

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 04 PCS		h. REASON FOR SUBMISSION			
i. PERIOD COVERED FROM (YYYYMMDD) 20100103 THRU (YYYYMMDD) 20100627		j. RATED MONTHS 6	k. NONRATED CODES	l. NO. OF ENCL 0	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or mil) [REDACTED]	n. UIC 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) 20100617
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) 20100715
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"/> Yes, comments are attached <input type="checkbox"/> No			e. SIGNATURE OF RATED OFFICER [REDACTED]		DATE (YYYYMMDD) 20100719

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"/>	5. RESPECT: Promotes dignity, consideration, fairness, & EO	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed	<input checked="" type="checkbox"/>	<input type="checkbox"/>	6. SELFLESS-SERVICE: Places Army priorities before self	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. COURAGE: Manifests physical and moral bravery	<input checked="" type="checkbox"/>	<input type="checkbox"/>	7. DUTY: Fulfills professional, legal, and moral obligations	<input checked="" 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 checked="" 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"/> NO	<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure	<input checked="" type="checkbox"/> NO
b.2 SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action	<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	<input checked="" type="checkbox"/> NO
	<input type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting				<input checked="" type="checkbox"/> NO	
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	INFLUENCING Method of reaching goals while operating / improving		OPERATING Short-term mission accomplishment		IMPROVING Long-term improvement in the Army its people and organizations	
	<input checked="" type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	<input checked="" type="checkbox"/> NO
	<input type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input checked="" type="checkbox"/> NO	<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	<input checked="" type="checkbox"/> NO
	<input checked="" type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" 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"/> NO	<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	<input checked="" type="checkbox"/> NO

c. APFT: PASS DATE: 20100519 HEIGHT: 72 WEIGHT: 248 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.
 Flawless performance by the best Chief of DCAP ever. MAJ Helixon was solely responsible for planning, developing and coordinating legal training for more than 300 AC and RC defense attorneys worldwide, and his performance was outstanding. In five months, he planned, supported and instructed at ten conferences on three continents. MAJ Helixon is an articulate and knowledgeable teacher; his students are enthralled by his learning and experience, and they are constantly entertained by his teaching techniques. There is no better trainer in the JAG Corps. MAJ Helixon ensures defense counsel are kept up-to-date between conferences as well. DCAP published 15 DCAP Sends, 11 DCAP Case Notes and 19 DCAP Alerts to educate counsel on specific issues and notify them of recent developments. In addition, MAJ Helixon planned two new sexual assault litigation training events that will be offered in the coming months, supervised the improvement of the DCAP Web Portal by organizing available legal materials to simplify research by counsel in the field, and provided accurate and timely advice directly to defense counsel on a daily basis. An inspired leader, innovative thinker, and enthusiastic trainer, MAJ Helixon is simply an outstanding officer and attorney.

c. COMMENT ON POTENTIAL FOR PROMOTION.
 Unlimited potential. Promote immediately. Select early 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.
 Professional ethics; litigation.

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

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

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

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)**

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

SR: COL [REDACTED]

DATE: 2010 07 20

TOTAL RATINGS: 74

RATINGS THIS OFFICER: 3

c. COMMENT ON PERFORMANCE/POTENTIAL
 When the Corps' excellence in military justice is restored, MAJ Will Helixon's efforts as Chief of DCAP will be largely responsible for it. Acknowledged as one of the Corps' best litigators, it's no surprise that MAJ Helixon is also the best trainer of litigators in the Corps'. This extraordinary officer is already performing well beyond the rank of major. Challenged to create and energize the training paradigm for Army defense counsel, MAJ Helixon single-handedly transformed our training program and established the credibility of DCAP. Blessed with a unique legal intellect; a creative, dynamic, and selfless personality; and flawless diligence, MAJ Helixon is the best trial lawyer in TDS and a superior Soldier/lawyer, leader and manager. Promote immediately. MAJ Helixon has unlimited potential and all the attributes of our most successful leaders. Send early to all resident schooling.

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.
 Regional Defense Counsel; Military Judge; Chair, Criminal Law Department, TJAGLCS