

STUDENT EVALUATION PLAN

Overview This student evaluation plan contains the information pertaining to WLC content and training support package evaluation criteria. It lists the course graduation requirements that students must meet to graduate from WLC.

Student Responsibilities

As a student you must strive to:

- Conduct yourself in a professional manner at all times;
- Be at the proper place of duty at the proper time;
- Perform all work on your own, unless otherwise instructed;
- Meet or exceed course graduation requirements;
- Recognize your shortcomings and request assistance as needed;
- Avoid actions that are prejudicial to others in the class;
- Continuously progress academically;
- Demonstrate motivation and a positive attitude; and
- Be personally responsible.

(REF: AR 350-1, Chap 3, para 3-18)

Course Structure

WLC is a branch immaterial course, taught in an NCO Academy in a non-live-in environment (within local constraints), using classroom instruction with practical application, followed by hands-on performance-oriented training that culminates in an extensive situational training exercise (STX). Small group leaders (SGLs) will assess your leadership potential and evaluate your ability to apply the lessons learned in the course while leading Soldiers in a garrison and tactical environment.

Course Length

WLC is a 2-week, 3-day course, culminating with a 36 hour STX.

**Course
Pre-requisites**

1. Soldiers attending WLC must fall into the following priorities.
 - a. Priority One: Staff Sergeants promoted without WLC.
 - b. Priority Two: Sergeants that are non-WLC graduates; the SGTs may or may not have a WLC waiver.
 - c. Priority Three: SPC/CPL promotable; use the following priority list:
 - (1) SPC/CPL (P) who meets the cut off score.
SPC/CPL (P) in MOSs which would have had additional promotions if more promotable SPC/CPLs had been available and identified as “Star MOS” by monthly HRC Promotion Cut-Off Memorandums.
 - (2) SPC/CPL (P) in other MOSs serving in an authorized NCO position based on the highest number of promotion points.
 - (3) All other SPC/CPL (P) on a recommended list based on the highest number of promotion points.
 - d. Priority Four: SPC/CPL in leadership positions. In order to fill all WLC training seats, non-promotable SPCs with demonstrated leadership potential may attend WLC only after exhausting all other higher order of merit list (OML) categories.
 - e. Priority Five: PFC with leadership potential may attend WLC when all higher OML categories are exhausted.
 2. Students must:
 - a. Possess eligibility for reenlistment and be recommended by their commander;
 - b. Have no convictions of a misdemeanor crime of domestic violence (Lautenberg Amendment);
 - c. Have a current periodic health assessment (PHA) or medical examination within the past 12 months to attend WLC;
 - d. If age 40 or over, have completed a Cardiovascular Screening as part of their periodic health assessment within the last five years;
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**Course
Pre-requisites,
continued**

3. Commandants may not add local requirements to the prerequisites.

(REF: AR 350-1, Chap 3; AR 40-501, Chap 8; AR 635-200, para 5-14; TR 350-10, Chap 2, para 2-6; TR 350-18, Chap 3; DA MSG, DAMO-TRI, R091624Z Jun 04, para 8, ALARACT 075/2006; DA MSG, TR, 171414Z Apr 07, para 3, ALARACT 075/2007; DA MSG, DAMO-TR, DTG 051617Z May 2008 ALARACT 120/2008; and MILPER MSG 04-273, DTD 4 Oct 2004)

**Enrollment
Requirements**

1. Effective 1 October 2007, the automated PEC took effect. Soldiers whose reservations were made after that date are only required to report with documentary evidence of physical profile and other non-routine prerequisites not contained in the total Army personnel database (TAPDB). DA Form 705 (APFT Card) is no longer needed, because of the responsibility of the commanders to ensure Soldiers meet the Army standards within 30 days before sending to any NCOES, per PEC, dated July 2009.

2. Soldiers who have a permanent profile designator of “3” or “4” must include a copy of their DA Form 3349 and the results of their military medical review board (MMRB) as part of the course application. Soldiers, who have appeared before an MMRB or similar board, have been awarded medical limitations, and allowed to retain their occupational classification, may attend WLC and train within the limitations of their profile--provided they can meet course prerequisites and graduation requirements.

