
THE TOTAL INFANTRY SOLDIER PROGRAM (TISP)

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INTRODUCTION: The Total Infantry Soldier Program (TISP) is built around the ideology of “Lethality through Discipline”. Since the inception of the United States Army there has been no means of quantifying the individual Soldier, let alone the Infantry Soldier. As we know, the Infantry is the first line of both Offense and Defense, which the US Army is built around. Their entire mission is: “to close distance with the enemies of the United States of America and terminate them with extreme prejudice*”.

As the foundation for the United States Army, as well as Ranger Regiment and Special Forces, there are no institutional “checks-and-balances” to ensure continuous proficiency in our Infantry, no routine assessments or annual recertifications. Currently there are (3) three types of “proficiency” in place: Infantry OSUT, Expert Infantry Badge testing, and Ranger School. Once you’ve attained your Blue Cord, EIB, or Ranger tab the institution considers you proficient. This is an idea that has been continuously disproven over the last 81 years of conflict.

The common issue that stems from this current system is that the fact it is built around the oral-based traditions of learning in this profession. A profession that deals in the very act of dying, killing, or potentially being disabled for life. I pose to you this question: “Would you rather see a Doctor who has to take an annual assessment to continue to be certified as a Doctor, or one that was tested maybe one to three times over a twenty to thirty year period of practice?” We all know the answer, you want a Doctor to handle your health, or your families’ health, that is consistently assessed for competency. Why are we not doing this with our Combat Focused MOSs? Why are we not holding Soldiers and Leaders accountable for their proficiency and lethality? Mostly because a vast majority do not actually know their jobs. They wait around long enough or were in the “right place, right time” to be picked up for these positions. That is not acceptable and is a horrible injustice to not only ourselves, but primarily to these incoming Soldiers. We are entrusted with their lives, both in Basic Training / OSUT and on the Line. We owe it to ourselves to be the best Infantry force in the entire world. Instead, we have a very outdated ideology of what constitutes a “good soldier”, judging them based on either a 12 minute run time or a Ranger tab.

The goal of this program is to effectively eliminate the “Good Ole’ Boy” system of favoritism; so that those undeserving of schools and promotions are not afforded the opportunity. This will show Soldiers that hard work is rewarded which will ultimately boost morale. It will also foster the collective mentality of competition, increasing motivation as we’ve seen with physical fitness to not only be the most athletic Soldier, but also the most tactically competent Soldier. We preach it in the NCO Creed: “Competence is my watchword...I will strive to remain technically and tactically proficient” yet every day, year after year we consistently show that is not the case. With this program, that I, SSG C.L. Hill (Pen Name) and SFC Bramlett have created, the US Army has a completely **FREE** program to implement. We have created all the products already set forth to be used, and have this overview to help guide Soldiers, and Leaders to become the most lethal force this planet has ever seen. We are holding the system accountable for years of non-proficient Leaders, and Soldiers to ensure that in the upcoming conflicts we are ready for any enemy.

PURPOSE: The *Total Infantry Soldier Program (TISP)* provides tools that when properly implemented and executed provide a solution to the issues of inconsistent proficiency and perpetual favoritism that have arisen within the Infantry and the Army as a whole. It fills the need for complete and continuous competency and proficiency evaluations across the force in a quantifiable method in any given time frame (monthly/quarterly/annually). This allows a solid basis for Leaders to determine who to promote or send to schools. The program serves as a complete snapshot of the individual Soldier, Team, Squad, and Platoon, even a Division if implemented on a large scale.

The program focuses on four (4) core competencies:

- 1) RIFLE MARKSMANSHIP
- 2) PHYSICAL FITNESS (ACFT / APFT)
- 3) PROFICIENCY EXAM
- 4) QUANTIFIABLE MONTHLY COUNSELING STATEMENT

How it works is through the excel product that SFC Bramlett has produced it will give a percentage for each of these core areas where they are averaged to give you a title, and rating of: **INEFFECTIVE**, **BARELY**, **MODERATE**, **EXPERT**, and **MASTER** by percentages much like an educational institution provides a report card. With this product, and this program, you can effectively see where your elements stand in physical fitness, intellectual proficiency, lethality through rifle marksmanship, and overall work performance over the months.

The excel program that SFC Bramlett has produced not only gives you the rating of each individual Soldier, but also gives detailed graphs by Platoon per each core element. This gives Company Leadership an overall view of the areas where each Platoon can improve. I have already created the Infantry Proficiency Exam, which is a living product meant for input and improvement, and I have also recreated the Quantifiable Monthly Counseling Statement. I will go further into these through the paper and how they serve. The only thing that needs to occur to see the positive effects within your elements is to implement and properly utilize all components of this completely free, and easy to use program.

