



# United States Army Sargeants Major Academy

*Educating Today's Leaders for Tomorrow*



East Fort Bliss, Texas

## ***STRUCTURED SELF DEVELOPMENT***





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## DEFINITIONS

**Structured Self-Development (SSD)** - Is a defined set of required learning, which is progressively sequenced across a career, and is closely linked to and synchronized with operational and institutional domains.

**Guided Self-Development (GSD)** - Is a defined set of recommended, but optional, learning that is progressively sequenced across a career.

**Personal Self-Development (PSD)** - Is self-initiated learning, and the individual defines the objective, pace and process.





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## Self-Development Domain

<b>Structured Self-Development</b> <i>Defined/Required Content</i>	<b>Guided Self-Development</b> <i>Defined but not required</i>		<b>Personal Self-Development</b> <i>Self-initiated</i>
<b>Core Requirements</b> <ul style="list-style-type: none"> <li>• Mandated Tasks not in NCOES</li> <li>• Army/NCO History</li> <li>• Joint Learning Areas</li> </ul>	<b>Educational Development</b> <ul style="list-style-type: none"> <li>• GED</li> <li>• BSEP</li> <li>• Reading Improvement</li> <li>• College Prep</li> </ul>	<b>Other</b> <ul style="list-style-type: none"> <li>• GoArmyed</li> <li>• SOCAD</li> <li>• CLEP</li> <li>• DANTES/CLEP</li> <li>• ACES</li> <li>• Army Correspondence Program</li> </ul>	<b>Individual defines the objectives, pace and process</b>

**Growing Competence as a Warrior Leader**

**Increased Breadth & Depth of Knowledge**

**Support The Life Long Learning Strategy by bridging the operational and institutional domains and set conditions for continuous growth**

	Implementation Date	Prerequisite Date
SSDI	1 OCT 10	1 OCT 12
SSDIII	19 MAY 11	1 JUN 13
SSDIV	19 MAY 11	1 JUN 13
SSDV	1 OCT 12	





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## STRUCTURED SELF-DEVELOPMENT

- Four levels
- ALC -CC in lieu of SSD II
- Internet-based, Interactive Multimedia Instruction, ALMS
- Vertically and horizontally aligned with NCOES
- Bridges operational and institutional domains
- 16 promotion points each for SSD I and SSD III
- Implementation of the Army Career Tracker (ACT) enables supervisors to track the progress of their subordinates in SSD at the module level (via interface with ALMS)





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## STRUCTURED SELF-DEVELOPMENT

- Soldiers will be notified of enrollment via an email from ATTRS to their AKO email address alerting them that they have been registered for SSD. They will need to follow email instructions to begin the course.
- Soldiers that are not notified can self-register through AKO or ATTRS.
- Soldiers who fail to complete their level of SSD, during the timeframes outline will not be eligible for promotion consideration or further NCOES attendance.
- Army Learning Management System (ALMS) will generate a DA Form 87, Certificate of Training, for all SSD levels and provide completion notification to ATTRS.





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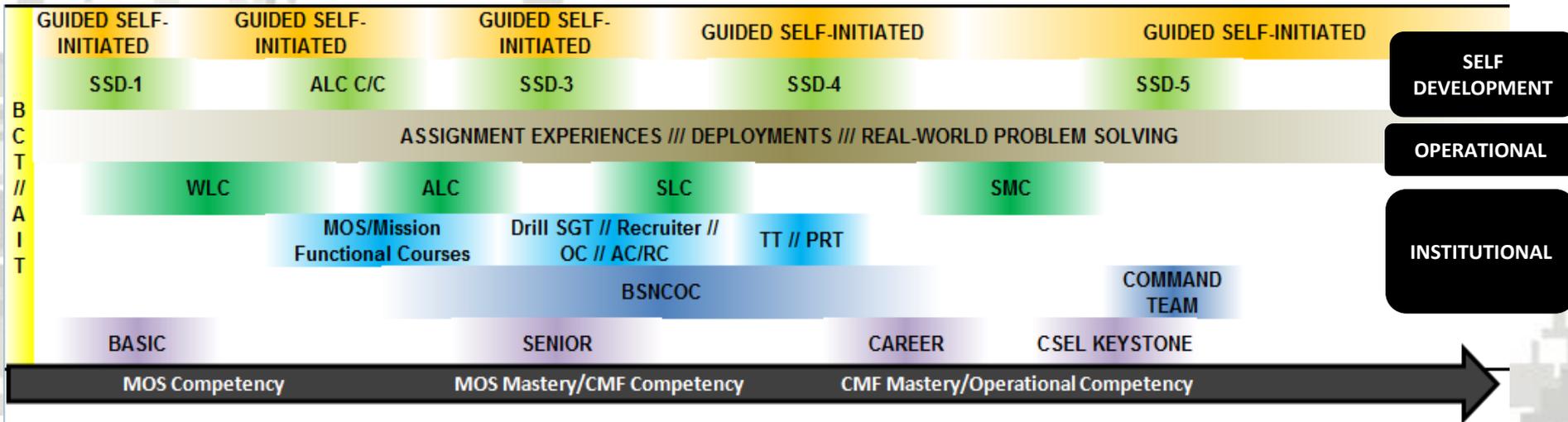
## 2015 Environment

