LOUISIANA
NATIONAL GUARD
PROTECT WHAT MATTERS[SM]

NGLA-JOP-T
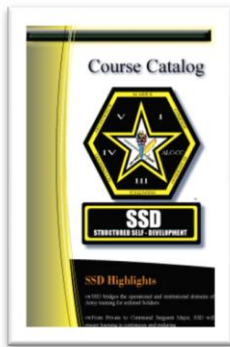
STRUCTURED SELF-DEVELOPMENT (SSD)

REFERENCES

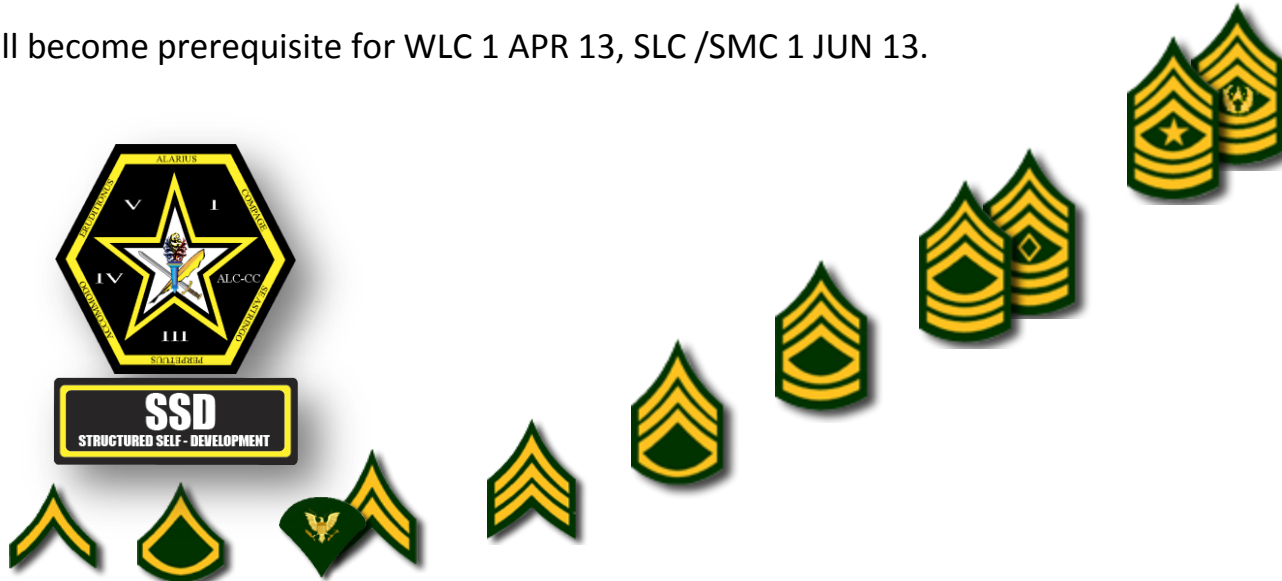**SSD Course Catalog**   **ALARACT 288/2010**   **ALARACT 216/2012**   **ALARACT 346/2012**

SSD HIGHLIGHTS

- The intent of SSD is to bridge the operational and institutional domains and set conditions for continuous growth.

- From Private to Command Sergeant Major, SSD will ensure learning is continuous and enduring.

- SSD is both individual and first line leader responsibility executed at the individual's pace but under the supervision of the first line leader.

- SSD is a centrally managed set of specified content that must be completed within specified career points as a prerequisite for attendance at Warrior, Senior Leader, and SGM courses.

- SSD will become prerequisite for WLC 1 APR 13, SLC /SMC 1 JUN 13.

DEFINED…(AR 350-1)

Self-Development

The Army defines self-development as planned, goal-oriented learning that reinforces and expands the depth and breadth of an individual's knowledge base, self-awareness, and situational awareness. Self-development will complement what has been learned in the classroom and on the job, enhance professional competence, and help meet personal objectives. There are three types of self-development:

<u>Structured</u> Self-Development

Required learning that continues throughout a career and that is closely linked to and synchronized with classroom and on-the job learning.