3. NCOAs will deny enrollment to Soldiers who hold a temporary profile except for shaving or nonperformance deterring profiles. Soldiers diagnosed as pregnant after enrollment may continue training, **provided** the attending physician deems it is safe to do so. Pregnant Soldiers must provide a copy of the attending physician’s recommendation. A Soldier medically dismissed for pregnancy after enrollment may return to the course when the condition that led to the medical dismissal no longer exists.

4. For students with permanent profiles, their profile must include an aerobic event. Soldiers with permanent profiles that permit an alternate APFT event must also meet course graduation requirements.

**Enrollment
Requirements,**
continued

5. Temporary Profile Exceptions: Commanders may send Soldiers with temporary profiles due to participation in OIF/OEF, to WLC. Soldiers must arrive with a copy of their current temporary profile and a memorandum bearing the commander's signature stating the profile exists as a result of injuries during participation in OIF/OEF. The Soldiers will train within the limits of their profiles.

6. For students with P3/P4 profiles, ensure that the profiling doctor and the approving authority doctor have signed the profile. The commander does not need to sign the profile unless he disagrees with the profile. P2 profiles only need the signature of the profiling doctor. Soldiers possessing P2 profiles must also meet course graduation requirements.

7. Wounded Warrior: Commandants will not deny enrollment or dis-enroll Soldiers based on physical profiles resulting from MMEB or MEB rulings. Soldiers previously unable to meet course requirements as a result of physical limitations formally acknowledged by either the wounded warriors program and/or a permanent profile as a result of a MOS/medical retention board, or medical evaluation board and properly documented using the military physical profile for physical condition/stamina, upper extremities, lower extremities, hearing / ear, eyes, and psychiatric (PULHES) code, can attend PME and MOS courses. Waivers are authorized to adjust or waive graduation requirements to these soldiers for enrollment and attendance at professional military education courses (PME), and military occupational specialty (MOS) courses due to reclassification.

8. NCOAs will deny enrollment to Soldiers failing to meet any one of the above prerequisites. Commandants may not supplement these mandatory prerequisite requirements.

(REF: AR 40-501, Chap 8; AR 350-1, Chap 3; and TRADOC Reg 350-10, Chap 2, para 2-6(d); DA MSG, TR, 171414Z Apr 07, para 3, ALARACT 075/2007; HRC Profile Policy for NCOES, 19 January 2007; and <https://www.hrc.army.mil/site/protect/Active/epncoes/ncopoc.htm>, ALARACT XXX/2009 wounded warrior and medical evaluation boarded soldiers approved for continued service and related professional military education and military occupational specialty training, reference, AR 350-1, para 3-9d; AR 600-60, para 4-17; AR 40-400, para 5-3b thru 5-3d.DTG XX0800 MAR 09)

**Course
Graduation
Requirements**

1. Students must score 70 percent or higher on the following performance evaluations:

- a. Conduct Army Physical Readiness Training
- b. Conduct Individual Training
- c. Conduct Squad Drill
- d. Communicate in Writing
- e. Oral History Briefing
- f. Two demonstrated leadership evaluation (garrison and tactical environment)
- g. Leadership Exam
- h. Training Exam
- i. Warfighting Exam

(REF: AR 350-1; TRADOC Reg 350-18; TRADOC Reg 350-10; and WLC CMP)

**Course
Graduation
Requirements,
Continued**

HT/WEIGHT IAW ALARACT 075/2007 EFFECTIVE 1 APRIL 2007

2. Soldiers flagged for weight control failure will not be selected, scheduled, or attend institutional training. Once soldiers meet standards, they will be considered eligible for military schools and institutional training courses.

3. Soldiers attending, in either a PCS or TDY status, military schools and institutional training courses which require preparation of a DA form 1059 (service school academic evaluation report) will be administered the height/weight screening as a mandatory course requirement.

(a) One retest and/or screening is allowed. It will be administered no earlier than seven days after the initial height/weight standards.

(b) Soldiers who meet academic course requirements, but fail to meet the height/weight standards will not be removed from the course, nor will they be required to re-attend the course if all other course requirements are met. Instead, soldiers will complete training and their DA Form 1059 will be annotated to reflect their performance.

