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MARINE CORPS ORDER 3501.1E

From: Commandant of the Marine Corps
To: Distribution List

Subj: MARINE CORPS COMBAT READINESS EVALUATION (MCCRE)

Ref: (a) MCO 3502.6A
(b) MCO 3500.110
(c) MCO 3502.3B
(d) NAVMC 3500.14C
(e) MCO P3500.72A
(f) MCO 1553.3B
(g) NAVMC 1553.1A
(h) MCO 3000.13A
(i) SECNAV M-5214.1
(j) 5 U.S.C. 552a
(k) SECNAVINST 5211.5E
(l) TECOMO 3502.1 (NOTAL)
(m) SECNAV Notice 5210
(n) SECNAV M-5210.1
(o) MCO 5210.11F

Encl: (1) Conduct of a Marine Corps Combat Readiness Evaluation
(MCCRE)

Report Required: Marine Corps Combat Readiness Evaluation (MCCRE)
Report (Report Control Symbol Exempt), par. 4.b.
(2), par. 4.b.(3)(i), and encl (1)

1. Situation. This Order establishes policy for the evaluation of units in accordance with references (a) through (o). As a Service, we require the formal evaluation of units based on approved Marine Corps Training and Readiness (T&R) tasks, conditions, and standards derived from core and/or assigned Mission Essential Tasks (METs) to ensure standardization and combat readiness in preparation for operational deployments.

2. Cancellation. MCO 3501.1D

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3. Mission. Operating Force Commanders formally evaluate their units' core and/or assigned METs through the conduct of a Marine Corps Combat Readiness Evaluation (MCCRE) in order to ensure Service standardization and combat readiness.

4. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. Commanders will review and approve the MET List (METL), supervise training, and formally evaluate combat readiness through the conduct of a MCCRE to ensure Service standardization and that units are adequately prepared for deployment in concert with reference (a).

(2) Concept of Operations

(a) Infantry and logistics regiments, Marine Air Groups (MAG), and all battalions, squadrons, aviation detachments, deployable companies and other independently deployable organizations will conduct a MCCRE of a unit's core and/or assigned METs at least once every two (2) years, based on a biennial fiscal year requirement, or once per deployment cycle - whichever is more frequent for the active component. For example, a unit deploying for a six (6) month deployment every 18 months will conduct a MCCRE at least once during the 18 month cycle.

(b) A MCCRE will be conducted as part of the Pre-deployment Training Program (normally within six (6) months of deployment and post-activation for reserve units) as the minimum requirement for a unit to deploy in order to ensure combat readiness of the unit's core and/or assigned METs, for both active and reserve components.

(c) Unit commanders are responsible for analyzing their Training Exercise and Employment Plan (TEEP) and determining the appropriate venue for MCCRE execution.

(d) Unit commanders will make every effort to implement force on force into the MCCRE exercise.

(e) When a MCCRE is conducted in conjunction with a Service Level Training Event (SLTE), the MCCRE may be conducted after the SLTE or during the SLTE. If the MCCRE is conducted following a SLTE, those T&R events evaluated as trained by the Service, and still within their respective sustainment period,

may be waived by the Exercise Commander (EC) during the subsequent evaluation of the MCCRE. A MCCRE may be conducted during the SLTE with approval and prior coordination with Marine Air Ground Task Force Training Command (MAGTFTC), provided the unit's higher headquarters provides the MCCRE evaluator staff and the MCCRE does not interfere with the conduct of the SLTE.

(f) The MCCRE will be conducted prior to the deployment or Change of Operational Control (CHOP) of a subordinate unit to a task-organized unit, including units preparing to conduct a CHOP to a Marine Expeditionary Unit. Units deploying separately for Unit Deployment Program or similar deployments will conduct the MCCRE after the conclusion of the core training period and no later than 30 days prior to deployment.

(g) The results of a MCCRE will assist the unit commander in identifying unit strengths and weaknesses in relation to the unit METL and focus training and remediation in preparation for the Marine Expeditionary Force (MEF) Commander's unit deployment readiness certification in accordance with reference (a).

