks/standards provides an accurate and fair reflection of the unit's overall training level. The senior evaluator identifies trends, strengths, and weaknesses of the unit's performance and provides this information with the exercise worksheets to the TEC. Based on a review/analysis of information/data provided by the senior evaluator, the TEC provides the MCCRES report to the ED and unit commander per instructions contained in enclosure (5).

8. EXERCISE DEBRIEF. The most important segment of the MCCRES system is the exercise debrief and the quality of training feedback that is provided to the unit commander. It must be used as a constructive training tool. How the ED organizes and conducts the required debrief may vary by type unit (air/ground) or type commands (division/FSSG). The debrief may be conducted in conjunction with the senior evaluator's debrief or the ED may choose to conduct it as a subsequent event. Notwithstanding the organization and the timing of the exercise debrief, the following should be included in all exercise debriefs:

a. Participation/attendance of the following personnel:

(1) ED or appropriate representative.

(2) TEC and key TECG staff members as required.

(3) All evaluators.

(4) The evaluated unit commander, key staff members and subordinate commanders, and attached unit commanders/NCOIC's.

(5) Aggressor force commander.

b. Detailed debrief by the senior evaluator, and other evaluators as required, of each MPS and task as it occurred in the exercise scenario.

c. Detailed comments as to positive and negative trends as noted in the exercise.

d. Detailed comments on tasks and standards that were scheduled, but were not evaluated, to include reasons why.

e. Detailed debrief by the TEC, or representative, concerning TECG support for the exercise, support/interaction with the evaluated unit, and aggressor forces control/support.

f. The unit commander's general comments concerning the validity and effectiveness of the exercise.

g. TEC's comments concerning the validity and effectiveness of the exercise.

9. EVALUATOR STAFFING

a. The ED is responsible for the selection and training of evaluators for formal exercises. The number of evaluators is not prescribed and varies with the size and type of unit and the MPS's to be tested. It is desirable that evaluators be obtained from commands not directly related to the organization(s) being evaluated. Additional information concerning exercise requirements for various types of units is found in the introductory portions of volumes 2 through 12 of MCCRES.

b. For general guidance, examples of evaluator staffing assignments for selected ground, aviation, and logistics components are listed below:

(1) Evaluator Staffing for a Marine Expeditionary Unit (MEU) Command Element

	Officer	Enlisted

MEU Senior Evaluator	1 Colonel	(as reqr)
Intelligence Evaluator	1 Major	
Command and Control Evaluator	1 Major	
Fire Support Coordination Evaluator	1 Major	
CSS Evaluator	1 Major	
Communications Evaluator	1 Captain	
	6 Officers	(as reqr)

(2) Evaluator Staffing for a Ground Combat Element (GCE)

	Officer	Enlisted
Battalion Senior Evaluator	1 LtCol*	5 SNCO's
Command & Control Evaluator	1 Major	
Fire Support Coordination Evaluator	1 Captain	1 SNCO
Rifle Company Tactical Evaluator	4 Captains	4 SNCO's
H&S Company Evaluator	1 Captain	
Artillery Evaluator	1 Captain	
Reconnaissance Evaluator	1 Captain	
Engineer Evaluator	1 Captain	
Tank Evaluator	1 Captain	
EW Evaluator	1 Lieutenant	
Assault Amphibian Evaluator	1 Captain	
NBC Evaluator	1 Lieutenant	
Rifle Platoon Evaluators		9 SNCO's
81 Mortar Platoon Evaluator	1 Lieutenant	
	16 Officers	19 Enl.

(3) Evaluator Staffing for Aviation Combat Element (ACE) and Fixed Wing Units

	Officer	Enlisted
Squadron Senior Evaluator	1 LtCol*	(as reqr)
Flight Evaluators	3 Aircrew**	
NBC Evaluator	1 CWO	
	5 Officers	(as reqr)

*Experience as CO of the type squadron/battalion being evaluated is desired.

**Combat qualified pilots/NFO's for type aircraft:

(a) Current in aircraft type for unit being evaluated.

(b) Designated flight leader and WTI course graduate.