<u>Guided</u> Self-Development

Recommended, but optional learning that will help keep personnel prepared for changing technical, functional, and leadership responsibilities throughout their career.

<u>Personal</u> Self-Development

Self-initiated learning where the individual defines the objective, pace and process.

SSD I (PRIVATE – SPECIALIST / CORPORAL)

SSD I

SSD I tasks are primarily focused at the team level and common leader and tactical skill.

- 4 Modules; 33 Lessons

- Effective 1 FEB 13 soldiers will be enrolled in SSD I automatically upon completing Basic Combat Training (BCT) / One Station Unit Training (OSUT)

- 1 APR 13, Soldier's must complete SSD I prior to attending Warrior Leader Course (WLC)

- Those soldiers (Private – Specialist / Corporal) who completed BCT / OSUT, but not WLC, prior to 1 SEP 10 should have been automatically enrolled by 1 FEB 13

ALC-CC (SERGEANT (P) – STAFF SERGEANT)

ALC-CC

Preparing unit and subordinate elements for peace and wartime missions and contingencies. Previously known as Basic NonCommissioned Officers Course (BNCOC)

- 5 Modules; 28 Lessons

- There is not an SSD level between Warrior Leaders Course (WLC) and SSD III

- The Advanced Leaders Course – Common Core (ALC-CC) is in lieu of SSD II

- Schedule training through ATRRS by unit Training NCO

SSD III (SERGEANT(P) – SERGEANT FIRST CLASS)

SSD III

SSD III tasks are primarily focused at the platoon level. SSD III will be taken after the ALC completion and prior to the Senior Leader Course; previously known as the Advanced NonCommissioned Officers Course (ANCOC)

- 4 Modules; 25 Lessons

- Effective 1 FEB 13, all Sergeants and Staff Sergeants who are graduates of ALC or BNCOC will be automatically enrolled in SSD III

- Sergeants(P), Staff Sergeants and Sergeants First Class will be enrolled in SSD III automatically upon completion of all phases of ALC

- Effective 1 JUNE 13, completion of SSD III is a prerequisite for attendance of initial or any follow on phases of SLC.

SSD IV (STAFF SERGEANT (P) – MASTER SERGEANT / FIRST SERGEANT)

SSD IV

SSD IV tasks are primarily focused at the battalion level. It is highly recommended that SSD IV be completed prior to assuming duties as a First Sergeant

- 4 Modules; 13 Lessons

- Effective 1 FEB 13, Staff Sergeants(P), Sergeants First Class, and Master Sergeants will be enrolled automatically into SSD IV upon completion of the Senior Leaders Course (SLC).

- Effective 1 JUN 13, completion of SSD IV is a prerequisite for attendance to a Sergeant Major Course.

SSD V (MASTER SERGEANT(P) – SERGEANT MAJOR / CSM)

