

**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 02		h. REASON FOR SUBMISSION Annual	
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) 20080525	THRU (YYYYMMDD) 20090524	12		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) H [REDACTED], F [REDACTED]	SSN [REDACTED]	RANK LTC	POSITION Deputy Chief, USATDS	SIGNATURE [REDACTED]	DATE (YYYYMMDD) 20090805
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) 20090806
SENIOR RATER'S ORGANIZATION HQ, USA TRIAL DEFENSE SERVICE ARLINGTON, VA 22203		BRANCH JA	SENIOR RATER TELEPHONE NUMBER [REDACTED]	E-MAIL ADDRESS (.gov or .mil) mark.cremin@us.army.mil	
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) 20090806

**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 the criminal defense orientated training and case assistance for the 126 active component and 180 reserve component defense counsel (DC) serving in 60 TDS offices worldwide, including seven deployed locations. Advise the Chief and Deputy Chief on in-house training conferences, multi-service training seminars and civilian training opportunities for USATDS DCs. Lead DCAP in accessing training needs of the field, and developing programs and curricula to meet those needs. Develop training products to keep DC informed and trained on the latest legal developments, both in theory and practice. 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"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing	<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure
	<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning	<input checked="" type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering	<input type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions
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		
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving	<input checked="" type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups	<input type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely	<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment
	<input type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable	<input type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources	<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement
	<input checked="" type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders	<input checked="" type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate	<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change

c. APFT: PASS      DATE: 20090515      HEIGHT: 71      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

**+** 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.

Phenomenal performance by MAJ Will Helixon. Will was greatly responsible for continuing to provide the highest quality training and education to TDS counsel worldwide. He spent an enormous amount of energy researching, developing, and implementing the best Army advocacy and ethical training and education program for the more than 350 military defense counsel and paralegals worldwide. Will is tireless, extremely passionate, and focused all of his energy on the Defense Counsel Assistance Program, resulting in the most effective training program I've seen in my 26 years of service and did this while operating with 50% of his staff. Ensuring that TDCs were assisted daily, he fashioned the products and the talents of his staff into programs that will have long term and far reaching results for Soldier-advocates. At the same time, he quickly became my architect for new programs like DC 101 to ensure that every region has highly trained counsel capable of handling every case regardless of its complexity. I fully trust Will's judgment, support, and selfless availability. He is one of the best criminal law practitioners in the Army, and is totally dedicated to the thorough, well-prepared, and ethical pursuit of justice. A proven leader, well-recognized for his intellect and litigation skills, promote him now to Lieutenant Colonel, he is already performing like one.

c. COMMENT ON POTENTIAL FOR PROMOTION.

Will Helixon must be promoted to Lieutenant Colonel; the Army has already realized that he should be utilized as one of our military justice experts by selecting him to be a future Special Victim Prosecutor.

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.

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 31 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  
 [REDACTED]  
 SR: COL [REDACTED]  
 DATE: 2009 08 07  
 TOTAL RATINGS: 44  
 RATINGS THIS OFFICER: 1

c. COMMENT ON PERFORMANCE/POTENTIAL

Absolutely magnificent performance by one of the best trial advocates in DoD. MAJ Will Helixon is a vastly competent, extremely experienced and professional Soldier/lawyer/leader who models the TDS ethic of aggressive, well-prepared and ethical defense of Soldiers. Will has the intellect, advocacy, technical and professional smarts and common sense know-how of a well-seasoned litigator while being one of the best teachers/trainers/mentors that I have known in all my years of military service. I know of no officer more dedicated to military justice and trial advocacy than MAJ Helixon. He produced more quality advocacy training products and programs than seemed humanly possible. A military justice treasure without equal in the JAGC Corps, promote MAJ Helixon now to Lieutenant Colonel and send him to resident ILE/AWOC.

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.

Chief, Military Justice; Division/Corps Deputy SJA; RDC