By adopting the TISP program, you will easily be able to see your entire elements deployable status with a couple inputs. It also allows you to see which Soldiers and Leaders are deserving of recognition for their hard work and dedication to not only their mental abilities, but also their physical fitness and lethality for the Infantry and the Army.

As I have stated before, it effectively removes the standing ideologies of "my favorite Soldier" for schools and promotions which when removed increases competition among the ranks to be called a Master Infantry Soldier, which as we know, the Infantry revolves around competition. It will make us a more lethal fighting force knowing our Soldiers and Leaders are competent on all major fronts and holds the individual Soldier accountable for their careers based on the amount of effort they put into their work. It also enables Leaders to see who is just coasting for a paycheck or potentially sitting in a position of a more deserving individual. I have implemented this program before, and I am now sharing it with you now. I promise you will see a dramatic increase in your formations output by actually holding them accountable and seeing where they stand. The feedback I have received about the TISP program from various accounts is that it

truly does work. From Team Leaders to Platoon Sergeants, they have all sworn by its effectiveness to drive competition and give Soldiers an attainable goal of being a Master Infantry Soldier because they understand what their Task and Purpose is to become one.

The whole purpose of the Total Infantry Soldier Program (TISP) is to remove the biases we face currently in the Infantry and United States Army by utilizing a variety of testing areas such as physical fitness, rifle marksmanship, a proficiency exam, and an overall quantifiable monthly counseling statement. It will allow Soldiers, and Leaders the opportunity to see where they stand amongst their peers and subordinates to drive competition to be the best of the best. It will also allow Leaders to use an unbiased system to determine who is the most deserving of schools and promotions. With this program I can guarantee you that not only will moral improve due to having a mostly fair and impartial system in place to reward their hard work, but also increase lethality and output from our formations. Over the next couple pages, I will explain each dynamic of the TISP program in its full implementation.

THE FOUR TENETS OF THE TISP PROGRAM:

RIFLE MARKSMANSHIP: Rifle Marksmanship shows the ability of an Infantry Soldier to be perform their basic function of being a lethal element to the US Army. Second to that of the Proficiency Exam, this area should be heavily scrutinized, and continually mastered when given the opportunity. We don't need Soldiers or Infantry Soldiers who barely qualify Marksman or Sharpshooter, we need Experts. It your job to "close distance with the enemies of the United States and eliminate them with extreme prejudice (consideration)". The RM (Rifle Marksmanship) score is pivotal to an Infantry Soldiers success both in the field and on the battlefield and why it's one of the foundations in the TISP Program. A Soldier struggling with Rifle Marksmanship should be given additional PMI (Preliminary Marksmanship Instruction) and coached on their deficiencies. It would be preferrable that before any marksmanship range that the most proficient or MMTC qualified individual lead classes for a week prior to performing on the range.

Physical Fitness: Physical Fitness, even before they come to BCT or OSUT, is instilled as a major factor to their success in the US Army. It is an event that we pride ourselves on every single day and is used as milestone of a disciplined Soldier. Physical Fitness is the cornerstone of our institution and especially the Infantry. It is one, if not the factor, that is used to determine whether a Soldier should attend a career enhancing school. The foundation of any Infantry Soldier, next to Rifle Marksmanship, is the ability to maintain their own bodyweight and gear as well as their buddy's bodyweight under duress. It's important to add into the TISP overall Soldier score because this allows you to see where your Soldier stands "when push comes to shove" and you need them most, let alone their dedication to their physical self-improvement. Physical Fitness is an amazing indicator of a Soldiers dedication to their profession as well as being an Infantry Soldier where they will be expected to perform high mileage movements, climb mountains, carry their fellow Soldiers and themselves, but also maintain a level of physical standards set forth by the US Army. With the implementation of the ACFT, it is a tenet that is nearly unbiased and relies specifically upon the individual Soldier to have the discipline to perform to the best of their abilities physically.

PROFICIENCY EXAM: The Proficiency Exam is the ultimate test of a Competent Infantry Soldier. I built it around my Infantry Training Model (ITM) that should be the steppingstones to where they should be as an Infantry Soldier, absolutely proficient in their profession. Noted, the Team Leader and the Squad Leader portions have not been recreated yet, but the exam itself should serve as a baseline for ANY Infantry Soldier when it comes to Weapon's Data, Acronyms, or Patrolling, hence why the Patrolling portion is heavily weighted. The exam allows you to see who is truly dedicated to being Infantry Soldiers and who is riding for a paycheck or riding off their Skill Identifiers. It is my pride and joy in the regards that it's impartial like our Creed as NCOs. You pass or you do not pass. There's no "Well I have my Ranger Tab Sergeant". Cool. The test shows you don't actually understand your job and why I am heavily stringent that ALL Infantry BNs conduct this test because it's a "baseline". Nothing is outside of the Mechanized, Stryker, Light or Ranger Regiment. It's a baseline test on your Proficiency as an Infantry Soldier.

