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ISAP - BOLC COMMON CORE APPROVED 13 MAR 25

ATMC-WBA-AB (350-1U2)

13 March 2025

MEMORANDUM THRU Chief, Basic Officer Leaders Course (BOLC), Department of Leader Training, Medical Center of Excellence (MEDCoE)

FOR Office of the Commandant, MEDCoE

SUBJECT: Individual Student Assessment Plan (ISAP) for Course 6-8-C20B (BOLC), AMEDD Basic Officer Leader Course Common Core

1. References.

- a. Army Regulation (AR) 12-15 (Joint Security Cooperation Education and Training).
- b. AR 135-200 (Active Duty for Missions, Projects, and Training for Reserve Component Soldiers).
- c. AR 350-1 (Army Training and Leader Development)
- d. AR 350-100 (Officer Active-Duty Service Obligations)
- e. AR 600-9 (The Army Body Composition Program)
- f. AR 600-20 (Army Command Policy)
- g. AR 623-3 (Evaluation Reporting System)
- h. AR 670-1 (Wear and Appearance of Army Uniforms and Insignia)
- i. Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum)
- j. Department of the Army (DA) Pamphlet (PAM) 600-4 (Army Medical Department Officer Career Management)
- k. Department of the Army (DA) Pamphlet (PAM) 611-21 (Military Occupational Classification and Structure)
- l. DA Form 1059 (Service School Academic Evaluation Report).
- m. DA Form 4856 (Developmental Counseling Form).

n. TRADOC Reg 350-36 (Basic Officer Leader Training Policies and Administration).

o. Title 10 United States Code (U.S.C) Chapter 47 (Uniform Code of Military Justice [UCMJ])

p. Title 10 U.S.C Chapter 101 (Initial Military Training [IMT])

q. MEDCoE Form 123 (Record of Student Counseling)

r. MEDCoE Reg 351-12 (Enrollment, Relief, New Start/Recycle, Administrative Disposition, and Counseling of Student Personnel)

s. MEDCoE Memorandum 12-16 (International Military Students Administration)

t. National Guard Regulation (NGR) 351-1 (Individual Military Education and Training)

2. Overview.

a. This ISAP establishes each student's responsibilities, the mandatory course completion criteria, and states the policies and procedures for student evaluations.

b. This ISAP identifies the requirements for all course examinations, performance standards, general standards, counseling, remedial training, remedial testing, and relief from the course, academic performance ratings, and appeal process.

3. Student Responsibilities.

a. Read and acknowledge understanding of this ISAP by completing Appendix B – Student Acknowledgement of ISAP.

b. Abide by the policies and procedures stated in this ISAP.

c. Abide by the standards of conduct and academic requirements stated in Table 3-1, below.

Standards of Conduct	Conform to the rules and standards of conduct established by Title 10 U.S.C. Chapter 47 UCMJ and MEDCoE Reg 351-12, Enrollment, Relief, New Start / Recycle, Administrative Disposition, and Counseling of Student Personnel. Be at the place of duty at the specified times by the academic and administrative leadership. Demonstrate motivation and a positive attitude. Demonstrate integrity and leadership potential.
Academic Requirements	Achieve an overall academic average of 70% or higher. Achieve a minimum score of 70% on all written assessments. Achieve a "GO" rating on all hands-on performance assessments.
Non-Academic Requirements	In accordance with (IAW) Department of Defense and Army policy guidance, students will maintain standards of physical fitness, and IAW AR 350-1 and AR 600-9 students will meet height/weight standards. Students must take the Army Combat Fitness Testing (ACFT) during this course, and IAW Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum) students must pass the ACFT prior to graduation. Students are required to meet the High Physical Demands Tasks (HPDT) criteria to meet Area of Concentration (AOC) / Military Occupational Specialty (MOS) specific course graduation requirements IAW MEDCoE Reg 351-12. Training events and requirements will comply with directives as outlined in Army Directive 2022-06 (Parenthood, Pregnancy, and Postpartum). Class attendance is vital to student's success in this course. Students cannot miss more than 24-hours of instruction to remain in this course.