(h) The results of the units most recent MCCRE will serve as the foundation of its training assessment in DRRS-MC, including the assessment of whether tasks were observed.

b. Subordinate Element Tasks

(1) Inspector General of the Marine Corps will coordinate with Training and Education Command (TECOM) in order to obtain subject matter expert support, and incorporate the MCCRE program into the appropriate Functional Area Checklists to ensure compliance with this Order by identifying, measuring, and correcting potential deficiencies in the program.

(2) Commander, Marine Corps Forces Command; Commander, Marine Corps Forces Pacific; and Commander, Marine Forces Reserve will ensure completion and tracking of the MCCRE through the Force Generation Process. Internal reporting requirements will be established by the respective Marine Force (MARFOR). This reporting requirement is exempt from reports control according to reference (i), part IV, paragraph 7k.

(3) MEF Commanding Generals, and Commander, Marine Forces Reserve:

(a) Ensure infantry and logistics regiments, MAGs, and all battalions, squadrons, aviation detachments, deployable companies and other independently deployable organizations (company-level and above, at a minimum) are trained to meet the requirements of their METL and formally evaluated through a MCCRE to execute core and/or assigned METs, as outlined in this Order.

(b) Ensure training plans are based on the unit commander's mission analysis and training resources in order to conduct training and evaluation of their respective unit in accordance with references (f) and (g).

(c) Utilize only approved T&R manual standards, as posted in Marine Corps Training Information Management System (MCTIMS) T&R Module or Marine Corps Sierra Hotel Aviation Readiness Program (M-SHARP), for the conduct of a MCCRE, per enclosure (1).

(d) Use Operations and Tactics Instructors, Intelligence and Tactics Instructors, Weapons and Tactics Instructors, and Expeditionary Logistics Instructors in the development and evaluation of a MCCRE where applicable.

(e) Remediate, as required, to correct any deficiencies identified during the MCCRE, followed by selective follow on evaluation.

(f) Provide T&R improvement recommendations, in accordance with references (d) and (e) to ensure the T&R standards evaluated during the MCCRE are accurate and up to date.

(g) Use MCTIMS Unit Training Management (UTM) and MCCRE modules to develop training and evaluation plans in support of Ground Combat Element (GCE) and Logistics Combat Element (LCE) unit's METL.

(h) Use M-SHARP and MCTIMS Task Master Database to identify required training for Aviation Combat Element (ACE) unit commanders.

(i) Publish all MCCRE results in MCTIMS MCCRE Module NLT 45 days after exercise completion. Use MCCRE results to support DRRS-MC Training Readiness assessments and MEF deployment certification reporting for force generation. This reporting requirement is exempt from reports control according to reference (i), part IV, paragraph 7k.

(4) Commanding General, Training and Education Command (TECOM) :

(a) Ensure instruction on the use and application of the MCTIMS MCCRE Module is provided at applicable courses.

(b) Maintain approved T&R Standards in MCTIMS T&R Module.

(c) Maintain the functionality within MCTIMS MCCRE Module to develop, report, and archive all MCCREs results based on the unit's METL and T&R events evaluated.

(d) Conduct trend analysis utilizing MCCRE reports.

(e) Ensure Training Support Center Branch provides requested training support for MCCREs, when applicable, in accordance with reference (1).

(f) Ensure Force on Force training systems are available to support the conduct of the MCCRE.

c. Coordinating Instructions

(1) GCE and LCE MCCREs will be conducted utilizing the following steps/systems:

(a) A unit METL will be developed in MCTIMS UTM. If a core and/or assigned METL exists in MCTIMS Task Master Database for a given unit type, such METL will be initially populated as the default METL. Based on the unit commander's mission analysis, the unit METL may be modified as required. The unit's METL must be submitted to their higher headquarters for approval.