*A deliberate, continuous, sequential, and progressive process*

AVERAGE YEARS OF SERVICE TO PIN ON



**LINKED,  
SYNCHRONIZED  
DOMAINS**



ARFORGEN 1:5

ARFORGEN 1:5

ARFORGEN 1:5

ARFORGEN 1:5

ARFORGEN 1:5

**Balance of Education, Training, and Experiences**

### BASELINE

Education = PME: 12-18 months (MOS Specific)

Training = unit time prior to deployment : ~16 years

Experiences = Deployment: ~10 years

Broadening/Joint: ~5 years



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## **POLICY SSD I**

Effective 1 Oct 10, Soldiers will be enrolled in SSD I automatically upon completing BCT/OSUT. Beginning FY13, Soldier's must complete SSD 1 prior to attending WLC. Those Soldiers (PVT – SPC) who completed BCT/OSUT, but not WLC, prior to 1 Sep 10 will be automatically enrolled by 1 Jan 12.

### **Implementation**

01 October 2010

### **Prerequisite**

01 October 2012 (WLC)





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## **POLICY SSD III**

Effective 19 May 11, all SGTs and SSGs who are graduates of ALC or BNCOC will be automatically enrolled in SSD III. SGTs (P), SSGs and SFCs will be enrolled in SSD III automatically upon completion of all phases of ALC.

### **Implementation**

19 May 2011

### **Prerequisite**

1 June 2013 (SLC)





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## **POLICY SSD IV**

Effective 19 May 11, SSGs (P), SFCs, and MSGs will be enrolled automatically into SSD IV upon completion of SLC. Effective 19 May 13, completion of SSD IV is a prerequisite for attendance to SMC.

### **Implementation**

19 May 2011

### **Prerequisite**

1 June 2013 (SMC)





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## **POLICY SSD V**

Effective TBD, MSGs (P) and SGMs will be enrolled automatically into SSD V upon completion of Sergeant Major Course or its equivalent. Beginning TBD, completion of SSD V is a prerequisite to be considered for nominative and joint assignments.

### **Implementation**

1 October 2013

### **Prerequisite**

1 October 2013 (Post SMC)





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## FY 11 Numbers

### SSD Level 1 FY 11

Total Enrolled	156549
Total Graduated	12412
Percent Graduated	7.9%

Soldier Activity  
63809

### SSD Level 3 FY 11

Total Enrolled	18229
Total Graduated	2831
Percent Graduated	15.5%

Soldier Activity  
11650

### SSD Level 4 FY 11

Total Enrolled	12236
Total Graduated	2048
Percent Graduated	16.7%

Soldier Activity  
7168

As of 14 May 2012





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## FY 12 Numbers

### SSD Level 1 FY 12

Total Enrolled	145047
Total Graduated	7357
Percent Graduated	5%

Soldier Activity  
60765

### SSD Level 3 FY 12

Total Enrolled	44544
Total Graduated	3475
Percent Graduated	7.8%

Soldier Activity  
20545

### SSD Level 4 FY 12

Total Enrolled	30964
Total Graduated	2700
Percent Graduated	8.7%

Soldier Activity  
12458

As of 14 May 2012



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## LEADER'S RESPONSIBILITIES

ALARACT 288/2010

- (A) Ensure Soldiers complete, or have completed, all course administrative requirements during their initial counseling.
- (B) Monitor Soldiers progress.
- (C) Coach, mentor, and counsel Soldiers as required or needed.
- (D) Provide Soldiers time during the duty day to work on SSD course material when available.