Table 3-1, Student Conduct and Academic Requirements

4. Course Information.

a. MEDCoE develops Army Medical Department (AMEDD) Officers who are knowledgeable in the Army Health System. Officers competent in Army and medical doctrine at all echelons and adaptable to Large Scale Combat Operations, capable of supporting the complexities of Multi-Domain Operations (MDO) to include prolonged care. Leaders skilled in planning, preparing, and executing a wide range of Health Service Support and Force Health Protection for Army units across the tactical, operational, and strategic levels to include joint-combined-interagency operations.

b. Course Administrative data:

Table 4-1, Course Administrative Data

Course Length	Peacetime course length is 38-days. Mobilization course length is 38-days.
Course Prerequisites	Prerequisites are IAW AR 350-1 (Army Education and Training) and DA PAM 611-21 (Military Occupational Classification and Structure). However, officers must not have received credit for any other Officer Basic Course. Officers with a permanent physical profile may enroll in the course if they are able to participate in the field training exercises (FTX) and ACFT. Officers will not be enrolled in this course if they have a temporary medical or physical condition that prevents them from participating in the FTX and ACFT.
Service Obligation	Active-duty students incur no additional service obligation for course attendance IAW AR 350-100, Officer Active-Duty Service Obligations. AR 135-200 governs ARNG and USAR students and NGR 351-1 further governs ARNG officers.
Course Structure	IAW the program of instruction (POI) provided by the instructor for didactic instruction and FTX.
Examinations and Assessments	This course includes graded examinations and assessments used to monitor academic progress and determine success in achieving the course objectives. This course uses examination and assessment results to support decisions for special recognition, counseling, probation, and relief procedures. Refer to Appendix A for specifics on examinations and assessments.

Special Recognition and Programs	To be eligible for academic honors, students must meet all standards of performance specified in this ISAP. Students are ineligible while assigned to MEDCoE if they receive unfavorable counseling due to disciplinary action(s), receive an initial failing grade on any crucial examination or evaluation, fail to pass the ACFT, or meet height/weight standards. The following minimal requirements must be met to achieve Special Recognition:
Special Recognition and Programs, cont'd.	1) COL George R. Lynch Leadership Award: • Achieve 90% or greater on both examinations. • First time GO on all academic assignments and FTX events. • For a tie on the Order of Merit List (OML), the highest exam score and/or Army Combat Fitness Test score will be used as a tiebreaker. 2) Army Combat Fitness Test Award: • Have the highest male or female score for the class based on the initial fitness test. • Pass the initial body composition IAW AR 600-9.
Minimum Course Attendance Requirement	Class attendance is mandatory to include classes or training conducted on weekends. Only the Class Advisor or BOLC Chief may excuse anyone from any scheduled training. Approval for local appointments is delegated to Platoon Advisors. Students cannot miss more than 24-hours of approved Program of Instruction (POI) to remain in this course. Absence in excess of 10-hours, regardless of reason, must be approved by the BOLC Chief to determine course eligibility. POI is classified as any published scheduled event i.e., classroom instruction, physical training, class movement, field training event, etc.
Academic Affiliation and College Credit	Military Education Level (MEL) – Upon successful completion of BOLC-B, student obtains G credit IAW requirements of Initial Military Training mandated by Title 10, U.S.C. Chapter 101.

Table 4-2, Course Administrative Data

5. Academic Standards. Refer Table 3-1 above and Appendix A.

6. Non-academic Standards. General Standards of Conduct.

a. Students are required to conform to the general rules and standards of conduct established by the UCMJ, AR 600-20, AR 670-1, TRADOC Reg 350-6, MEDCoE Reg 351-12 and assigned Battalion policies.

b. Cheating will not be tolerated. Students caught cheating will be relieved from the course. Examples of cheating include, but are not limited to: looking at another student's written/computer-based examination, talking to another student during an examination, copying another student's homework or assignment, claiming to have performed a task that the student did not perform, plagiarism, using or having direct access to unauthorized notes or information during a written/computer-based examination, or passing exam questions and class notes/study guides to students in other classes.

c. Artificial Intelligence (IA). For this course, AI resources may be utilized for further investigation of the content presented in class (e.g., gathering information to brainstorm for an assignment). However, all formative and summative assignments evaluated by the instructor must be the original work of the student. Submitting content that has been generated by an AI-content generator is prohibited and considered an act of deception, which violates the integrity policy.