(b) Based on the unit's METL, commanders must develop a corresponding training plan. E-coded, prerequisite, and supporting T&R events will be linked to each MET within MCTIMS UTM. Based on the commander's mission analysis, T&R events may be added to this initial list. E-coded, prerequisite, and supporting T&R events may be waived only if the individual or unit has satisfactorily completed and evaluated those events during the current training cycle.

1. Load bearing units (Infantry Regiments, Infantry Battalions, Reconnaissance Battalions and Force Reconnaissance Companies, or units assigned a Provisional Infantry Battalion mission/METL, will incorporate execution of T&R event

INF-COND-7001 or INF-COND-8001 "Conduct a forced march" (as applicable) into the MCCRE within the following parameters:

a. Forced march will be conducted as an integral part of the MCCRE, not as a stand-alone event. Design of the integration shall be directed by the Marine Division Commander.

b. Forced march will culminate and transition directly into an evaluated tactical event such as an offensive or defensive exercise, NBC exercise, patrolling exercise, or related events that supports the unit's METL, and tests the unit's ability to execute an extended foot movement under load and remain combat effective.

c. Elements of non-load bearing units who are attached to Infantry units (specifically Combat Engineer Line Companies/Platoons, Fire Support Teams and Forward Observers) will execute the respective Infantry T&R event with the Infantry unit (Regiment or Battalion) to which they are attached.

d. Reconnaissance Battalions and Force Reconnaissance Companies will conduct a forced march as a load bearing unit as part of their unit MCCRE in accordance with paragraph 4.a.(2)(a). Due to the unique nature of these units, the Battalion and Force Company forced marches may be conducted as a stand-alone event if those units are not scheduled for a deployment. However, deploying Reconnaissance Battalion Companies or Platoons, and Force Company Platoons will conduct their forced march as an integral part of their pre-deployment MCCRE, not as a stand-alone event, culminating and transitioning directly into an evaluated tactical event.

2. Non-Load bearing units (Division Headquarters Battalion, Artillery Regiments, Artillery Battalions, Assault Amphibian Battalions, Combat Engineer Battalions, Light Armored Reconnaissance Battalions, Tank Battalions, Air and Naval Gunfire Liaison Companies, and Low Altitude Air Defense Battalions) will incorporate execution of MCCS-COND-1003 "Conduct a forced march" into the MCCRE within the following parameters: Forced march will be integrated as part of the MCCRE, but may be executed as a stand-alone event. Design of the integration shall be directed by the Marine Division or Marine Air Wing Commander (as applicable).

(c) Based on the unit's METL and training plan identified in the previous step, commanders must develop a corresponding evaluation plan. The evaluation plan will contain

all E-Coded T&R events and all supporting 6000 level and above, as outlined by the unit's METL. The evaluation plan will also contain the corresponding level E-coded and supporting T&R events for any attachments, which fall under the attachments' respective unit's METL. By exception, those T&R events that are unsupportable during the evaluation, due to geographical constraints or lack of resources, may be waived by the first General Officer in the chain of command.

(d) The MCTIMS UTM and MCCRE Modules will be utilized to generate the training tasks in support of the training plan and the Performance Evaluation Check List (PECL) in support of the evaluation plan.

(e) Record the training completion in MCTIMS UTM Module.

(f) Record the evaluation results on the PECLs for each T&R event evaluated; and utilizing the results of the evaluated T&R events, determine if the unit is "Trained," "Partially Trained," or "Untrained" to execute each MET contained in the unit's core and/or assigned METL. Results will then be published via the MCCRE EC in the MCTIMS MCCRE Module NLT forty five days after completion of the MCCRE. Enclosure (1) provides further detail on the evaluator reporting responsibilities within MCTIMS.

(g) Conduct remediation in order to correct any deficiencies identified during the MCCRE.

(h) Reporting of unit readiness via Defense Readiness Reporting System - Marine Corps (DRRS-MC) will continue to be in accordance with reference (h).