The test was built much like the Infantry Training Model where it climbs in difficulty from Skill Level 1 to 4. Each section of the Proficiency Exam builds upon the last section much like the ITM classes I have created. The test should be administered within 30 days of an arriving Soldier or NCO. Once they have passed the Exam, it should be administered once every 90 to 120 days or 3 to 4 months. If they fail, it should be administered every 30 days, and or they should be allowed to take it once a month if they so choose.

The testing environment should be in a classroom setting, with spaced seating arrangements, and cellphones turned in to reduce cheating. The test will be graded by the PSG / PL and or with the help of the Squad Leaders who will grade a different Squad. If there is a discrepancy it will be settled by reviewing the answer key provided with said Soldier or Leader. Soldiers will not know their NCOs scores. Team Leaders will not know their Squad Leaders scores as it would undermine the NCO channel. The Platoon Sergeant and PL will have full access to the entire program if it is to be fully implemented, as in they will be the ones for data entry and scores. If Squad Leaders wish to compare, the sheet containing all scores will be printed and physically reviewed in the Office. They may be able to keep their own individual Squads performance and use that for Counseling Statements or development.

The Soldiers and Team Leaders are going to discuss their scores regardless but to maintain the "fair and impartial" idea and reduce the chances of retaliation or bullying from the chain of command, the program itself will remain with the Platoon Sergeant and the Platoon Leader.

QUANTITATIVE COUNSELING: The Quantitative Counseling I have adopted, and recreated is an effective system to gauge a Soldier's abilities over the last month. The counseling has 20 core areas that make up what an individual Soldier should strive to be proficient in. The counseling is built upon the grading system that you see in the American education system and works in the same capacity as a report card. The reason is that the majority of the Army is composed of Soldiers between the ages of 18-22, and it is something they have been exposed to essentially their entire lives making it familiar and easily understood.

An 18-year-old Soldier is not going to understand the ramifications of their actions for the month with a blanket statement of "you did this good but improve upon this". Getting an actual grade, they go "Wow I got a D in my 11B proficiency, and a C on my appearance" will make them question why they are getting this grade making them more likely to improve in that specific area. Out of the whole TISP program this is the only competency that's "open to opinion". Is it 100% perfectly unbiased like a Rifle Marksmanship Score or the Exam, no, no it's not. If there is

blatant targeting, then the Soldier can address it to their Squad Leader or their Platoon Sergeant who can question the grade and then the attention shifts onto the Team Leader who then has to explain why they rated the Soldier that way.

It also prepares young Soldiers for their eventual NCOER evaluations when they become a certified Team Leader / Sergeant. The counseling allows Soldiers to see their needs for improvement or sustains. It also has three-line blocks where you can add additional information as well as the "Plan of Action" to be used to help guide the Soldier in the efforts to be a Master Infantry Soldier. You must remember this a Performance Counseling, not an Event-Oriented one which many, many Leaders across the Army use them as for their monthly counselings.

Finally, once the counseling is complete you will have to manually average all letter grades to get an overall GPA score e.g.: 3.8 GPA for the month. As the months go on, you need to continually average them. SFC Bramlett has made it so the excel product converts the entered GPA to a percentage which is used to generate the overall rating.

HOW THIS TIES INTO THE INFANTRY TRAINING MODEL (ITM) AND THE INFANTRY WARRANT OFFICER (IWO):

To be continued...one day....maybe

SUMMARY: The TISP program was created with the intent to produce the most Tactically, Mentally, and Physically competent Soldiers the world will ever know, based on continual proficiency evaluations. It was designed to ensure that the best and brightest (mentally AND physically) were given the opportunities not afforded to my generation and our predecessors due to systemic and continual favoritism that resulted in our ranks being diminished and fostering a loss of faith in the system. Its implementation would be revolutionary for not just the Infantry but the Army as a whole. It allows individual Soldiers to showcase skills across the different areas of emphasis necessary to succeed and prove their true, total rating within the Infantry. By using an almost unbiased system through quantitative events we will be able to fully evaluate the capabilities of not only the Individual Soldier, but also entire elements from Teams, Squads, Platoons, Companies, and even maybe an entire Division. I created this program to ensure that the best, brightest, and most physically fit are pushed to the front when it comes to promotions, awards, schools, and recognition, as they truly deserve it. I sincerely hope in my heart and mind that the Infantry implements this system so we can retain the best Soldiers by giving them a fighting chance against the systemic favoritism or "The Good Ole' Boy" club. I have personally seen this program work and have had many peers and Leaders who have implemented this program reap the rewards of its implementation. It would be a great injustice not to implement this program across the Army as we would be able to retain and secure truly dedicated Infantry Soldiers that benefit from this program purely on their dedication to their Selfless Service, the Infantry, and the Army.