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## **COURSE OFFERING & DESIGN**

- ATRRS automated registration is triggered by a requisite event
- ALMS course offering
- No human interaction
- Maximum automation
- Self-paced course must be completed in 3 yrs from date of registration





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# The Army Career Tracker (ACT) and SSD





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## ACT and SSD

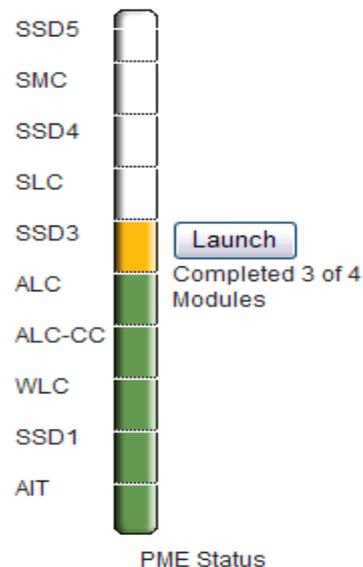
- Soldiers are able to register and launch SSD from the ACT “My Career Dashboard”
- Leaders can monitor the progress of their subordinates down to the module level
- The ACT Staff Role will allow for Senior Leaders to assess their formation’s SSD progress

Leader View

0	0	0	SSD5
0	0	0	SMC
0	0	0	SSD4
0	1	0	SLC
1	0	0	SSD3
0	3	0	ALC
2	0	1	ALC-CC
0	1	0	WLC
0	1	0	SSD1
0	2	1	AIT

[View All](#)

Soldier/Leader View





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## SSD I

SSD I tasks are primarily focused at the team and common leader level. SSD I will be completed prior to attending WLC.

- SSD Level I Introduction
- Army Writing Style
- Combat Operations Report
- Composite Risk Management (CRM)
- Detainee Operations
- Fratricide
- MTBI & PTSD
- History of the NCO
- Personnel Recovery
- Self-Directed Learning Principles
- Counterinsurgency (COIN) Principles
- Cultural Effects on Military Operations
- Customs, Courtesies, and Traditions of the Service
- How War and Multiple Deployments Impact Subordinates
- Leadership
- Military Problem Solving Process
- Personal Habits to Increase Health and Fitness
- Troop Leading Procedures
- Supply Activities in a Unit
- Primary Roles and Functions of the Military Services
- Types of Rehearsals
- Preparing a Brief
- Conflict Management
- Principles of Effective Management
- The NCO Roles in Recruiting and Retention
- Lean Six Sigma Fundamentals
- Army Ethic
- Task Organize Squad for Mission
- Communicate the History of the U.S. Army
- Identify Financial Readiness Actions
- After Action Review
- Conduct Squad Drill
- Host Nation, Federal, State, and Local
- Environmental Laws and Regulations
- Time Management
- The NCO Role in the Casualty Assistance Program





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## ALC-CC

ALC-CC tasks are primarily focused at the squad and platoon level. ALC-CC should be completed prior to attending ALC Technical Phase.

- Enforce the Army's Sexual Assault Prevention and Response Program
- Identify the Warning Signs of a Potential Suicide
- The Army's Equal Opportunity/Sexual Harassment Policies
- Identify what makes an Army Leader-Ethics
- Assist Family Members of the Unit during Emergencies
- the Army Writing Style
- Enforce Environmental Laws and Regulations
- Prepare a Noncommissioned Officer Evaluation Report
- Develop a fitness Program for a Squad / Section
- Plan Training for a Squad
- Cross Cultural Competencies
- Identify Preventive Medicine Measures
- Implement Measures to Reduce Combat Stress in a Squad / Section
- Perform Personnel Recovery
- OPSEC
- Information Awareness
- Every Soldier is a Sensor
- Conduct Causality / KIA Operations (First Aid)
- Supervise Handling of Enemy Personnel and Equipment
- Prepare and Maintain Unit Situation Report (SITREP) / Analysis Terrain
- Conduct Small Unit Combat Operations According to the Law of War
- Issue Operations Plans, Combat Orders and Annexes
- Perform Riot Control Functions
- Conduct an Area and Route Reconnaissance
- IEDs – Defeat (supervise Minefield Breaching Operations)
- Conduct a Hasty Attack
- Lead a Squad Urban Patrol
- Supervise Security Checkpoints and Control



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## SSD III

SSD III tasks are primarily focused at the platoon and company level. SSD III will be completed after ALC and prior to SLC.