(2) An ACE MCCRE will be conducted utilizing the following steps/systems:

(a) Aviation core and assigned METLs are housed in MCTIMS Task Master and are listed in each specific unit T&R Manual. Commanding Officers are expected to train their units to a level that at least meets the minimum standards for MET capability in all core and assigned METs for their unit. In addition, they have the responsibility to train their personnel to a level that maintains a long-term capability in their unit outside of specific deployments or TEEP.

(b) The Marine Aviation T&R Program Manual, reference

(d), describes how units utilize their T&R Manual for the generation, tracking and reporting of readiness to deploy through the use of the M-SHARP and DRRS-MC. For the MCCRE, the unit T&R Manuals themselves provide the specific unit-level codes that represent MET capability. Reference (h) provides the guidance for the application and reporting of the unit-level codes and the unit-specific T&R Manuals provide the actual codes and events each unit is to train to and be assessed upon during a MCCRE.

(c) Utilizing the training plan developed to meet the requirements of the TEEP and manning levels, each unit is to conduct training in accordance with reference (d).

(d) Assessing units for their capability to meet MET requirements is the responsibility of the Marine Aviation Wing (MAW). The MAW Flight Leadership Standardization and Evaluation (FLSE) cadre are the resource used to assess Type/Model/Series units, and Weapons Tactics Instructors are the resource used for aviation ground units for MET capability in accordance with reference (e).

(e) Recording T&R events associated with unit evaluations will be done through the use of M-SHARP, which already records all other Marine Aviation T&R events. Results will then be published via the MCCRE EC in the MCTIMS MCCRE Module NLT 45 days after completion of the MCCRE. Enclosure (1) provides further detail on the evaluator reporting responsibilities within MCTIMS.

(f) Reporting of unit Readiness via DRRS-MC will continue to be in accordance with reference (h).

(g) Low Altitude Air Defense Battalions will incorporate movement under load requirements of paragraph 4.c.(1)(b)2. into execution of their MCCRE.

5. Administration and Logistics

a. There are two (2) essential aspects associated with the effective use of the MCCRE as a UTM tool.

(1) T&R Standards must accurately reflect core and assigned missions and their essential tasks to reflect the Marine Corps' minimum accepted standards of performance.

(2) Evaluators must be qualified in accordance with enclosure (1).

b. Recommendations concerning the contents of this Order are encouraged. Such recommendations will be forwarded to CG TECOM, G-3/5/7, 1019 Elliot Road, Quantico, VA 22134, via the appropriate chain of command. TECOM G-3/5/7 will exercise staff cognizance and is responsible for periodic review of this Order.

c. Records Management. Records created as a result of this Order shall be managed according to National Archives and Records Administration (NARA) approved dispositions per references (m) and (n) to ensure proper maintenance, use, accessibility and preservation, regardless of format or medium. Refer to reference (o) for Marine Corps records management policy and procedures.

d. Privacy Act. Any misuse or unauthorized disclosure of Personally Identifiable Information (PII) may result in both civil and criminal penalties. The Department of the Navy (DON) recognizes that the privacy of an individual is a personal and fundamental right that shall be respected and protected. The DON's need to collect, use, maintain, or disseminate PII about individuals for purposes of discharging its statutory responsibilities shall be balanced against the individuals' right to be protected against unwarranted invasion of privacy. All collection, use, maintenance, or dissemination of PII shall be in accordance with the Privacy Act of 1974, as amended (reference (j)) and implemented per reference (k).

6. Command and Signal

a. Command. This Order is applicable to the Marine Corps Total Force.

b. Signal. This Order is effective the date signed.



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Conduct of a Marine Corps Combat Readiness Evaluation (MCCRE)

1. General. The MCCRE personnel structure outlined below is general guidelines (examples) and can be modified based on the type and size of the unit for a formal MCCRE. The initiation of the MCCRE and assignment of the EC will be the responsibility of the MCCRE Manager as determined by the MEF CG or Commander Marine Forces Reserves (COMMARFORRES).