(4) Evaluator Staffing for a Combat Service Support Element (CSSE)

	Officer	Enlisted
CSSE Senior Evaluator	1 LtCol	
Supply Evaluator	1 Captain	1 SNCO
Maintenance Evaluator	1 Captain	1 SNCO
Logistics Evaluator	1 Captain	1 SNCO
Engineer Evaluator	1 Captain	1 SNCO
Services Evaluator	1 Captain	1 SNCO
Transportation Evaluator	1 Captain	1 SNCO
Medical Evaluator	1 Lt USN	1 HM__
	8 Officers	7 Enl

10. DURATION OF FORMAL EXERCISE The EC will ensure MCCRES exercises are completed in a timely manner. Exercises will be of sufficient length that allow for a realistic scenario with sufficient time for the evaluated unit to act and react to higher headquarters orders, to follow the troop leading steps, to develop orders and to execute orders and plans, and to adequately be evaluated on all MPS's designated by the ED. Logistics support for the tactical exercise should be an integral part of the exercise and should not exercise disproportionate influence in determining the length of the MCCRES exercise. It is recognized, however, that constraints beyond the unit's control (weather, range nonavailability, lack of ordnance, lack of transportation, safety, etc.) may require flexibility. Exercises will not be spread out to the extent that disruptive personnel changes occur over the exercise period.

EVALUATION PERFORMANCE STANDARDS

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INTRODUCTION

1. This enclosure contains evaluation performance standards (EPS's) which are designed to assist all levels of the exercise structure in maintaining quality control for the effectiveness and uniformity of all MCCRES evaluations. Though geared to formal evaluations, the general guidelines can also be used as a checklist for the small unit leader who decides to informally evaluate their own unit as a basis of establishing future training programs or validating previous training.

2. Recommended changes to these standards should be submitted to the CG MCCDC (C 461), 2006 Hawkins Ave, Quantico, VA 22134-5043. Submission should be in the following format:

a. Item to be changed (EPS, task, standard, or test location)

b. Comment

c. Recommendation

3. The following sections A through D provide evaluation performance standards for each level of the MCCRES chain of command.

SECTION A

EPS 1A.1 - EC CONDUCTS REQUIRED PRE-/POSTEVALUATIONS ACTIONS

TASK: 1A.1.1 PLAN AND PREPARE FOR MCCRES EVALUATIONS

CONDITIONS:

Subordinate commands/appropriate staff members perform required actions at the direction
and under supervision of the EC.

STANDARDS: 1A.1.1.1 - 1A.1.1.6
EVAL: Y; N; NE

.1 ____ Units for which MCCRES standards are published are evaluated on a biennial basis.

.2 ____ The EC maintains a tentative schedule of evaluations by fiscal year and provides a
copy to the CG MCCDC (C 461).

.3 ____ Schedule is updated as actual evaluation dates become firm or change; changes are
provided to the CG MCCDC (C 461).

.4 ____ Evaluation/ED is designated for each evaluation. (KI)

.5 ____ Overall evaluation/exercise objectives and desired scenario events are published. (KI)

.6 ____ Coordination is made with commands or agencies external to the Marine Corps, as required. (KI)

EVALUATOR INSTRUCTIONS: None.

KEY INDICATOR FOR EVALUATOR:

ED

The ED is the EC's representative responsible for the conduct of MCCRES evaluations. The ED's will normally be division, aircraft wing, FSSG, or brigade commanding generals. Assignments may be promulgated in local MCCRES SOP's. When possible, the ED should be a general officer. For Reserve units, the Commanding General, Marine Reserve Forces may assign a senior officer from a major subordinate element, or a headquarters detachment as the ED.

PRESCRIBE OVERALL OBJECTIVES/DESIRED SCENARIO EVENTS

It may be desirable for the EC to direct the thrust of MCCRES evaluations conducted by his subordinate commands. These objectives and scenario events may be based on an analysis of the existing threat as developed in coordination with the appropriate contingencies or perceived training needs.

COORDINATION WITH EXTERNAL COMMANDS/AGENCIES

Coordination is made with commands or agencies external to the Marine Corps, such as a fleet command, to obtain support for evaluations requiring amphibious shipping/NGF or Military Airlift Command for evaluations requiring fixed-wing airlift forces. This coordination normally requires extensive lead-time and planning. Coordination is also made with Marine commands external to the exercise command; i.e., 4th MarDiv staff coordinates with 4th MAW concerning support of 4th MarDiv MCCRES evaluations.