4. Soldiers who fail to meet the body fat composition standards of AR 600-9 will be considered an academic course graduate, but item 11.c. of their DA Form 1059 will be marked marginally achieved course standards and item 14 will be marked failed to meet body fat composition standards.

5. NCOAs Commandants will not add to the standards of AR 600-9 or the ALARACT by imposing any arbitrary percentages to the body fat composition.

6. NCOAs Commandants will arrange for students who fail the body fat composition and deem them to be a potential health risk, to be seen at the post DA Medical Center or Troop Medical Clinic for medical clearance. This is also a requirement for students who look unhealthy or unfit for meeting WLC standards. If medical clearance is denied then deny enrollment of student. If student is medically cleared, but is over fat on BF worksheet, see the standards and requirements in C above.

Physical Requirements

1. Students must be able to meet the following physical requirements during the course: (Exception--Soldiers with temporary profiles due to participation in OIF/OEF)
 - a. Conduct, demonstrate, and lead physical fitness training;
 - b. Negotiate rough terrain under varying climatic conditions;
 - c. Walk a minimum of 3200 meters with load carrying equipment (LCE) in a minimum of three hours;
 - d. Lift and carry all required packing list items (OCIE and CTA 50-900) for short distances;
 - e. Carry a 48 pound combat load that contains mission essential equipment (weapon, helmet, uniform, LCE included in 48 lbs);
 - f. Lift and carry fuel, water, ammo, MREs or sandbags occasionally;
 - g. Low crawl, high crawl and rush for three to five seconds;
 - h. Move over, through and around obstacles;
 - i. Carry and fire individually assigned weapon;
2. Commandants may not supplement these course graduation requirements.

(REF: AR 350-1, Chap 3; AR 611-1, Chap 6; ARTEP 7-8; TR 350-10, Chap 2, para 2-7; FM 21-18, 01 Jun 90; DA MSG: 092054Z SEP 04, SUBJECT: Selection and Scheduling of Soldiers for Army Schools; and DA MSG; TR, 171414Z Apr 07, para 3, ALARACT 075/2007; and DAMO-TR, DTG: 051617Z May 08, ALARACT 120/2008)

Course Objectives

The training in WLC focuses on:

- Basic leadership training;
- Instilling leader's skills, knowledge, and experience needed to lead a team –size units;
- Providing the foundation for further training and development;
- Building functional leadership attributes, competence, and skills;

(REF: AR 350-1, Chap 3)

**Re-test
Procedures**

1. If you fail any initial written or performance evaluation, you will receive remedial training and one retest of the appropriate test.
2. NCOAs will annotate your retest scores in your student course records along with counseling and remediation documentation. However, if you require and pass a retest, you will receive the minimum passing score for that event. Furthermore, you will not be able to compete for class honors.
3. If you receives two failing scores (one initial test and one retest) on any single exam, the commandant must dismiss you from the course.

(REF: TR 350-10, Chap 2, para 2-9a and b)

**Student
Dismissal**

To protect students from unfair or illegal practices, commandants--through precise proceedings--must determine whether or not to dismiss students whose:

- Personal conduct is such that their continuation in the course is not appropriate;
- Academic progress, lack of motivation, attitude, or conduct is prejudicial to others in the class;
- Actions make it extremely unlikely they can successfully meet the standards for course graduation;

(REF: AR 350-1, Chap 3)

**Student
Developmental
Counseling
Requirements**

1. Developmental counseling is a means of assisting and developing students and subordinates. Your SGL will counsel you in regards to:
 - a. Negative and positive performance;
 - b. Working as a team member;
 - c. How well or how poorly you are performing;
 - d. Attaining required standards;
 - e. Setting personal and professional goals;
 - f. Resolving personal problems;
 - g. Conducting self-assessments;

2. Feedback is essential for you to know how you are performing and where you stand in the course. All counseling must explain your progress to date. Small group leaders will conduct the following counseling as a minimum:
 - a. Initial counseling using reception and integration counseling. This counseling should determine whether you have any personal problems or outside distracters that would interfere with you completing the course. This session must include the statement “I will not acquire or provide inappropriate assistance before or during any test except as instructed (i.e., group activities) and will report any such inappropriate assistance before, during, or after the test administration.” This eliminates the DA Form 5160 requirement;
 - b. After any written or performance evaluation/re-evaluation failure;
 - c. Midcourse developmental counseling-progress to date; (Optional)
 - d. Comprehensive end-of-course counseling;

3. The SGL will use the results of the developmental counseling process to determine ratings for your AER and course academic records and reports.

