

ALARACT 288/2010 STRUCTURED SELF-DEVELOPMENT (SSD) GOVERNANCE

IMPLEMENTATION OF SSD POLICY Originator: /C=US/O=U.S.
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UNCLASSIFIED// THIS MESSAGE HAS BEEN SENT BY THE PENTAGON
TELECOMMUNICATIONS CENTER ON BEHALF OF HQDA WASHINGTON DC//DAMO-TRL//

SUBJECT: STRUCTURED SELF-DEVELOPMENT (SSD) GOVERNANCE: IMPLEMENTATION OF
SSD POLICY

1. REFERENCE:

A. AR 350-1 ARMY TRAINING AND LEADER DEVELOPMENT, DATED 18 DEC 09.

B. AR 600-100, ARMY LEADERSHIP, 8 MAR 07.

C. DA PAM 600-25, U.S. ARMY NONCOMMISSIONED OFFICER PROFESSIONAL
DEVELOPMENT GUIDE, 28 JUL 08.

2. PURPOSE: TO PROVIDE POLICY FOR THE SSD PROGRAM.

3. DESCRIPTION: THE INTENT OF SSD IS TO BRIDGE THE OPERATIONAL AND
INSTITUTIONAL DOMAINS AND SET CONDITIONS FOR CONTINUOUS GROWTH. SSD WILL
ENSURE LEARNING IS CONTINUOUS AND ENDURING NOT SPORADIC AND TRANSITORY.
SSD IS REQUIRED LEARNING THAT CONTINUES THROUGHOUT A CAREER AND THAT IS
CLOSELY LINKED TO AND SYNCHRONIZED WITH CLASSROOM AND EXPERIENTIAL
LEARNING. SSD SETS THE CONDITIONS FOR CONTINUOUS GROWTH BOTH AS A WARRIOR
AND A WARRIOR LEADER. SSD IS BOTH AN 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 BUILDS
KNOWLEDGE AND SKILLS THROUGH A DEFINED SEQUENCE OF LEARNING APPROACHES
WITH THE ADJUNCTS OF FORMAL EDUCATION AND EXPERIENTIAL LEARNING. THE
IMPLEMENTATION OF SSD WILL IMPROVE ARMY READINESS BY INTEGRATING SELF
DEVELOPMENT INTO A LIFE LONG LEARNING (LLL) APPROACH THAT FOSTERS
CONTINUOUS LEARNING. SSD WILL BECOME PREREQUISITE FOR ATTENDANCE TO NCOES
COURSES 1 OCT 12.

4. REQUIREMENT: SOLDIERS BECOME ELIGIBLE UPON COMPLETION OF BASIC COMBAT TRAINING/ONE STATION UNIT TRAINING, AND SUBSEQUENT COMPLETION OF THE ADVANCE LEADER COURSE (ALC), SENIOR LEADER COURSE (SLC), AND THE SERGEANT'S MAJOR COURSE. ALC COMMON CORE FOLLOWS THE WARRIOR LEADER COURSE AND SOLDIERS WILL BE SCHEDULED FOR ATTENDANCE BY THE HUMAN RESOURCES COMMAND SEPARATELY FROM THE SSD PROGRAM. SOLDIERS WILL BE NOTIFIED OF ENROLLMENT VIA AN EMAIL FROM ATRRS TO THEIR AKO EMAIL ADDRESS ALERTING THEM THAT THEY HAVE BEEN REGISTERED FOR SSD; THE EMAIL WILL CONTAIN THE URL OF THE WEBSITE FOR THE SSD COURSEWARE.

A. **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.

B. THERE IS NO SSD BETWEEN WLC AND ALC.

C. **SSD III. EFFECTIVE 1 JAN 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.

D. **SSD IV. EFFECTIVE 1 JAN 11**, SSGS (P), SFCS, AND MSGS WILL BE ENROLLED AUTOMATICALLY INTO SSD IV UPON COMPLETION OF SLC. EFFECTIVE 1 JAN 13, COMPLETION OF SSD IV IS A PREREQUISITE FOR ATTENDANCE TO SMC.

E. **SSD V. EFFECTIVE 1 MAY 11**, MSGS (P) AND SGMS WILL BE ENROLLED AUTOMATICALLY INTO SSDV UPON COMPLETION OF 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.

F. ARMY LEARNING MANAGEMENT SYSTEM (ALMS) WILL GENERATE DA FORM 87, CERTIFICATE OF TRAINING, FOR ALL SSD PHASES AND PROVIDE COMPLETION NOTIFICATION TO ATRRS. ATRRS WILL UPDATE PERSONNEL RECORDS AS REQUIRED.

5. RESPONSIBILITIES:

A. SOLDIERS AND NCOS WILL:

(1) LOG IN AND CORRECTLY INPUT ALL REQUIRED INFORMATION.

(2) COMPLETE ALL LESSONS AT THEIR LEVEL OF SSD WITHIN THE TIME PRESCRIBED IN PARAGRAPHS 4.A. THRU 4.E.