TASK: 1A.1.2 CONDUCT POSTEVALUATION ACTIONS

CONDITIONS:

Subordinate commands/appropriate staff members perform required actions at the direction and under supervision of the EC.

STANDARDS: 1A.1.2.1 - 1A.1.2.4

EVAL: Y; N; NE

.1 ____ MCCRES report is reviewed, endorsed, and forwarded to the CG MCCDC (C 461) within 30 working days after completion of the exercise.

.2 ____ MCCRES report is reviewed for completeness and accuracy by the ED.

.3 ____ Deficiencies identified through the evaluation are utilized as the basis for corrective actions taken to improve combat readiness. (KI)

.4 ____ Deficiencies beyond the capabilities of the local commander to resolve (manning, equipment, formal schooling) are forwarded for resolution.

EVALUATOR INSTRUCTIONS: None.

KEY INDICATORS:

IDENTIFICATION OF DEFICIENCIES

When deficiencies are identified by the ED as a result of an evaluation, corrective action should be initiated. Actions taken by the EC to resolve deficiencies should be highlighted in the EC's endorsement to the MCCRES report. When correction of identified deficiencies cannot be accomplished by the EC, they should be referred to the Director, Training and Education Division (C 461) with appropriate recommendations.

MCCRES REPORT DISTRIBUTION

Organizations providing units or detachments participating in an evaluation should be included for distribution of the MCCRES report. Mass distribution of the report is not required. Computer-generated portions which apply to each specific unit/detachment should, however, be provided.

SECTION B

EPS 1B.1 - ED CONDUCTS REQUIRED PRE/POSTEVALUATION ACTIONS

TASK: 1B.1.1 PLAN AND PREPARE FOR MCCRES EVALUATION

CONDITIONS:

Appropriate staff members perform required actions at the direction and under supervision of the ED.

STANDARDS: 1B.1.1.1 - 1B.1.1.7
EVAL: Y; N; NE

.1 ____ LOI is published by the ED delineating responsibilities of the various elements participating in the evaluation, with a copy to the EC. (KI)

.2 ____ TEC and a staff (TECG) are designated to operate as the central control agency for the evaluation. (KI)

.3 ____ Evaluators are selected and assigned. (KI)

.4 ____ A comprehensive evaluator school is planned for, organized, and conducted.

.5 ____ General exercise scenario is prescribed by the ED to accomplish evaluation/exercise objectives as published in the LOI.

.6 ____ Arrangements are made by the ED for required training areas, airspace, aggressor forces, and other necessary support. (KI)

.7 ____ The ED staff possesses and utilizes MCCRES SOP which defines the responsibilities for organization and management of MCCRES evaluations and MCCRES reporting within the command.

EVALUATOR INSTRUCTIONS: None.

KEY INDICATORS:

MCCRES LOI

Items which shall be addressed in LOI include:

Unit(s) to be evaluated.

MPS's to be evaluated.

Evaluation/exercise dates.

Identification of the TEC.

Unit(s) to provide TECG staffing.

Unit(s) to provide aggressor support and type/amount of support required.

Identification of the senior evaluator.

Units to provide evaluator support and amount of support required.

Task organization of the evaluated unit, as required.

Units/agencies tasked to provide other types of support (i.e., communications, MT, etc.)

Coordinating instructions, to include schedule for evaluator school, evaluators' debrief and evaluated unit debrief.

DESIGNATION OF THE TEC AND TECG

The TEC is appointed by the ED's staff or from a subordinate command. The TEC is the senior member of the TECG and should be senior to the commander(s) of the unit(s) being evaluated. Normally, the TECG is not a permanent element of the ED's staff, however, depending on the frequency of evaluations, a nucleus TECG may be formed on a permanent basis.

SELECTION AND ASSIGNMENT OF EVALUATORS

The ED assigns Marines as evaluators who have demonstrated competence and recent experience in the skills they are assigned to evaluate. The senior evaluator is also appointed by the ED. He should be senior, or be of the same grade as the evaluated unit commander, and, if possible have previously participated in a MCCRES evaluation as a unit CO/XO.

TRAINING AREA/AIRSPACE REQUESTED

Training area and airspace reservations necessary for a MCCRES evaluation must normally be requested in advance. Planning should take into account leadtime necessary to ensure their availability.