2. The Evaluation Structure. The following are the key staffs charged with implementing a MCCRE.

- a. Exercise Commander (EC).
- b. Exercise Director (ED).
- c. Tactical Exercise Commander (TEC).
- d. Tactical Exercise Control Group (TECG).
- e. Senior Evaluator.
- f. Evaluators.

3. Exercise Commander (EC). The EC is responsible for the conduct of a formal MCCRE. Responsibilities and functions of the EC include:

- a. Establishing schedules and providing resources.
- b. Designating the ED.
- c. Reviewing and publishing the MCCRE results in the MCTIMS MCCRE Module. This reporting requirement is exempt from reports control according to reference (i), part IV, paragraph 7k.
- d. Instilling quality control over the MCCRE, to ensure the exercises of subordinate units are reported per this Order.

4. Exercise Director (ED). The ED is designated by the EC to prepare for, ensure the conduct of, and report all evaluations. Responsibilities and functions of the ED include:

- a. Publishing a letter of instruction (LOI) delineating the T&R events per the unit's METL to be evaluated, timeframe of the exercise, and responsibilities of various elements participating in the exercise, remediation, follow-on evaluations, and coordinating instructions. A copy of the exercise LOI will be

provided to the EC 15 days prior to the MCCRE date.

b. Designating the TEC to operate as the central control agency for the exercise.

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

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

e. Ensuring 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 evaluation as required, compiling and analyzing the data, and submitting the MCCRE report to the EC.

h. Keeping the EC apprised of the evaluation.

i. Prescribing exercise objectives and desired scenarios, tasks, or events.

j. Coordinating with external commands or agencies to support the evaluation, when required.

k. Evaluate the execution of exercises based on the appropriate T&R Manual.

l. Affect corrective action for deficiencies identified during the exercise, which are beyond the subordinate commander's capability to resolve.

5. Tactical Exercise Commander (TEC). The TEC is responsible to the ED for ensuring the MCCRE is conducted following the instructions contained in this Order, the T&R events, and in support of the unit's METL and any other directions prescribed by the ED. Based on a review/analysis of information/data provided by the senior evaluator, the TEC identifies trends, strengths, and weaknesses of the unit's performance; and provides the MCCRE report to the ED and unit commander per instructions.

6. Tactical Exercise Control Group (TECG). The ED will establish a nucleus TECG to provide continuity for evaluations across the command. 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 evaluator training.
- 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 unit being evaluated and the ED.

7. 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 scenario 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 T&R events may be scored more than once. In these instances where a single T&R event is evaluated multiple times and when calculating the rating for a given MET, the senior evaluator will follow the steps outlined in figure 1-1.

8. Evaluators. During the formal MCCRE, evaluators must be prepared to perform the following functions:

- a. Ensure the evaluation proceeds as planned. The evaluators will use a combination of prescribed, pre-planned, and inserted events to control and maintain the flow of the exercise evaluation while ensuring the unit is evaluated in a meaningful manner against all designated T&R events. 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 cause changes in the plan. They provide necessary information from the scene of action by voice, radio or other means when applicable.

- b. Resolve any disagreement between the evaluated force and aggressor forces. They make a determination of, and assess, casualties by analyzing the relative combat power of the forces involved through their own judgment and experience or by utilizing

external assets.

c. Apply the prescribed standards to the unit's performance and evaluate the level of performance as outlined in figure 1-2. Evaluators must possess a complete and thorough understanding of the T&R events that are undertaken in the exercise. Evaluators must review in detail the tasks and standards of the T&R for which they are responsible and must be aware of when and where in the scenario these standards 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 Performance Evaluation Checklist (PECL) "YES", a performance step was met, "NO", a performance step was not met, or "N/A", a performance step was not applicable. "N/A" marks will require explanation when it was originally anticipated that those areas would be accomplished. 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 "N/A" marks, evaluators must be closely attuned to the tactical play of the exercise and scheduled scenario events. The evaluators will evaluate overall performance against the task, condition, and event components by indicating "Trained", "Partially Trained", "Untrained", or "N/A". All "Untrained" marks will require an explanation in the MCCRE report to highlight later corrective action. All "N/A" marks will require an explanation in the comments section annotating why the event was not evaluated. All events annotated a "N/A" will not be calculated into the units overall rating for a given MET. Evaluator remarks must be geared toward assisting the unit in building training programs in the future. Evaluators record their notes on the PECLs, as 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. A PECL example is provided in figure 1-3.