4. This CMP does not limit SGLs to the general indicators in FM 6-22, App B, but SGLs should be precise, objective and fair in the developmental counseling process.

REF: TR 350-10, Chap 2, para 2-7g; TR 350-18, Chap 3, para 3-29; and FM 6-22, App B)

NOTE: Counseling records play a major role in the event of favorable or unfavorable administrative personnel actions.

**Student
Recognition**

1. All students who meet course completion criteria receive a diploma. Diplomas must contain, as a minimum: Student's full name, rank, complete course title, course identification number, and beginning and completion dates of the course.
2. Commandants will recognize the following graduates in support of AR 600-8-19, Chap 3, para 3-50c, that awards promotion points for:
 - a. Distinguished honor graduate (15 promotion points);
 - b. Distinguished leadership award (10 promotion points);
 - c. Commandant's list (5 promotion points);
3. The Distinguished leadership award can be name for a person, place or thing; example: "Distinguished AUSA Leadership Award". Per Chief of WLC.

(REF: TR 350-18, Chap 3, para 3-30; and TR 350-10, Chap 2, para 2-7g(4))

**End-of-Course
Critique**

You must complete and submit an end-of-course critique questionnaire for the course. The SGL will ensure you accomplish this as close as possible to the end of the course. Commandants **will not** require you to provide any identification data on the critique form.

(REF: CMP Chap 2, p 2-4, and Appendix D)

Training Support Package (TSP) Synopsis	The following tables provide a brief synopsis of the Training Support Packages (TSP)--
TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: LEADERSHIP MODULE
L221 Commandant's Orientation 1 Hr	The Commandant welcomes the new students and provides them an orientation and briefing on the local SOP. The students welcome includes briefings on safety and standard of conduct expected while attending the course, introductions to the staff and faculty. Students also receive an explanation of WLC graduation requirements, NCOA standards and the local command policies (developed by the local academy Commandant).
L222 Introduction to WLC 2 Hrs	SGLs will provide the students with an overview of WLC and explain the objectives and course standards. They also discuss the course's content, explain the small group process, and cover study requirements and techniques.
L223 Army Leadership 8 Hrs	Lesson focuses on leadership principles from FM 6-22 and tasks indicated by the ELOs. Students learn the Army leadership framework, roles in leadership and problem-solving. Students receive an evaluation on leadership ability in a garrison and tactical environment as well as a 360° assessment. GRADUATION REQUIREMENT.
L224 Developmental Counseling 5 Hrs	Lesson focuses on FM 6-22, Appendix B with the use of scenario-based and role-playing practical exercises. This lesson teaches tasks 158-100-1260, Counsel Subordinates and 158-100-1140, Communicate Effectively in a Given Situation. Students learn the fundamentals and techniques of developmental counseling. They will prepare for and conduct a subordinate-centered counseling session producing a plan of action that focuses the subordinate on individual and unit-goal accomplishment. This will take place during the PE centered in a role-play counseling session.
L225 Army Correspondence 4 Hrs	This lesson reviews the Army writing style. The student will learn how to effectively prepare a squad-level awards recommendation, a memo, and a sworn statement IAW Army writing standards that is generally free of errors in grammar, mechanics, and usage. GRADUATION REQUIREMENT.
L226 History of the Army and NCO 4 Hrs	This lesson teaches the student the historical progression and significant contributions that the Army and NCO have made as he/she existed during the pre-wars and up to the present war period. Students will present a five minute plus or minus two minutes, historical briefing. GRADUATION REQUIREMENT.
L227 NCOER 4 Hrs	Students will learn how to perform the duties as a rater of a subordinate Soldier using the NCO Counseling and Support Form (DA Form 2166-8-1) and the Noncommissioned Officer Evaluation Report (NCOER) DA Form 2166-8. The student will participate in a graded PE to complete the Rater's portion of an NCOER. Standards are GO/NO GO.