TASK: 1B.1.2 CONDUCT POSTEVALUATION ACTIONS

CONDITIONS:

Appropriate staff members perform required actions at the direction and under supervision of the ED.

STANDARDS: 1B.1.2.1 - 1B.1.2.5
EVAL: Y; N; NE

.1 ____ Results of the MCCRES evaluations are compiled and analyzed at evaluator debrief per this Order.

.2 ____ Evaluated unit/unit commander is briefed on the evaluation.

.3 ____ MCCRES report is prepared and forwarded, with a copy of the evaluation LOI, to the ED in a timely manner.

.4 ____ Information copies of MCCRES report are distributed to the headquarters of all attached supporting elements who were also evaluated during the exercise. (KI)

.5 ____ Deficiencies identified through the evaluation are corrected at the lowest possible level within the chain of command. (KI)

EVALUATOR INSTRUCTIONS: None.

KEY INDICATORS: None.

SECTION C

EPS 1C.1 - TECG CONDUCTS REQUIRED PRE/POSTEVALUATION ACTIONS

TASK: 1C.1.1 PLAN AND PREPARE FOR MCCRES EVALUATION

CONDITIONS:

The TECG staff performs the required actions at the direction and under the supervision of the TEC, per this Order. The EC/ED may apply EPS's to the evaluation as a supervisory means of ensuring the quality control and standardization of evaluations.

STANDARDS: 1C.1.1.1 - 1C.1.1.5
EVAL: Y; N; NE

.1 ____ Detailed exercise scenario is developed. (KI)

.2 ____ Scenario provides events that will ensure complete evaluation of the MPS's prescribed in the LOI.

.3 ____ The TEC provides support to evaluator school as required by the ED.

.4 ____ The TEC and the TECG develop, coordinate, and manage a master events list which meets the evaluation requirements of the LOI.

.5 ____ The TEC and TECG include actor/agent input and aggressor activity required to support scenario in the master events list.

EVALUATOR INSTRUCTIONS: None.

KEY INDICATORS:

EXERCISE SCENARIO DEVELOPMENT

The LOI will specify MPS's to be evaluated and evaluation objectives. The TEC and staff, upon review of the LOI, will design and develop an exercise scenario that provides for a complete evaluation of the MPS's identified in the LOI.

TASK: 1C.1.2 CONDUCT POSTEVALUATION ACTIONS

CONDITIONS:

The TEC/TECG performs the actions required by this Order following the evaluation. MCCRES computer information is used in analysis of data and preparation of the report in a timely manner.

STANDARDS: 1C.1.2.1 - 1C.1.2.3
EVAL: Y; N; NE

.1 ____ Evaluation data submitted by individual evaluators is compiled, consolidated, and analyzed.

.2 ____ Evaluation data for the MCCRES report is prepared and provided to the ED.

.3 ____ Detailed debrief is prepared and provided to the evaluated unit commander.

EVALUATOR INSTRUCTIONS: None.

KEY INDICATORS: None.

SECTION D

EPS 1D.1 - EVALUATORS CONDUCT REQUIRED EVALUATION ACTIONS

TASK: 1D.1.1 PREPARE FOR AND CONDUCT MCCRES EVALUATION ACTIONS

CONDITIONS:

The ED has selected and assigned evaluators per this Order. The TEC and senior evaluator have provided guidance to evaluators.

STANDARDS: 1D.1.1.1 - 1D.1.1.6

EVAL: Y; N; NE

.1 ____ Evaluators know what tasks they are responsible for evaluating.

.2 ____ Evaluators demonstrate a clear understanding of the exercise scenario.

.3 ____ Evaluators attend evaluator school, conducted by the ED.

.4 ____ Evaluators possess required MCCRES MPS's and use them as references during the evaluation.

.5 ____ Evaluators understand interrelated actions required in their roles as evaluators, umpires, and controllers.

.6 ____ Evaluators identify erroneous performance to unit leaders when observed, to prevent continued practice throughout the exercise. (KI)

EVALUATOR INSTRUCTIONS: None.

KEY INDICATORS:

UNIT LEADERS TOLD OF ERRONEOUS PERFORMANCE

Erroneous performance may be noted by evaluators early during the evaluation. When these errors are in the performance of activities which will occur repeatedly throughout the scenario, they should be identified to the appropriate unit leader. Evaluators should not coach a unit in a misguided effort to prevent faulty performance.