7. Student Counseling.

a. Students will receive academic counseling during the course to review and document academic progress and/or professional development. MEDCoE Form 123, Record of Student Counseling, IAW MEDCoE Reg 351-12 and/or DA Form 4856, Developmental Counseling will be used to document counseling.

b. Students will receive academic counseling any time an examination is failed or do not complete a graded academic performance event to standard. Counseling sessions will be scheduled immediately after the results of written examinations and other appropriate training events to maximize the feedback and guidance from the counselor to the student. For non-academic counseling involving any violation or performance issue occurring outside of course hours, counseling sessions should be scheduled immediately after the event is identified.

c. Individual Development Plan (IDP): Students will take six Project Athena assessments, designed to highlight strengths and areas for improvement in several areas. When complete, students will receive their individual results and use these reports to create a mandatory IDP to continue further self-development after this course.

8. Probation.

a. Probation can be academic or non-academic. Probation serves to help identify performance problems and the potential consequences should improvement not occur. Any personal behavior interfering with the conduct of class: failure to meet the prescribed standards of conduct, or a habitual disciplinary problem as defined in this ISAP, will be grounds for probation. The purpose of probation is to:

- (1) Identify performance problems and potential consequences.
- (2) Advise on performance improvement.
- (3) Provide a means to measure improvement.

b. Probation is automatic any time a student is at risk of failing during the course and/or failing to meet non-academic course requirements.

c. The course faculty may place students on academic probation for lack of participation in class activities, lack of achieving minimum course standards, or failure to meet other course requirements. The faculty determines when to remove students from academic or non-academic probation after making satisfactory progress.

d. Student records will reflect the monitoring, evaluation, and documentation of progress. While on probation, student will receive counseling in writing IAW MEDCoE Reg 351-12.

9. Remedial Training.

a. Failure to achieve the minimum standard on a critical graduation requirement will result in counseling by the Platoon or Class Advisor. Failure for either height/weight standards or ACFT will result in enrollment in the Special Conditioning Physical Readiness Training Program.

b. Course cadre are available for questions on course material; however, it is the student's responsibility to come prepared on the course material.

10. Retesting.

a. For written examination failures, a retesting date, time, and location will be annotated on the counseling form. It will be no earlier than 24-hours and no later than 72-hours. To pass a retest, a student must score at least 70% on the examination. Depending on the event, students are authorized one additional attempt to pass an examination.

b. For FTX practicum failures, students will be retrained and assessed on the same day of failure.

11. Relief from Course.

a. Relief consists of releasing a student from the course. Students may be considered for relief from this course for any of the reasons specified below:

(1) Personal conduct is unprofessional and the continued presence in the course is not appropriate (for example, violating regulations, policies, or established discipline standards). No formal adjudication of guilt by a military or civilian court or by a commander under Article 15 of the UCMJ is necessary to support relief.

(2) Negative attitude or lack of motivation is prejudicial to good order and discipline.

(3) Fail to meet course standards stated in the course POI.

(4) Illness or injury (as determined by a physician) or added physical profile limitation that prevents from achieving minimum course standards.

(5) Compassionate reasons.

(6) Failure to demonstrate academic progress based on a consistent pattern of requiring remediation after 20% or more of the assessments in this course.

(7) Any unapproved absences.

(8) Extended absences such as emergency leave, hospitalization, incarceration, or illness/injury that prevent from accomplishing course standards IAW POI.

(9) Serious breaches of academic ethics such as plagiarism, cheating, or unauthorized collaboration in any form IAW MEDCoE Reg 351-12.

b. To ensure student accountability DA Form 1059 will reflect reasons for relief.

c. When initiating both academic and non-academic relief actions, non-academic relief actions have priority.