9. Evaluator Training. Training must be provided to ensure a complete understanding of evaluator functions after identification and selection of the most qualified Marines available. Participants 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 units participating in the evaluation. Listed below are those key items which should be covered:

a. It is recommended that the Evaluators are Operations and

Tactics Instructors, Intelligence and Tactics Instructors, Weapons and Tactics Instructors, and Expeditionary Logistics Instructors to ensure the evaluator is qualified to conduct the evaluation.

- b. Brief/verification of exercise support requirements.
- c. Specific assignment of evaluators to units.
- d. Detailed brief of exercise scenario to include all major TEGG driven events and planned aggressor force actions.
- e. Detailed brief of planned aggressor force actions.
- f. Detailed brief of T&R events to be evaluated and how they relate to the exercise scenario, TEGG (higher headquarters input), and aggressor actions.
- g. Specific evaluator responsibilities.
- h. EC, TEC, and senior evaluator instructions/guidance.
- i. Brief on the roles all evaluators must fill.
- j. Administrative instructions pertaining to the conclusion of the evaluation and the constructive requirements of the debrief/critique.

10. Exercise Debrief. One of the most important elements of the MCCRE is the debrief and the training feedback that is provided to the unit commander. How the ED organizes and conducts the required debrief may vary by type command. 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 debrief, the following should be included in all debriefs:

- a. Participation/attendance of the following personnel:
 - (1) ED or appropriate representative.
 - (2) TEC and key TEGG staff members.
 - (3) All evaluators.
 - (4) The evaluated unit commander, key staff members and subordinate commanders, and attached unit commanders/noncommissioned officers in charge.

(5) Aggressor force commander.

b. Detailed debrief by the senior evaluator, and other evaluators, as required, of each T&R event as it occurred in the exercise scenario.

c. Detailed comments on positive and negative trends.

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, 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 evaluation.

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

11. Evaluator Staffing

a. The ED is responsible for the selection and training of evaluators. The number of evaluators is not prescribed and varies with the size and type of unit and the T&R events to be tested. It is desirable that evaluators be obtained from commands not directly related to the organization(s) being evaluated. Recommend that when possible, evaluators be a post-command/post-billet holder as appropriate to the element being evaluated.

b. Evaluator staffing will be determined by the ED based on the unit type being evaluated. For general guidance and not a set requirement, examples of possible evaluator staffing assignments for selected ground, aviation, and logistics components are listed below:

(1) Evaluator Staffing for a GCE:

Evaluator Type	Officer	Enlisted
Senior Evaluator	1 LtCol	5 SNCOs
Command & Control Evaluator	1 Maj	
Fire Support Coordination Evaluator	1 Maj	1 SNCO
Rifle Company Evaluator	4 Capts	4 SNCOs
H&S Company Evaluator	1 Capt	
Artillery Evaluator	1 Capt	2 SNCOs*
Target Acquisition, MET, Survey	1 CWO3/4	

Evaluator		
Reconnaissance Evaluator	1 Capt	1 SNCO (0326)
Communications Evaluator		1 SNCO
Cannoneer Evaluator		1 SNCO
Fire Direction Evaluator	2 Cpts	2 SNCOs
Engineer Evaluator	1 Capt	
Tank Evaluator	1 Capt	1 SNCO or NCO (AMOS: 1867)**
Electronic Warfare Evaluator	1 Lt	
Assault Amphibian Evaluator	1 Capt	1 MGySgt
Nuclear Biological Chemical Evaluator	1 CWO	
Rifle Platoon Evaluators		9 SNCOs
81 Mortar Platoon Evaluator	1 Lt	

* MGySgt (Battalion FAC) to evaluate a Rocket Battery and a MSgt (Bn FAC) to evaluate a Cannon Battery.