Training Support Package (TSP) Synopsis	The following tables provide a brief synopsis of the Training Support Packages (TSP) continued--
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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: LEADERSHIP MODULE, CONTINUED
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L228 Sexual Assault Prevention and Response 2 Hrs	This lesson teaches the students about the Army's sexual assault prevention and response program. They will learn about sexual assault trends in the Army, chain of command responsibilities, types of sexual assault and influencing factors, rights of victims and alleged perpetrators, individual responsibilities, procedures for timely reporting, and resources available for victims.
L229, Personnel Recovery 2 Hrs	This lesson reviews Personnel Recovery (PR) terms and execution concept as a Warrior Leader, which upholds the Warrior Ethos by never leaving a fallen comrade. Providing the PR Guidance in all operations is taught as well as the five PR proficiencies (SERE). The Soldier will also complete a multiple choice quiz PE to check on learning.
L230 Effects of Culture 2 Hrs	This lesson reviews the concept of culture and shows how culture affects the contemporary operational environment (COE). Students will review what culture is in general terms, the major and minor components comprising a culture, culture shock, and how cultural factors affect military operations in terms of force protection and Counter Insurgency (COIN). PE interacting with culture. The Soldier will also complete a multiple choice quiz PE to check on learning.
L231 Junior Leader Battlemind Principles 2 Hrs	The goal of this lesson is to teach the students about Battlemind leadership principles. Students will learn about Battlemind components, leadership approaches and their impact on Soldiers during combat. They will learn effective and non-effective leader actions and the reasons why Soldiers fail to seek mental health care.
L232 Military Justice and Discipline 2 Hrs	This lesson focuses on the principles that underlie military discipline -- authority, duties, relationships, and nonjudicial / nonpunitive measures. Discussions (What would you do and why?) based on given scenarios. The Soldier will also complete a multiple choice quiz PE to check on learning.
L233, Suicide Prevention for Junior Leaders 2 Hrs	This lesson provides leaders with the tools for supporting and assisting Soldiers who may have suicide/ mental health issues. This lesson bases itself on the AMEDD Center School's Suicide Prevention for Junior Leaders Battlemind TSP. The Soldier will also complete a multiple choice quiz PE to check on learning.
L234 Leadership Exam 2 Hrs	Written examination for the leadership module. Soldiers apply their knowledge of leadership principles, practices, and concepts. GRADUATION REQUIREMENT.

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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: TRAINING MODULE
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T221 Composite Risk Management 2 Hrs	This lesson reviews how Soldiers are to implement the Composite Risk Management process to minimize the frequency and severity of accidents in the activities they will lead. They will review the basic principles required for implementing risk management and the five steps of Composite Risk Management.
T222 After Action Review (AAR) 1 Hr	Students will review how to conduct an AAR and the importance of the AAR process by allowing all participants in an exercise to provide input into how well an exercise went, what the purpose of the training was, what went right, what went wrong, and how to improve after each training session or evaluation. The Soldier will also complete a multiple choice quiz PE to check on learning.
T223a Training Management 5 Hrs	Lesson focuses on FM 7-0 concepts and principles the squad/team leader will use to prepare, conduct and assess training. Students will learn the Army's seven principles of training, training doctrine, mission essential task list (METL) development process, the training planning process and requirements for training execution.
T223b Conduct Individual Training 5 Hrs	Lesson reinforces the NCO's training responsibilities, preparation necessary to conduct individual training and training execution considerations. Students will receive an evaluation on their execution of conducting a training session. GRADUATION REQUIREMENT.
T224 Health and Fitness 17 Hrs	Students will learn the techniques and procedures needed to conduct the Army's physical fitness program. This lesson's primary focus is to enhance the students' knowledge of physical fitness, health and how to conduct a variety of fitness training exercises. This lesson offers the students the opportunity to actually perform the different exercises. Students will also learn to monitor their subordinates' personal hygiene as well as physical readiness and mental fitness. Focus is on conducting squad PT, field trips to DFAC, GYM and MWR. Students will conduct hands on PEs and an evaluation. GRADUATION REQUIREMENT.
T225 Drill and Ceremonies 4 Hrs	This lesson reviews regulatory guidance in the areas of drill and ceremony at the squad level. Students will perform drill and ceremonies activities throughout WLC. GRADUATION REQUIREMENT.