MCCRES REPORTING SYSTEM

1. FEEDBACK. The purpose of the MCCRES report is to provide the feedback necessary for commanders at all levels to initiate action that will improve combat training. Actions could include the development of improved training support materials as well as changes in personnel assignments, equipment development, logistic support, and changes in the application of other resources to enhance training. Additionally, the reports provide headquarters with the necessary information needed to conduct training trend analysis. Trend analysis serves to highlight problem areas as they are reported. The Training and Education Division (C 461) will update unit files and provide new computer diskettes for commanders to use in training plans. Figure 1 below illustrates the MCCRES systematic feedback process.

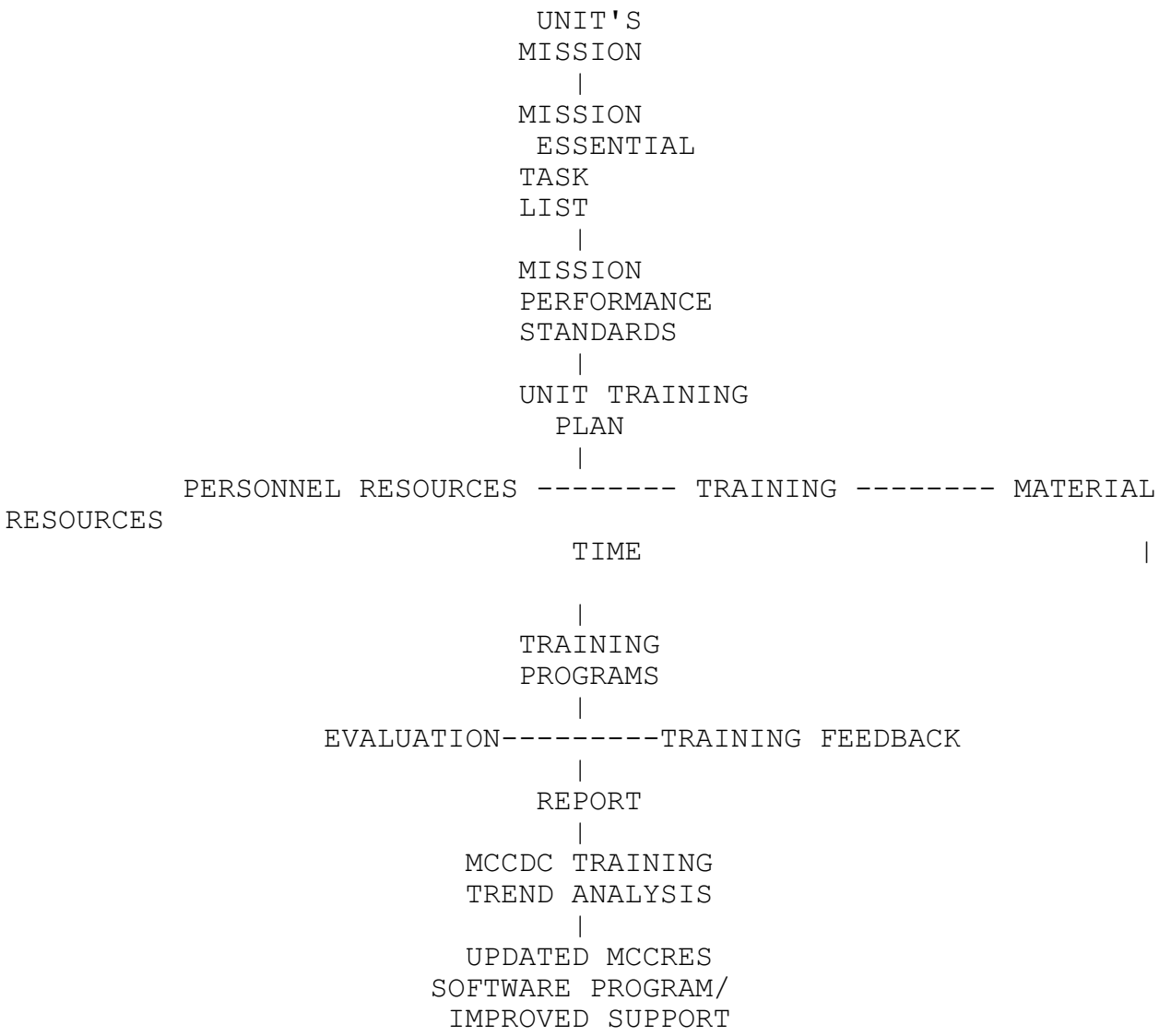

Figure 1

2. Reports Required

a. FMF commanders will provide a copy of their exercise reports to the CG MCCDC (C 461M) via the chain of command.

