

PART I - ADMINISTRATIVE DATA

a. NAME (Last, First, Middle Initial) HELIXON, WILLIAM M.		b. SSN [REDACTED]	c. RANK MAJ	d. DATE OF RANK (YYYYMMDD) 20051101	e. BRANCH JA	f. DESIGNATED SPECIALTIES / PMOS (WO) 27A
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HQ, USA Trial Defense Service, DCAP, Arlington, VA 22203 HQDA			g. 2. STATUS CODE 09		h. REASON FOR SUBMISSION Complete Rec	
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S AKA EMAIL ADDRESS (.gov or mil)	n. UIC
FROM (YYYYMMDD) 20090525	THRU (YYYYMMDD) 20100102	3	S	0	[REDACTED]	WOKEAA
						o. CMD CODE SZ
						p. PSB CODE SA01

PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)

a. NAME OF RATER (Last, First, MI) C [REDACTED], E [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION Deputy Chief, USATDS	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20100330
b. NAME OF INTERMEDIATE RATER (Last, First, MI)	SSN	RANK	POSITION	SIGNATURE	DATE (YYYYMMDD)
c. NAME OF SENIOR RATER (Last, First, MI) C [REDACTED], M [REDACTED]	SSN [REDACTED]	RANK COL	POSITION Chief, USATDS	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20100330
SENIOR RATER'S ORGANIZATION HQ, U.S. Army Trial Defense Service Arlington, VA 22203		BRANCH JA	SENIOR RATER TELEPHONE NUMBER [REDACTED]	E-MAIL ADDRESS (.gov or mil) [REDACTED]	
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> No <input type="checkbox"/> Yes, comments are attached				e. SIGNATURE OF RATED OFFICER [REDACTED]	DATE (YYYYMMDD) 20100330

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Chief, DCAP

b. POSITION AOC/BR 27A00/JA

c. SIGNIFICANT DUTIES AND RESPONSIBILITIES. REFER TO PART IVa, DA FORM 67-9-1.

Serve as the Chief of the Defense Counsel Assistance Program (DCAP) within the U.S. Army Trial Defense Service (USATDS). Responsible for the development, delivery and evaluation of defense oriented training and case assistance for the 130 active component and 175 reserve component defense counsel (DC) serving in 60 TDS offices worldwide, including 8 deployed locations. Advise the Chief and Deputy Chief on in-house training conferences, multi-service training seminars and civilian training opportunities for DCs. Lead two majors, two captains, and one civilian in assessing training needs of the field, and developing curricula to meet those needs. Develop training products to keep DC informed and trained on the latest legal developments. Empower SDCs and RDCs with training materials and provide immediate case assistance to DC in the field.

PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)

CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions

a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)		Yes		No		Yes		No	
1. HONOR: Adherence to the Army's publicly declared code of values	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.

b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics	<input checked="" type="checkbox"/> 1. MENTAL Possesses desire, will, initiative, and discipline	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
	<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	<input type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO				
	<input checked="" type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
	<input type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	<input checked="" type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input checked="" type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

c. APFT: PASS DATE: 20090522 HEIGHT: 72 WEIGHT: 242 YES

d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s.

WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? YES NO NA

+ PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION

OUTSTANDING PERFORMANCE, MUST PROMOTE **SATISFACTORY PERFORMANCE, PROMOTE** **UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE** **OTHER (Explain)**

b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1.
 Major Will Helixon performed brilliantly in a demanding position whose importance and potential for immediate impact on over 300 lawyers cannot possibly be overstated. MAJ Helixon introduced DC 101 -- a three day training program he designed to position new defense counsel for success. Taught regionally, universally praised, constantly evaluated and improved, the course is now near-perfect. MAJ Helixon was a critical leader and the driving force on the team that is designing a training program for sexual assault prosecutors and defense counsel. Recognized as an experienced litigator and meticulous planner, his ideas were wholly adopted, and the program is ready for implementation. MAJ Helixon is the pioneer of our Capital Litigation Certification effort. His common-sense approach of using civilian training to address the unique aspects of a death penalty case is an effective and manageable way to solve this difficult problem. In addition, MAJ Helixon and his team responded daily to requests for assistance from defense counsel world-wide, published training materials on timely topics, and turned the DCAP website into a first rate resource for defense counsel. Every attorney in this organization provides better representation to Soldiers because of the indefatigable performance of this amazing officer.

c. COMMENT ON POTENTIAL FOR PROMOTION.
 Promote now to Lieutenant Colonel. MAJ Helixon has unlimited potential and an unlimited capacity for producing quality products. Select for SSC.

d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.
 Litigation. Training. Professional ethics.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE

I currently senior rate 28 officer(s) in this grade
 A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review YES NO (Explain in c)

BEST QUALIFIED **FULLY QUALIFIED** **DO NOT PROMOTE** **OTHER (Explain below)**

b. POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)
 HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

ABOVE CENTER OF MASS

RO: MAJ HELIXON WILLIAM M
 [REDACTED]
 SR: COL C
 [REDACTED]
 DATE: 2010 03 31
 TOTAL RATINGS: 61
 RATINGS THIS OFFICER: 2

c. COMMENT ON PERFORMANCE/POTENTIAL
 Promote MAJ Will Helixon to Lieutenant Colonel today. He is the best of the 28 incredibly talented majors that I senior rate and the finest trial advocate of his grade in the Army. No one designs, executes, and evaluates litigation training better than Will. He has the knowledge, credibility, and enthusiasm to inspire others to excel as trial attorneys. His magnificent performance significantly improved all defense counsel and will benefit the JAG Corps for years to come. A uniquely gifted JAGC treasure, Will, and his systems' approach to advocacy, can serve as the nucleus for a renaissance in military justice in the Army. Major Helixon is a Soldier and leader of unmatched dedication and energy. Smart, hard-working, and perceptive, he is a dynamic trainer. He is ready for the toughest Lieutenant Colonel jobs and much more. Promote immediately and select for SSC. I envy his potential.

d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE.
 Staff Judge Advocate; Regional Defense Counsel; Chair, Criminal Law Department, TJAGLCS