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T226 Supply Procedures 4 Hrs	This lesson focuses on regulatory guidance in the areas of accountability and serviceability at the squad level. One practical exercise will consist of performing an inventory of items and completing the appropriate documentation. The second practical exercise will consist of completing a 5988-E, Preventive Maintenance Checks and Services (PMCS) Worksheet.
T227 Training Exam 2 Hrs	Written examination for the training module. Soldiers apply their knowledge of training principles, practices and concepts. GRADUATION REQUIREMENT.

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TSP NO./ TITLE	TRAINING SUPPORT PACKAGE (TSP) SYNOPSIS: WARFIGHTING MODULE
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W221 Small Unit Combat Operations According to The Law of War 2 Hrs	This lesson focuses on regulatory guidance in the areas of conducting small unit combat operations within the Law of War. The Soldier will also complete a multiple choice quiz PE to check on learning.
W222 Combat Orders 6 Hrs	This lesson will teach students troop-leading procedures and three types of combat orders--warning order, operation order and fragmentary order. They will also learn the importance of conducting pre-combat checks and inspections. Students will learn to implement a squad level combat order by conducting troop leading procedures and interpreting the commander's intent of a combat order.
W223 Team and Squad Movement Techniques 6 Hrs	Students will learn some basic techniques and procedures used to employ a squad-sized element in combat. They will learn the basics of moving a squad/team--using hand and arm signals and using the appropriate movement techniques in the proper movement formation based on the tactical situation. Students will also learn how to select a movement route using a map, conduct actions at danger areas, conduct security during movement and at halts, and enforce detection prevention measures.
W224 Tactical Site Exploitation 2 Hrs	This lesson provides the student with TTPs for conducting tactical and sensitive site exploitation.
W225 Tactical Operations 7 Hrs	Students will learn the basics of leading a team/squad in basic combat operations by reacting to contact, breaking contact, reacting to an ambush (far and near) and supervising detainee operations at the point of capture during the STX at the end of the course.
W226 Tactical Reports and Requests 2 Hrs	This lesson will review the requirements for submitting tactical operations reports and requests. Student will perform these tasks during PEs and during the STX at the end of the course.

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W227 Casualty Evacuation 2 Hrs	This lesson covers the basic fundamental procedures Soldiers must follow to plan, rescue, and assist with the safe, effective evacuation of injured and wounded Soldiers on the battlefield. Students will learn that the basic principle of first aid is to evaluate the casualty's injuries and administer first aid before moving them. Students will also learn to submit a MEDEVAC Request in the proper format.
W228 Warfighting. Exam 2 Hrs	Soldiers apply their knowledge of warfighting tactics, techniques and procedures. Written examination for the Warfighting module. GRADUATION REQUIREMENT.
W229 Situational Training Exercise (STX) 36 Hrs	Soldiers will participate in an end-of-course situational training exercise. SGLs will assign students to leadership positions where they will lead a section/squad. SGLs will evaluate the students on their leadership abilities and on how they use their troop-leading procedures and other leader skills they learned in the course. Also, cultural awareness and personnel recovery scenarios are presented during the 36-hour STX.

TSP NO./ TITLE	NON-ACADEMIC HOURS
A201 In-processing 2 Hrs	Students receive advance sheets, required publications and administrative processing. Task Organization: Academies are required to organize students with a mix of military specialties when forming groups or teams.
A202 Out-processing 2 Hrs	A202 allocates time for the purpose of out-processing students at the conclusion of WLC.
A204 Graduation 2 Hrs	A204 allocates time for the purpose of conducting a formal graduation where the commandant and cadre can present students with honors and diplomas.
S201 Study Hall 8 Hrs	Study hall provides students time to adequately study and prepare for the next day's lessons. It allows the SGL to recognize and assist students in correcting poor study habits. Students who require remedial training receive assistance from peers and the SGL during this time.
S202 Training Support Activities 15 Hrs	The commandant uses these hours at his discretion for retraining/retesting, equipment issue/turn-in, travel time as required to/from training areas and other non-program of instruction (POI) hours that require instructor contact hours (ICH).
S203 Student Counseling 5 Hrs	SGLs use these hours for reception and integration counseling, mid-course counseling, end-of-course counseling and additional counseling as required.