** Recommended if conducting tank live fire during evaluation.

(2) Evaluator Staffing for ACE Units:

Evaluator Type	Officer	Enlisted
Senior Evaluator	1 LtCol*	
Flight Evaluator (per T/M/S)	1 WTI/FLSE*	
ACE Ground Evaluator	1 WTI	
Aviation C2 Evaluators	1 Maj**	1 MSgt
Maintenance Evaluators	1 MMCO***	1 MSgt
NBC Evaluator	1 CWO	

*Pilot/naval flight officer:

- Weapons and Tactics Instructor.

- Flight evaluator shall be current and qualified in the aircraft type for unit being evaluated.

** 7277 Military Occupational Specialty preferred.

*** Maintenance Training Instructor.

(3) Evaluator Staffing for a LCE:

Evaluator Type	Officer	Enlisted
Senior Evaluator	1 LtCol	
Supply Evaluator	1 Capt	1 SNCO
Maintenance Evaluator	1 Capt	1 SNCO
Logistics Evaluator	1 Capt	1 SNCO
Engineer Evaluator	1 Capt	1 SNCO
Services Evaluator	1 Capt	1 SNCO
Transportation Evaluator	1 Capt	1 SNCO
Medical Evaluator	1 LT USN	1 HM

12. Duration of Formal Evaluation. The EC will ensure the MCCRE is completed in a timely manner. Evaluations will be of sufficient length to 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 T&R events 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 MCCRE. It is recognized, however, that constraints beyond the unit's control (weather, range non-availability, lack of ordnance, lack of transportation, safety, etc.) may require flexibility.

13. Marine Corps Training Information Management System (MCTIMS)

a. The EC will via MCTIMS MCCRE Module:

(1) Initiate the MCCRE and assign a start date for the evaluated unit.

(2) Import and approve the appropriate METs and T&R Events to be evaluated. Aviation units will utilize M-SHARP for generating appropriate T&R Events and then upload supporting documentation in the documents section of MCTIMS MCCRE Module to identify standards evaluated.

(3) Provide comments for and publish the MCCRE Mission Statement.

(4) Assign the ED.

(5) Publish the MCCRE NLT 45 days after exercise completions.

b. The ED will via MCTIMS MCCRE Module:

(1) Assign the TEC, Senior Evaluator, and Evaluators.

(2) Upload the LOI and all pertinent documentation.

(3) Provide comments for the overall conduct of the MCCRE.

(4) Forward the MCCRE report/results with all comments to the EC.

c. The TEC will via MCTIMS MCCRE Module:

(1) Assign T&R Events to appropriate Evaluators. Aviation units will utilize M-SHARP for generating appropriate T&R Events and then upload supporting documentation in the documents section of MCTIMS MCCRE Module to identify standards evaluated.

(2) Provide comments for the overall conduct of the MCCRE.

(3) Forward the MCCRE report/results with all comments to the ED.

d. The Senior Evaluator will via MCTIMS MCCRE:

(1) Review and validate all PECLs submitted by Evaluators. Aviation units will utilize M-SHARP for generating appropriate T&R Events and then upload supporting documentation in the documents section of MCTIMS MCCRE Module to identify standards evaluated.

(2) Conduct Evaluator duties as required.

(3) Upon review and validation of all PECLs, forward MCCRE results to the TEC.

e. The Evaluators will via MCTIMS MCCRE:

(1) Complete all PECLs.

(2) Forward PECLs to the Senior Evaluator for approval.