12. Appeal Process. Students who experience difficulty in meeting the course standards and are recommended for relief from the course, have a right to appeal through appropriate channels IAW MEDCoE Reg 351-12.

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AMEDD Basic Officer Leader Course Common Core

13. Academic Evaluation Report. IAW AR 623-3, Evaluation Reporting System.
14. International Military Students. Standards for international military students will be IAW AR 12-15, Joint Security Cooperation Education, Training and MEDCoE Memo 12-16. Actions concerning International Military Students will be coordinated with the International Programs Division IAW MEDCoE Reg 351-12.
15. The point of contact for this memo is BOLC Operations OIC email at usarmy.jbsa.medical- coe.mbx.bolc-operations@army.mil.

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For: ERIC A. NAVA
Colonel, MS
Director, Department of Leader Training

2 Encls
1. Appendix A,
Examinations & Assessment
2. Appendix B,
Student Acknowledgement of ISAP

For REBECCA A. ZINNANTE
Colonel, MS
Commandant

Appendix A

Examinations and Assessments

This appendix provides details of all examinations and assessments for this course, including the corresponding learning objectives and grading criteria.

1. Graduation Requirements

b. Students must earn at least 70% or higher on all academic assignments that contribute towards the progress of learning, in order to receive an "Achieved Course Standards" rating on their Service School Academic Evaluation Report (AER), DA Form 1059.

c. **Critical Events:** A critical event is defined as a mandatory graduation requirement to complete during BOLC-B. Failure to pass a critical event prior to the last day of the course for Active Duty personnel, will be held-over in administrative status with A Co, 187th MED BN. Failure to pass a critical event prior to the last day of the course for Army Reserve and National Guard personnel, will be processed from the course with a "Failed to Meet Course Standards" DA 1059 and will have to return to BOLC at a later date.

(1) The Army Combat Fitness Test (ACFT) of record will be administered during the course. If a student fails the test, they will be enrolled in Special Conditioning Physical Training (PT) 5-days a week and will be retested. There will be two additional opportunities for re-test: (1) the week prior to going to the field training exercise (FTX), and (2) the day of graduation.

(2) Height and Weight Standards. Students will be assessed for body composition standards as a mandatory course requirement IAW AR 350-1 and per the standards contained in AR 600-9. During in-processing students who fail the allowable body fat percentage will be enrolled in Special Conditioning PT 5-days a week and will be retested. Retest will be no earlier than seven (7) days and NLT 24-days. Students may have additional retest opportunities.

(3) High Physical Demands Tasks (HPDT). Students will be tested during the FTX and will have as many attempts as necessary to receive a GO IAW MEDCoE Reg 351-12.

(4) Land Navigation. Students will be tested during the FTX on their ability either to navigate to five out of seven points during the day and two out of three points during the night, or to navigate to six out of eight points during a combined night into day course.

(5) Midterm and Final Examinations. Students must achieve or exceed 70% on both examinations. One retest will be administered with the date, time, and location of the retest annotated on the DA 4856 counseling for the exam failure. Second time exam failures may result in “Failure to Meet Course Standards” on the AER and relief from the course.

d. **Required Assignments and Events:** All assignments and events in BOLC-B fulfill a TRADOC requirement or critical task and are therefore mandatory to graduate with “Achieved Course Standards” on the AER. The BOLC Program Director has authority to waive certain graduation requirements in individual cases due to extenuating circumstances beyond the student’s control. Students with permanent or temporary profiles must still meet all physical requirements and must be adjudicated for continued attendance in the course.

(1) Assignments. All assignments must be completed and turned in on time. Student’s may be required to resubmit any substandard work (<70% of rubric points) until the standard is met. Students who fail to submit an assignment on time or turn in two or more assignments that do not meet standard, will be counseled that they are in jeopardy of not meeting academic progress.