B. CHAIN OF COMMAND (COC) RESPONSIBILITIES:

(1) FIRST LINE SUPERVISOR WILL:

(A) ENSURE SOLDIERS COMPLETE, OR HAVE COMPLETED, ALL COURSE ADMINISTRATIVE REQUIREMENTS DURING THEIR INITIAL COUNSELING.

(B) MONITOR SOLDIER'S PROGRESS.

(C) COACH, MENTOR, AND COUNSEL SOLDIER AS REQUIRED OR NEEDED.

(D) IAW REF A., PROVIDE SOLDIERS TIME DURING THE DUTY DAY TO WORK ON SSD COURSE MATERIAL.

(2) FIRST SERGEANT WILL:

(A) ENSURE FIRST LINE LEADER MONITORS THE PROGRESS OF THEIR SOLDIERS.

(B) PROVIDE COACHING, MENTORING AND COUNSELING TO BOTH FIRST LINE LEADERS AND SOLDIERS THROUGHOUT THE INSTRUCTION.

(C) IAW REF A., PROVIDE SOLDIERS TIME DURING THE DUTY DAY TO WORK ON SSD COURSE MATERIAL.

(3) BATTALION COMMAND SERGEANT MAJOR WILL:

(A) ENSURE FIRST LINE LEADER MONITORS THE PROGRESS OF THEIR SOLDIERS.

(B) PROVIDE COACHING, MENTORING AND COUNSELING TO BOTH FIRST LINE LEADERS AND SOLDIERS THROUGHOUT THE INSTRUCTION.

(C) IAW REF A., PROVIDE SOLDIERS TIME DURING THE DUTY DAY TO WORK ON SSD COURSE MATERIAL.

C. HUMAN RESOURCES COMMAND WILL:

(1) MANAGE ENROLLMENT IN ALL PHASES OF SSD.

(2) ENSURE THE ATRRS TRANSACTIONS ARE TAKING PLACE TO UPDATE PERSONNEL RECORDS AS REQUIRED.

D. HQ TRADOC WILL:

(1) ENSURE ALL SSD COURSEWARE IS REVIEWED AS NEEDED, BUT NO LESS THAN BI-ANNUALLY.

(2) MONITOR THE ARMY LEARNING MANAGEMENT SYSTEM (ALMS) TO ENSURE IT IS GENERATING CERTIFICATES OF COMPLETION (DA FORM 87) FOR COMPLETION OF EACH LEVEL OF SSD.

(3) ENSURE ALMS IS NOTIFYING ATRRS UPON A SOLDIER'S COMPLETION OF EACH LEVEL OF SSD.

E. ACOM/ASCC/DRUS/FOAS WILL ENSURE SUBORDINATE COMMANDS ARE PROVIDING THEIR SOLDIER'S TIME DURING THE DUTY DAY TO WORK ON SSD COURSE MATERIAL.

F. HQDA:

(1) G-1 WILL ENSURE SSD ATRRS TRANSACTIONS ARE TAKING PLACE.

(2) G-37 WILL MONITOR EXECUTION OF SSD AND PROVIDE APPROPRIATE RESOURCING.

6. SSD COMPLETION: SOLDIERS WILL BE CONSIDERED TO HAVE COMPLETED THEIR LEVEL OF SSD ONCE THEY HAVE MET ALL LESSON REQUIREMENTS. SOLDIERS WHO FAIL TO COMPLETE THEIR LEVEL OF SSD, DURING THE TIMEFRAMES OUTLINE IN PARAGRAPHS 4.A. THRU E., WILL NOT BE ELIGIBLE FOR PROMOTION CONSIDERATION OR FURTHER NCOES ATTENDANCE.

7. POINTS OF CONTACT FOR THIS MEMORANDUM ARE SGM ROBIN BERCAW; COMMERCIAL: 703-692-5672; NIPR: ROBIN.BERCAW@US.ARMY.MIL OR SGM EDDIE E. JACKSON; COMMERCIAL: 703-692-6128; NIPR: EDDIE.E.JACKSON@US.ARMY.MIL.

8. THIS MESSAGE WILL EXPIRE ON THE NEXT REVISION OF AR 350-1 OR ON 15 SEPTEMBER 2013.

Classification: UNCLASSIFIED

Caveats: NONE

ALARACT 216/2012

DTG: R 101452Z Aug 12

SUBJECT: STRUCTURED SELF DEVELOPMENT (SSD) PREREQUISITE FOR NCOES

1. REFERENCES:

A. ALARACT 288/2010 STRUCTURED SELF-DEVELOPMENT (SSD)
GOVERNANCE: IMPLEMENTATION OF SSD POLICY, DTG: 151806Z SEP 10.

B. ALARACT 300/2010 STRUCTURED SELF-DEVELOPMENT (SSD)
GOVERNANCE: IMPLEMENTATION OF SSD POLICY, DTG: 271533Z SEP 10.

C. AR 350-1, ARMY TRAINING AND LEADER DEVELOPMENT, 18 DEC 09.

D. AR 600-100, ARMY LEADERSHIP, 8 MAR 07.

2. THIS MESSAGE APPLIES TO THE REGULAR ARMY, US ARMY RESERVE, AND ARMY NATIONAL GUARD.

3. THE EFFECTIVE DATE FOR SSD TO BECOME A PREREQUISITE FOR NCOES AS OUTLINED IN REFERENCE A IS CHANGED.

4. EFFECTIVE 1 APR 13, STRUCTURED SELF DEVELOPMENT 1 (SSD-1) IS A PREREQUISITE TO ATTEND THE WARRIOR LEADER COURSE (WLC).