- SSD Level III Introduction
- Ethical Leadership Decision Making Process at Small Unit Level
- Measures to Reduce Combat Stress
- The Army Substance Abuse Program (ASAP)
- Unit Physical Security Plan
- The Army Family Team Building (AFTB) Program
- Positive Command Climate
- Training for Full Spectrum Operations
- Employ Information Operations (IO)
- Civil Affair (CA) and Civil Military Operation (CMO)
- Supervise a Noncommissioned Officer Development Program (NCOPD)
- Unit Deployment Readiness Activities
- Standard Operating Procedures (SOPs)
- Leadership Skills
- Casualty Assistance Officer (CAO) Duties
- Develop a Mentorship Program
- Army Systems of Record
- Plan a Research Paper
- Develop an Essay
- Develop a Mission Essential Task List (METL)
- Conduct and Prepare Troops for
- Media Engagements
- Joint Forces Capabilities
- Army Forces Generation (ARFORGEN)
- The Preventive Medicine Program
- Supervise the Setup of Ceremonies
- Develop Organizational





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## SSD IV

SSD IV tasks are primarily focused at the battalion level. SSD IV will be completed after SLC and prior to SMC. USASMA highly recommends that SSD IV be completed prior to assuming duties as a First Sergeant.

- SSD Level IV Introduction
- Capabilities of the Media/Public Affairs and the Significance of Portraying and Maintaining a Positive Image
- Evaluate the Execution of Ceremonies
- Joint Force (Government and Non Governmental Agencies on the Battlefield Capabilities)
- Evaluate and Manage a Preventive Medicine Program
- Develop a Mission Essential Task List (METL) for a Battalion or Higher Level Headquarters
- Describe the Relationship between Interagency Operation and Host Nation Support
- Army Systems of Record
- Create Mentorship Strategies
- Identify and Create Standard Operating Procedures (SOPs)
- Define the Operational Continuum
- METL Development, Training Strategies and ARFORGEN
- Introduction to Negotiations and Mediations
- Synthesize Critical Reasoning Skills to Solve a Problem



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## SSD V

SSD V tasks prepare Soldiers for Nominative and Joint Staff assignments. SSD V will be completed after SMC for Nominative and Joint Staff assignments.

- SSD Level V Introduction
- The Civilian Hiring Process
- Special Senior Enlisted Positions
- DA Civilians Professional Development Program
- The Human Dimension of Leadership
- Joint Leadership Issues
- Analyze the Strategic Level Leadership
- Conflict Management Resolution
- Describe Protocol and Etiquette at the Strategic Level
- Manage Information In Operation Centers
- Apply Senior Leader Media Skills
- Describe the Effectiveness of Host Nation Support to the Allied or Joint Commander
- Analyze JSOTF/CJSOTF from Different Areas of Operations
- The Operational Environment
- The Joint Targeting Process
- Information Operations (IO) Campaigns
- Nation Building through Stability Operations
- Describe the Stewardship of RM Program to the Commander
- Formulate MTOE/TDA
- Funding Joint Operations
- Negotiate Support Agreements with Foreign Governments
- Recommend Input on Civil Affair/Civil Military Operations





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## Issues and Fixes

- The most common issue users are having with SSD/ALMS is getting a “1009 error” and a “Blank Screen”
  - As of today we do not have a 100% fix for these; Soldiers can contact the helpdesk and are walked through the steps to resolve their issue
- Soldier taking SSD at night or in the morning (CONUS) have less issues than taking it during peak hours (1000-1400)
- On 29 June 2012, SSD courseware will migrate to a new server and new software will be used to minimize “glitches.”





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## SSD Helpdesk

- Has a team of five fully dedicated personnel to assist Soldiers
- Resolves issues Soldiers encounter when attempting to launch/complete the SSD course material
- Soldiers receive assistance on how to resolve their issues; if this does not work the team will manually move the Soldier forward in their lesson, giving credit for all previous completions





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## CONTACTS

### SSD

COM: 915.744.1202

COM: 915.744.2031

DSN: 621

### Help Desk

915-744-2370 915-744-9139 915-744-2977





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## SELF REGISTRATION

From the AKO Website -\*- After LOGON -

1. Click on Self Service and Go to My Training
2. On the ATRRS Student Center Click on Take Self Development Courses
3. In the Course Number Block type the SSD course number and click search.
4. Click the REGISTER button on the course schedule
5. Click the I AGREE button
6. Choose either CAC or AKO LOGIN
7. Fill In and Validate the Training Application and SUBMIT
8. Your application will be processed soon and you will be notified of the result by email. Please wait for the email before submitting another application for this course. Please allow 24 hours before contacting the ATRRS Help desk.

