



DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-3/5/7
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WASHINGTON, DC 20310-0200

DAMO-SS

11 March 2024

MEMORANDUM FOR RECORD

SUBJECT: Army Foreign Area Officer Language Failure and Remediation Policy

1. References:

- a. Army Regulation 11-6, Army Foreign Language Program, 25 Feb 22
- b. Memorandum for Record, Subject: Functional Area 48, Foreign Area Officer, Control Language Policy dated 16 Dec 19.
- c. Department of the Army Pamphlet 600-3, 23 Apr 21

2. Having a holistic approach in evaluating an Army Foreign Area Officer (FAO)'s potential will give the Army flexibility to retain the best talent with its limited resources. Returning officers to basic branch has consequences for each FAO's career that are taken seriously by Headquarters, Department of the Army and Military Education Level (MEL) 4 standards.

3. To be MEL4 Qualified, an Army FAO must score a minimum of 2/2 in the Defense Language Proficiency Test (DLPT) reading and listening modalities during the officer's training pipeline or during accession into FA48. The test score must be in the officer's assigned Control Language (CLANG) for the officer's assigned region.

4. For those officers who do not reach a 2/2 level in their assigned CLANG in listening and reading, the following actions will be applied:

- a. If the trainee does not score *at least* a 1+/1+ in both listening and reading modalities, the officer will be returned to basic branch (RTBB).
- b. If the trainee reaches only a 1+/1+ level, Proponent will recommend the trainee receive language remediation allowing the officer another chance to take the test. This remediation training could delay the officer's In-Region Training (IRT) or Advanced Civil Schooling (ACS). If the Defense Language Institute (DLI) cadre advises, the officer might also be assigned a new language.
- c. If the officer achieves at least a 2 in one modality and a 1+ in another modality, then the officer will be considered by the Proponent Regional Manager for further training in ACS and IRT based on the following criteria:

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1. Strength of file (promotion potential to LTC) of officer
2. Impact to Cohort Year Group strength
3. Language teaching team comments on the FAO's performance, such as study habits
4. DLI FAO Coordinator assessment on the FAO's potential
5. Extenuating circumstances (medical/family emergency, etc.)
6. FAO IRT Rater and Senior Rater comments on the FAO's potential
7. Gaps in FA48 language inventory

4. In both scenario 3b and 3c above, DAMO-SSF will send a letter notifying the officer that they are being considered for RTBB. DAMO-SSF will give the officer the option to voluntarily elect RTBB or request to continue training. HRC will be notified and will pause the officer's ability to enter the move market or take an assignment until the DLPT is passed.

5. Under rare circumstances, certain officers filling mission-critical billets might be allowed to remain in utilization per the needs of the Army based on the criteria presented in 3c. DAMO-SSF Division Chief is the decision authority.

6. The POC for this memorandum is LTC Todd Dahmann at 703-545-1968 or todd.e.dahmann.mil@army.mil.



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