

# TOTAL ARMY PERFORMANCE EVALUATION SYSTEM

**AR 690-400, Chapter 4302**



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# AGENDA

- **References**
- **Goals**
- **Rating Schedule**
- **General TAPES Information**
- **Leadership Obligations and Ratee Expectations**
- **Appraisal Process**
- **Special Situations**
- **Common Errors**



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# References

- **References:**

- **AR 690-400, Chapter 4302, Total Army Performance Evaluation System, 16 October 1998.**
- **DA Pamphlet 690-400, Total Army Performance Evaluation System (TAPES) (Chapter 4302).**

- **Forms:**

- **Senior System Civilian Evaluation Report Support Form (DA Form 7222), and Senior System Evaluation Report (DA Form 7222-1).**
- **Base System Civilian Performance Counseling Checklist/Record (DA Form 7223), and Base System Civilian Evaluation Report (DA Form 7223-1).**



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# TAPES Goals

- **Improve civilian evaluation system**
- **Communicate organizational goals and priorities, and Army values and ethics to employees**
- **Enhance civilian professional/leader development**
- **Empower employees**
- **Enhance total Army culture – all members of the Army team**
- **Facilitate mutual understanding/frequent discussion**
- **Emphasize shared values**
- **Support Total Army Quality**



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