

IMT-36: Institution trains Soldiers using approved course materials and references, including common core, and Soldiers can perform to the prescribed learning objective standard and achieve desired outcomes.							As of: <b>February 2012</b>		
Criteria	Criteria Guidelines	References*	Required Documents	Applicability					Mandatory Comments
				BCT	OSUT	AIT	BOLC B	WOBC	

<b>Criterion 36a:</b> Training is sequential, progressive, and conducted in accordance with the mandatory training sequence, and includes all required training.	<b>36a(1):</b> During instructional evaluation, compare training being presented to the lesson plan to ensure the correct material is being taught by the instructor. If outcomes-based training is being employed in IMT, it will supplement, not replace, the action-conditions-standard of the lesson plan. Note: Instructor should supplement material with relevant experience(s) when appropriate.	TR 350-6, para 3-4 TR 350-18, para 3-5 TR 350-36, para 2-2	Lesson plans and CMP/POI	X	X	X	X	X	X	Comment - Instructor is not teaching the material in the lesson plan.
	<b>36a(2):</b> Crosswalk training schedules and POI to confirm all material in POI is being taught in the correct sequence, and time to teach each lesson is properly allocated on training schedules. Note: Not to be confused with training to time, not standard – this is only a check to ensure training is being properly scheduled, so when lessons are identified as continually taking more or less time than prescribed by the POI, feedback is given to training developers to make the appropriate adjustments.	TR 350-70, <b>paras 6-25, 6-26, and 6-30b(5)</b>	Training schedules, POIs, CMPs, and approved waivers	X	X	X	X	X	X	<b>Not Met</b> - One or more lessons in POI not being taught without an approved waiver from the proponent.  Comment - All material is being taught, but differences in sequence and/or timeframe exist.
	<b>36a(3):</b> Use POI and training schedules to verify all WTBD are being taught in BCT and OSUT. <b>Use same documents to verify the required WTBD are being taught in BOLC B (not ALL WTBD are taught in BOLC B – some are taught in BOLC A).</b>	TR 350-6, para 3-11 <del>TR 350-36, para 2-3f</del> WTBD implementation guidance	POI and training schedules	X	X				X	Comment - Not teaching all/required WTBD.
	<b>36a(4):</b> Use POI and training schedules to verify AITs <b>and BOLC B</b> are reinforcing required WTBD. <b>See Job Aid IMT-36a4 (AIT WTBD Reinforcement)</b>	TR 350-6, paras 2-2c(3) and 3-11 <del>TR 350-36, para 2-3f</del> WTBD implementation guidance	POI and training schedules			X			X	Comment - WTBDs not being reinforced as required.
	<b>36a(5):</b> Review POI and/or training schedules to ensure mandatory/reinforcement training is being conducted (in the appropriate weeks of training, if applicable). <b>See Job Aid IMT-36a5 (OSUT/AIT)</b>	TR 350-6, paras 2-3c(4) and 3-18	POI and training schedules		X	X				