EFFECTIVE 1 JUN 13, STRUCTURED SELF DEVELOPMENT 3 (SSD-3) IS A PREREQUISITE TO ATTEND THE SENIOR LEADER COURSE (SLC).

EFFECTIVE 1 JUN 13, STRUCTURED SELF DEVELOPMENT 4 (SSD-4) IS A PREREQUISITE TO ATTEND THE SERGEANT MAJOR COURSE (SMC).

EFFECTIVE 1 JAN 15, STRUCTURED SELF DEVELOPMENT 5 (SSD-5) IS A PREREQUISITE FOR NOMINATIVE ASSIGNMENTS.

5. POINTS OF CONTACT FOR THIS MEMORANDUM ARE SGM HENRY MCCLELLAN;
COMMERCIAL: 703-692-5672; NIPR: HENRY.L.MCCLELLAN.MIL@MAIL.MIL OR MR. RONALD SCHEXNAYDER; COMMERCIAL: 703-614-9701; NIPR: RONALD.A.SCHEXNAYDER.CTR@MAIL.MIL.

6. EXPIRATION DATE CANNOT BE DETERMINED AT THIS TIME.

ALARACT 346/2012

DTG: R 211928Z DEC 12

THIS MESSAGE HAS BEEN TRANSMITTED BY USAITA ON BEHALF OF//DAMO-TR/G-37//

SUBJECT: STRUCTURED SELF DEVELOPMENT (SSD) ENROLLMENT POLICY

1. REFERENCES:

A. ALARACT 288/2010 STRUCTURED SELF-DEVELOPMENT (SSD)

GOVERNANCE: IMPLEMENTATION OF SSD POLICY, DTG: 151806Z SEP 10.

B. ALARACT 300/2010 STRUCTURED SELF-DEVELOPMENT (SSD)

GOVERNANCE: IMPLEMENTATION OF SSD POLICY, DTG: 271533Z SEP 10.

C. ALARACT 216/2012 STRUCTURED SELF DEVELOPMENT (SSD) PREREQUISITE FOR NCOES DTG: R 101452Z Aug 12.

D. AR 350-1, ARMY TRAINING AND LEADER DEVELOPMENT, 18 DEC 09.

E. AR 600-100, ARMY LEADERSHIP, 8 MAR 07.

F. DA PAM 600-25, U.S. ARMY NONCOMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT GUIDE, 28 JULY 08.

2. THIS MESSAGE REVISES ARMY POLICY REGARDING STRUCTURED SELF DEVELOPMENT (SSD) GOVERNANCE AND IMPLEMENTATION IN REFERENCE A, B AND C.

3. ENROLLMENT INTO SSD WILL BE ESTABLISHED AS A RESULT OF COMPLETING THE RESIDENT NCOES COURSES IN A PROGRESSIVE ORDER (WARRIOR LEADER COURSE (WLC), ADVANCED LEADER COURSE (ALC), ADVANCED LEADER COURSE COMMON CORE (ALC CC), SENIOR LEADER COURSE (SLC), SERGEANTS MAJOR COURSE (SMC)) TO SUPPORT THE NCOES TRAINING PATH.

4. EFFECTIVE IMMEDIATELY, SELF ENROLLMENT FOR SSD IS NO LONGER ALLOWED. AUTOMATIC ENROLLMENT IS AS FOLLOWS:

A. FOR SSD-1: ALL SOLDIERS WHO HAVE COMPLETED ADVANCED INDIVIDUAL TRAINING/ONE STATION UNIT TRAINING, BUT NOT WLC, WILL BE AUTOMATICALLY ENROLLED.

B. FOR SSD-3: ALL SOLDIERS WHO HAVE COMPLETED ALC, BUT NOT SLC, WILL

BE AUTOMATICALLY ENROLLED.

C. FOR SSD-4: ALL SOLDIERS WHO HAVE COMPLETED SLC, BUT NOT SMC, WILL BE AUTOMATICALLY ENROLLED.

D. FOR SSD-5: UPON SMC GRADUATION.

5. THERE IS NO SSD-2, SOLDIERS WILL BE SCHEDULED FOR ALC CC.

6. POINTS OF CONTACT FOR THIS MESSAGE ARE SGM TROY ROSS; COMMERCIAL: 703-692-6128; NIPR: TROY.ROSS.MIL@MAIL.MIL OR MR. RONALD SCHEXNAYDER; COMMERCIAL: 703-614-9701; NIPR: RONALD.A.SCHEXNAYDER.CTR@MAIL.MIL.

7. EXPIRATION DATE CANNOT BE DETERMINED AT THIS TIME.