SSD V

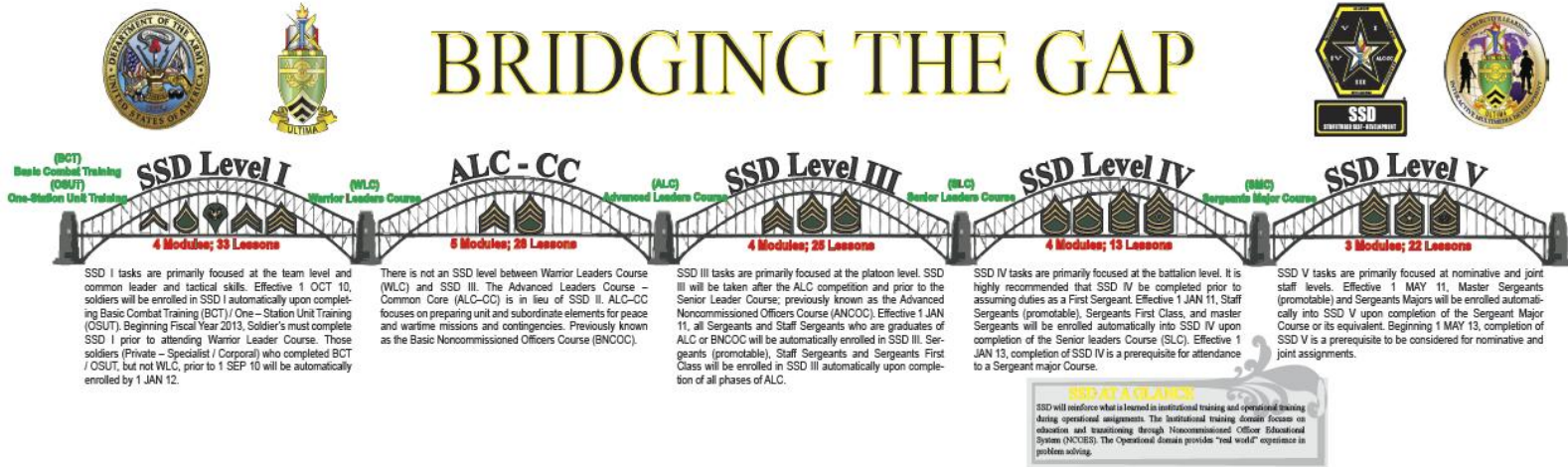**SSD V tasks are primarily focused at nominative and joint staff levels**

- 3 Modules; 22 Lessons

- Effective 1 FEB 13, Master Sergeants(P) and Sergeants Majors will be enrolled automatically into SSD V upon completion of the Sergeant Major Course or its equivalent.

- Beginning 1 JUN 13, completion of SSD V is a prerequisite to be considered for nominative and joint assignments.

BRIDGING THE GAP

BRIDGING THE GAP

SSD Level I — ALC - CC — SSD Level III — SSD Level IV — SSD Level V

SSD Level I (4 Modules; 33 Lessons)

SSD I tasks are primarily focused at the team level and common leader and tactical skills. Effective 1 OCT 10, soldiers will be enrolled in SSD I automatically upon completing Basic Combat Training (BCT) / One – Station Unit Training (OSUT). Beginning Fiscal Year 2013, Soldier's must complete SSD I prior to attending Warrior Leader Course. Those soldiers (Private – Specialist / Corporal) who completed BCT / OSUT, but not WLC, prior to 1 SEP 10 will be automatically enrolled by 1 JAN 12.

ALC - CC (5 Modules; 28 Lessons)

There is not an SSD level between Warrior Leaders Course (WLC) and SSD III. The Advanced Leaders Course – Common Core (ALC–CC) is in lieu of SSD II. ALC–CC focuses on preparing unit and subordinate elements for peace and wartime missions and contingencies. Previously known as the Basic Noncommissioned Officers Course (BNCOC).

SSD Level III (4 Modules; 25 Lessons)

SSD III tasks are primarily focused at the platoon level. SSD III will be taken after the ALC competition and prior to the Senior Leader Course; previously known as the Advanced Noncommissioned Officers Course (ANCOC). Effective 1 JAN 11, all Sergeants and Staff Sergeants who are graduates of ALC or BNCOC will be automatically enrolled in SSD III. Sergeants (promotable), Staff Sergeants and Sergeants First Class will be enrolled in SSD III automatically upon completion of all phases of ALC.

SSD Level IV (4 Modules; 13 Lessons)

SSD IV tasks are primarily focused at the battalion level. It is highly recommended that SSD IV be completed prior to assuming duties as a First Sergeant. Effective 1 JAN 11, Staff Sergeants (promotable), Sergeants First Class, and master Sergeants will be enrolled automatically into SSD IV upon completion of the Senior leaders Course (SLC). Effective 1 JAN 13, completion of SSD IV is a prerequisite for attendance to a Sergeant major Course.