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	<b>Mandatory/Reinforcement Training).</b>									
	<b>36a(6):</b> Review POI and/or training schedules to ensure BOLC B and WOBC common core programmed, integrated, awareness, and refresher tasks are being taught, and are conducted in the appropriate sequence. <b>Current CCTL can be found at <a href="https://www.us.army.mil/suite/page/613990">https://www.us.army.mil/suite/page/613990</a>.</b>	TR 350-36, App D and E	POI and training schedules				X	X		Comment – Common core training is not being conducted, or is being conducted out of sequence.
	<b>36a(7):</b> Review BOLC and WOBC common core POI integrated training documentation to validate documentation of integrated training tasks.	TR 350-36, para 4-3 TR 350-70, para 2-17a	POI and lesson plans				X	X		Comment - Integrated tasks not documented in POI.
<b>Criterion 36b:</b> Students can perform to the prescribed learning objective standards and achieve desired outcomes.	<b>36b(1):</b> Observe <b>instructor/facilitator/DS</b> and student interaction to verify students understand the learning objectives and desired outcomes. If unable to determine through observation, interview students (as training allows).	TR 350-6, TR 350-36, TR 350-70, lesson plans, and ISAP	Lesson plans	X	X	X	X	X	X	<b>Not met</b> - Students do not understand learning objectives/desired outcomes.
	<b>36b(2):</b> Observe student performance during practical exercises and exams to ensure Soldiers can perform to the prescribed learning objective standards and desired outcomes.	TR 350-6, para 1-6c and 3-14. TR 350-36, para 3-3 TR 350-70, para 6-4 and Table 6-9	ISAP and lesson plans	X	X	X	X	X	X	<b>Not met</b> - Students cannot perform to standard and/or outcomes, and retraining is not provided.
	<b>36b(3):</b> Review student test results and counseling to verify students pass criterion- and performance-based tests, and if not, that students are retrained and retested.	TR 350-6, para 3-7 TR 350-36, para 4-4e <del>TR 350-70</del> TRADOC Pam TBP	ISAP, test results, and student records	X	X	X	X	X	X	Comment – Review indicates high student failure rates on tests.
	<b>36b(4):</b> Review student dismissal packets to ensure students' rights are preserved (appeal procedures) and proper dismissal procedures are followed	AR 350-1, para 3-14 TR 350-18, para 3-30	ISAP, SOP, and student records	X	X	X	X	X	X	<b>Not met</b> - Students are not afforded opportunity to appeal.

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	<b>36b(5):</b> Verify individual training records (ITRs) are completed and forwarded to gaining units. Note (for BCT, OSUT, and AIT only): DA Forms 5286 and 5286-1 are part of the ITR IAW AR 350-1, para F-4. They should include all trained/evaluated lessons/tasks (in language gaining unit can easily understand), date of training/evaluation, and evaluation results (score, Go, No Go, 2 <sup>nd</sup> time Go, etc).	AR 350-1, para F-3 thru F-5	RITMS/ DTMS and student records	X	X	X	X	X	X	<b>Not met</b> -Complete ITRs not being sent to gaining unit.  Comment (for BCT, OSUT, and AIT only) – DA Forms 5286 and 5286-1 do not contain all lessons/tasks trained/evaluated, and/or the results.
	<b>36b(6):</b> Verify IMT Soldier Assessment Reports (TRADOC Form 350-6-2-R-E) are completed and forwarded to gaining units.	TR 350-6, para 1-4c(9)	Student records	X	X	X				Comment – Reports not forwarded to gaining unit.
<b>Criterion 36c:</b> Physical readiness training (PRT) is conducted IAW prescribed guidance.	<b>36c(1):</b> Observe at least one PRT session for each course. Verify there is command presence at the session, session is led by a cadre member (DS/AITPSG/BOLC Cadre/etc), and that other cadre perform exercises with the students to monitor intensity level and serve as role models. <b>Note: This guideline is only applicable to RC courses if their CMP or POI specifically states physical training is a requirement for the course.</b>	TR 350-6, para 6-2 <b>TC 3-22.20, Chapter 3</b>	None	X	X	X	X	X	X	Comment - Required DS, AITPSG, Cadre, or etc (as applicable) not conducting PRT.
	<b>36c(2):</b> Compare PRT conducted to training schedule and TC 3-22.20, Physical Readiness Training, to verify all three are in agreement and that training was conducted to standard. Note: This guideline is only applicable to RC courses if their CMP or POI specifically states physical training is a requirement for the course.	TR 350-6, para 6-2 TR 350-36, para 2-2c TC 3-22.20	Training schedules	X	X	X	X	X	X	Comment - PRT not being conducted IAW TC 3-22.20, or it was not to standard.
	<b>36c(3):</b> Review training schedules to ensure APFTs are being administered ( <b>as applicable</b> ): - During the final two weeks of BCT/OSUT, - NLT the last two weeks of AIT, - In BOLC B <b>and WOBC</b> (no required timeframe – just sometime during the course), <b>and</b> - <b>IAW POI, CMP, and/or ISAP in RC courses (if APFT is a course requirement for graduation)</b>	TR 350-6, para 6-3 TR 350-36, para 4-4c <b>POI/CMP/ISAP</b>	Training schedules	X	X	X	X	X	X	Comment - APFTs not being administered (and within “windows” for BCT/OSUT/AIT).

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