From the ATRRS Homepage -  
<https://www.atrrs.army.mil/>

1. Go to the Channels Directory – ARMY and Click on Self Development
2. In the Course Number Block copy or type the SSD course number and click search.
3. Click the REGISTER button on the course schedule
4. Click the I AGREE button
5. Choose either CAC or AKO LOGIN
6. Fill In and Validate the Training Application and SUBMIT
7. Your application will be processed soon and you will be notified of the result by email. Please wait for the email before submitting another application for this course. Please allow 24 hours before contacting the ATRRS Help desk.





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## BROADLY SKILLED NCO

*Our Outcome*



*Adaptive*

*Competent*



*Motivated to Serve*

*Trained in the full spectrum of operations*

*Educated to successfully dominate any environment*



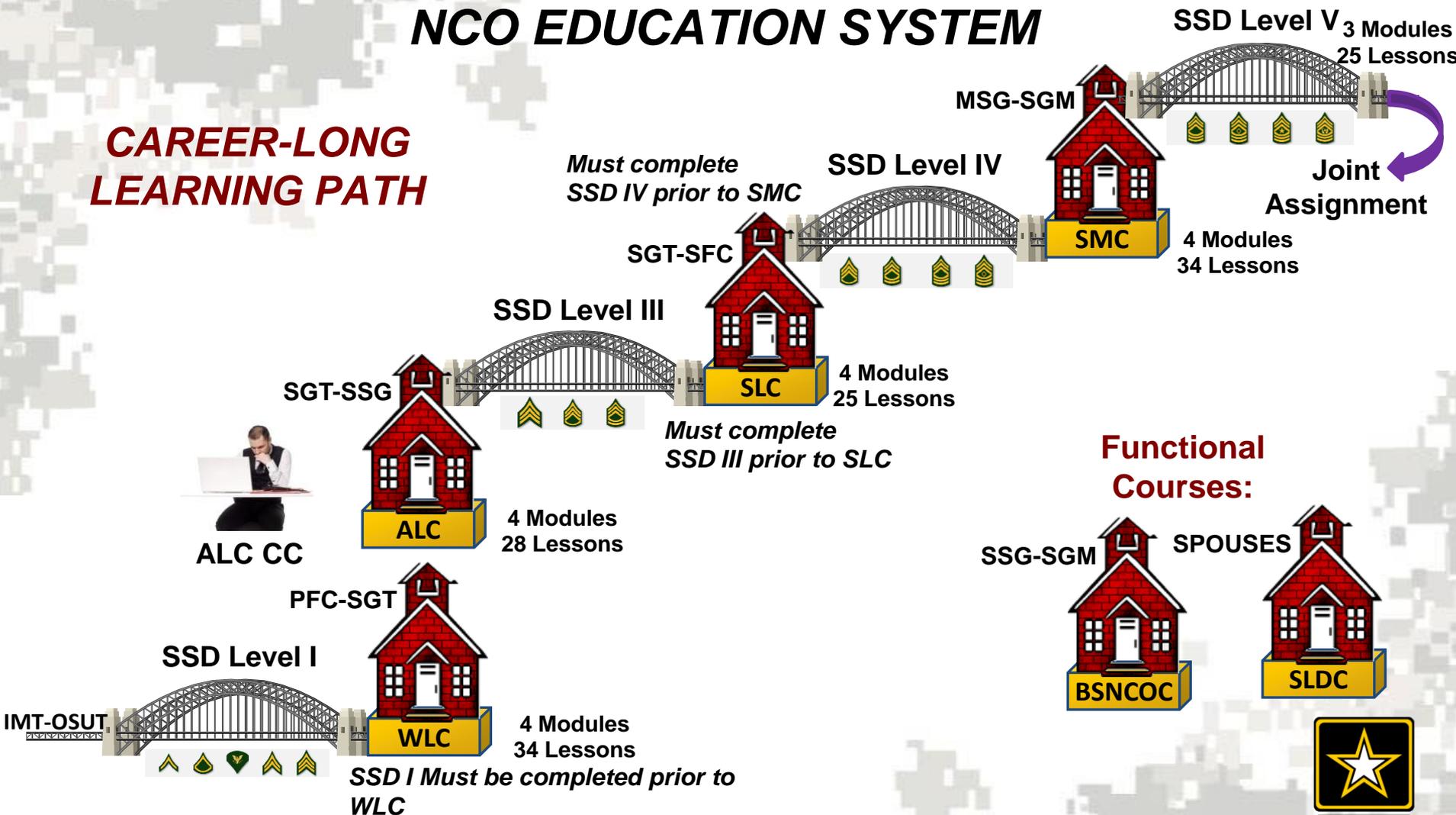


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## NCO EDUCATION SYSTEM

**CAREER-LONG  
LEARNING PATH**





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## QUESTIONS



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