In order to determine the "Trained", "Partially Trained", or "Untrained" rating for the same T&R Event evaluated multiple times, or when calculating the rating for a given MET, a "Summative" scale will be utilized as outlined below:

1. Assign the following numerical value for each T&R event evaluated:
 - o "Trained" = 100
 - o "Partially Trained" = 50
 - o "Untrained" = 0
2. Divide the sum of all assigned values by the total number of T&R events evaluated.
3. Use the following scale to determine the rating:
 - o "Trained" = 67 - 100 percentile
 - o "Partially Trained" = 35 - 66 percentile
 - o "Untrained" = 0 - 34 percentile

Example 1:

T&R event 1 has been evaluated on (10) separate occasions resulting in (4) "Untrained"; (2) "Partially Trained"; and (4) "Trained" therefore utilizing the above numerical scale:

- "Untrained" would be calculated as $4 \times 0 = \underline{0}$
- "Partially Trained" would be calculated as $2 \times 50 = \underline{100}$
- "Trained" would be calculated as $4 \times 100 = \underline{400}$
 - o The sum of the above would be $0 + 100 + 400 = \underline{500}$
- Since the total number of events evaluated is (10), the corresponding percentile would be $500 / 10 = \underline{50}$ percentile
- Utilizing the above rating scale the T&R event would be rated as "Partially Trained"

Example 2:

MET 1 has (2) T&R events evaluated as "Untrained"; (2) T&R events evaluated as "Partially Trained"; and (6) T&R events evaluated as "Trained" therefore utilizing the above numerical scale:

- "Untrained" would be calculated as $2 \times 0 = \underline{0}$
- "Partially Trained" would be calculated as $2 \times 50 = \underline{100}$
- "Trained" would be calculated as $6 \times 100 = \underline{600}$
 - o The sum of the above would be $0 + 100 + 600 = \underline{700}$
- Since the total number of events evaluated is (10), the corresponding percentile would be $700 / 10 = \underline{70}$ percentile
- Utilizing the above rating scale MET 1 would be rated as "Trained"

Figure 1-1.--Calculating Ratings

= Untrained
 = Partially Trained
 = Trained

Mission Essential Task List

Type	Title	Readiness
C	Conduct Amphibious Ops	<input checked="" type="checkbox"/>
C	Conduct Defensive Ops	<input checked="" type="checkbox"/>
A	Conduct Humanitarian Assistance	<input type="checkbox"/>

Conduct Amphibious Ops

E-Coded T&R Events

INF-INT-7001	Conduct Intelligence Support Planning	<input checked="" type="checkbox"/>
INF-FSPT-7001	Conduct Fire Support Coordination	<input checked="" type="checkbox"/>
INF-CSS-7002	Conduct Combat Service Support	<input checked="" type="checkbox"/>
INF-C2-7005	Conduct Planning	<input checked="" type="checkbox"/>
INF-C2-7010	Execute Command and Control (C2) of an Operation	<input type="checkbox"/>

INF-C2-7005 Conduct Planning

Event Components	Yes	No	N/A
1. Conduct problem framing.	X		
2. Determine the planning process.		X	
3. Establish a timeline for planning and preparation.			X
4. Issue warning order.		X	
5. Create Orders.	X		
6. Issue Orders.	X		
7. Implement feedback mechanisms.		X	
8. Coordinate planning with higher, adjacent, and supporting units.		X	
9. Supervise.	X		

Evaluator Comments (Required): Evaluator Assesses T&R Event based on Performance

Check Box: Trained Partially Training Untrained N/A

Figure 1-2.--Evaluation Process

Performance Evaluation Checklist

MCT 1.1.2 Provide Task Organized Forces

T&R Event: AAV-CMDC-7XXX

TASK: Provide Assault Amphibian Unit(s) In Support of Expeditionary Operations.

CONDITION: Given a higher headquarters' operation order and commander's guidance.

STANDARD: to provide the commander with mechanized, amphibious capability.

PERFORMANCE CHECKLIST (EVENT COMPONENTS)

1. Conduct mission analysis YES / NO / NA
2. Task organize YES / NO / NA
3. CHOP control / command AA Unit to supported command YES / NO / NA

Evaluator Comments (Required):

Evaluated
as: Check Box
 Trained
 Partially Trained
 Untrained
 N/A

Evaluator Name/Rank: _____

Figure 1-3.--Performance Evaluation Checklist (PECL) Example