(2) Field Training Exercise (FTX) - General. Students must complete all portions of the FTX to standard for each event to include, standing and marching in gear, tactical foot march, loading casualties onto standard and non-standard vehicles, basic rifle marksmanship, Army Warrior Tasks (AWT) testing, and the culminating event.

d. Assessed Events:

Table A-1: Academic Achievement

Character / Accountability	• All students are assessed as either “Met Standards” or “Did Not Meet Standards.” • Misconduct IAW the ISAP or UCMJ is used to assess “Did Not Meet Standards.”
Presence / Comprehensive Fitness	• Met Standards: Pass ACFT, HT/WT, HPDT, and all FTX tasks. • ACFT or HT/WT Failure: If student fails to pass either event, the student will receive a “Did Not Meet Standards.”
Intellect / Critical Thinking & Problem Solving	• All students are assessed as either “Met Standards” or “Did Not Meet Standards.” • Failure to pass academic assignments per the ISAP is used to assess “Did Not Meet Standards.”

Leads / Communication & Engagement	All students are assessed as “Met successful completion of all tasks as a member of a team” is used to assess “Met Standards”
Develops / Collaboration	All students are assessed as “Not Evaluated.”
Achieves / Lifelong Learner	• All students are assessed as either “Met Standards” or “Did Not Meet Standards.” • Failure to pass academic assignments per the ISAP is used to assess “Did Not Meet Standards.”

Table A-2: Overall Academic Achievement

Class Standing	The overall class Order of Merit (OML) dictates student class standing. Students in the top 40% of the class will be enumerated according to their peers.
Lynch Leader	Awarded to the student with the highest overall OML score, first time achievement of 90% and above for Mid-term and Final exams, and first time GO on all academic assignments and AWT testing.
Commandant's List	The Commandant's List is limited to the top 20% of the student population according to the OML, 80% and above for Mid-term and Final exams, and first time GO on all academic assignments and AWT testing.
Superior Academic Achievement	Superior Academic Achievement is limited to the top 40% of the student population according to the OML, 80% and above for Mid-term and Final exams, and first time GO on all academic assignments and AWT testing.
Achieved Course Standards	Students below the 40 th percentile on the OML that meet course standards are assessed as “Achieved Course Standards.”
Failed to Achieve Course Standards	Students who fail to meet a course standard are assessed as “Failed to Achieve Course Standards” and will receive a referred AER.
Following Assignments	Selection of three following assignments is based on each student's AOC and DA PAM 600-4 (Army Medical Department Officer Career Management).

e. OML Calculation. The OML is calculated using the following weighted criteria:
Graduation requirement: 196 out of 280 points.

Table A-3: OML Point Breakdown

Event	Max Points	Standard	Assessment
Midterm exam	100	70%	Must achieve a 70% or greater to pass. Original scores will be used for points for GPA purposes on second attempts.
Final exam	100	70%	Must achieve a 70% or greater to pass. Original scores will be used for points for GPA purposes on second attempts.
Journal Entry #1	25	70%	Per each journal entry from the assigned reading and two responses to peers. 15 points per entry and 5 points per response.
Journal Entry #2	25		
Quiz #1	10	70%	10 questions based on Exam 1 topics.
Quiz #2	10	70%	10 questions based on Exam 2 topics.
Effective Communication Brief	10	70% rubric	Points based on rubric.

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Appendix B

Student Acknowledgement of ISAP

MEMORANDUM OF UNDERSTANDING

SUBJECT: Acknowledgement of Individual Student Assessment Plan (ISAP) for Course
6-8-C20B (BOLC) AMEDD Basic Officer Leader Course Common Core

1. I read and understand this ISAP for the Basic Officer Leader Course. Course personnel answered all questions I had pertaining to this ISAP prior to signing this memorandum.
2. I have a copy of, or access to, the ISAP information describing the course structure and examination/assessment procedures.
3. I am aware of the counseling requirements in accordance with MEDCoE Reg 351-12, Enrollment, Dismissal, New Start/Recycle, Administrative Disposition, and Counseling of Student Personnel, as briefed to me by course personnel.

Signature of Student

Date

Printed Name of Student