b. The report will consist of a cover page and a computer diskette updated with the MCCRES Score Report contained in the MCCRES Software Program and illustrated in the MCCRES user's manual. Every effort will be made to ensure that this report reflects what actually occurred during the exercise. Each succeeding echelon of command can load the received computer diskette as a means of keeping their program current.

c. The unit reports will form the data input for trend analysis, and upgrades to the unit historical file. Computer diskettes updating entire community reports will be provided to end users on a recurring basis.

MCCRES REPORT FORMAT

From: Senior MCCRES Evaluator
To: Commanding General, Marine Corps Combat Development Command (C 461M)
Via: Appropriate Chain of Command (ED/EC)

Subj: MARINE CORPS COMBAT READINESS AND EVALUATION SYSTEM REPORT

FOR (APPLICABLE EVALUATED UNIT)

Ref: (a) MCO 3501.1C

Encl: (1) MCCRES Score Report

1. Per the reference, the following information is submitted:

a. Evaluated Unit:

b. Evaluated Supporting Elements: (e.g., tanks, LAAD, aggressor aircraft, etc.)

c. Scenario:

d. Exercise Phase(s)/Location(s)/Date(s):

e. Support from Ground Units:

f. Support from Aviation Units:

g. Tasks Not Performed/Rationale: (All tasks within MPS's selected by the ED for evaluation will be evaluated. Exceptions will be explained in this paragraph.)

h. Exercise Environment: (This paragraph is used to describe any environmental condition that distracted from the quality of the exercise or had a negative impact on the evaluated unit's ability to achieve the desired quality of performance.)

i. Range (Training Area) Constraints:

j. Support Constraints:

k. Ordnance Constraints:

l. Ordnance expended:

m. Safety Constraints:

n. Aviation:

(1) Sorties flown (day/night):

(2) Hours flown (day/night):

(3) Unit aircrews participating:

(4) CRP change:

o. Personnel Constraints:

p. Summary/Remarks:

(1) Comments by participating unit commander. (Unit commanders are encouraged to provide general comments with regard to the tactical exercise, MCCRES revisions, lessons learned, training support constraints/deficiencies, etc.)

(2) Comments by TEC. (if applicable, TEC's are encouraged to provide comments as explained in paragraph 1, above.)

(3) Comments by ED. (If applicable, ED's are encouraged to submit general comments as to the effectiveness of the exercise, general comments on how MCCRES can be more supportive of FMF training, and any comments/recommendations pertaining to training deficiencies or improvements in training support that can be acted upon by higher headquarters.)

2. The enclosure contains the detailed MCCRES print out.

XXXXXXXX
Commanding General

Copy to:
Unit commander
Appropriate subordinate commanders

*The ED will submit the MCCRES report to the EC, who in turn will endorse and forward the report to the CG MCCDC (C 461). See MCCRES user's manual for an example of the Score report.

SOFTWARE CHANGE PROPOSAL (SCP)

1. Units. Organizations requesting a change to the existing program must complete the first two sections of figure 6-1 and forward the request to the Commanding General, Marine Corps Combat Development Command (C 461M), 2006 Hawkins Ave, Quantico, Virginia 22134-5043.

a. Identifying information. Within the identifying information the requestor should provide a complete organization address, a point of contact, and a telephone number.

b. Problem description. Provide a brief synopsis of the need or the problem encountered with a recommended SCP and how it will impact on the MCCRES program or unit if not approved.

2. Training and Education Division (C 46). Once received, C 461/465 will take action on all SCP's. All recommendations will be noted as approved or disapproved and then forwarded to the Central Design and Program Activity (CDPA) aboard Marine Corps Base, Quantico.

3. Marine Corps Central Design and Program Activity (MCCDPA). CDPA is responsible for revising the program code for all SCP approved by the functional manager (C 461) and information systems manager (C 465).