SSD-AT A GLANCE
SSD will reinforce what is learned in institutional training and operational training during operational assignments. The Institutional training domain focuses on education and transitioning through Noncommissioned Officer Educational System (NCOES). The Operational domain provides "real world" experience in problem solving.

SSD Level V (3 Modules; 22 Lessons)

SSD V tasks are primarily focused at nominative and joint staff levels. Effective 1 MAY 11, Master Sergeants (promotable) and Sergeants Majors will be enrolled automatically into SSD V upon completion of the Sergeant Major Course or its equivalent. Beginning 1 MAY 13, completion of SSD V is a prerequisite to be considered for nominative and joint assignments.

CREATING BROADLY SKILLED NONCOMMISIONED OFFICERS

Critical Thinker ⟩ Warrior Leader ⟩ Leader Developer ⟩ Culturally Astute ⟩ Resource Manager

RESPONSIBILITIES

- **Soldiers and NCOS will:**
    - Log in and correctly input all required information
    - Complete all lessons at their level of SSD within the time prescribed in timeline of events.

- **Chain of Command (COC):**
    - First line supervisors will:
        - Ensure soldiers complete, of have completed, all course administrative requirements during their initial counseling.
        - Monitor soldier's progress
        - Coach, mentor, and counsel soldier as required or needed.
    - First Sergeant and Battalion Command Sergeant Major will:
        - Ensure first line leader monitors the progress of their soldiers.
        - Provide coaching, mentoring and counseling to both first line leaders and soldiers throughout the instruction.

UNCLASSIFIED

HOW TO LOGON TO ALMS AND REGISTER FOR SSD

- **AKO**
    - Sign in using either CAC or username and password
    - **https://www.us.army.mil/**
    - Self Service – My Training
    - Click on ALMS logo
        - https://www.lms.army.mil/Saba/ALMSCustomLogin.jsp
    - Select state code > proceed
    - Current Enrollments
    - Click on your SSD enrollment > Register

SSD SUMMARY

- **SSD Auto-enrollments (Effective date 1 February 2013)**
    - **SSD I (1-250-C49-1)**
        - Effective prerequisite date to attend WLC 1 APRIL 2013

    - **SSD II**:
        - There is no SSD II, but there is an ALC Common Core DL (600-C45 (DL)) that must be completed to receive credit for completion of your ALC NCOES. This course is separate from any technical DL classes that may be required for your ALC training path.

    - **SSD III (1-250-C49-3)**
        - Effective prerequisite date to attend any initial/follow on phase of SLC 1 JUNE 2013
        - SM will not be able to attend any SLC course until graduated from SSD III

    - **SSD IV (1-250-C49-4)**
        - Effective prerequisite date to attend any initial/follow on phase of SGM 1 JUNE 2013
        - SM will not be able to attend any SGM course until graduated from SSD IV
        - SMs enrolled in the phase 1 course prior to effective date will not be required to complete SSD IV to attend the resident phase 2 class.

CURRENT SSD ISSUES AND CONCERNS

- **Issues and Concerns**
    - SMs can no longer self-enroll into SSD courses. SMs now rely on auto-enrollment triggers. If SM has not been auto-enrolled, push SM info up unit channels to J3 Training Division

    - SMs not receiving completion credit due to SM not completing SSD end of course (EOC) survey. Ensure SM has completed the EOC survey.

    - If SM has been enrolled, they have 90 days to sign in to ALMS and register or they will be considered a "No-Show" and will need to be identified through proper channels to J3 Training Division to re-enroll.

    - If SM signs in to ALMS and registers within 90 days, SM will then have 24 months to complete course.

    - ATRRS has implemented an SSD Lock which blocks any further NCOES training until the SSD prerequisite has been met. If you feel that this is an error for SM, identify through proper channels to J3 Training Division.

QUESTIONS?