U.S. Army EIB Success Improvement Program: A Logic Model
By Donald A. Petrie

The educational program of focus for this summative evaluation logic model is the improvement of U.S. Army Expert Infantry Badge (EIB) testing success. The EIB is a badge of distinction, held by Infantry Soldiers, to denote professionalism and expertise regarding infantry skills and proficiencies. The EIB is only attainable through a rigorous and demanding testing process encompassing practical application of infantry skills and knowledge. Currently, 74% of infantry Soldiers who attempt to earn the EIB fail. These rates of failure contribute to decreased levels of proficiency, service retention, promotion, and morale within the U.S. Army's Infantry Branch.

Problem Statement	Program Goals
U.S. Army Soldiers are unable to successfully complete the requirements of Expert Infantry Badge (EIB) testing.	• Enhance individual Soldier skills, knowledge, and attitudes relating to Infantry proficiencies. • Improve efficacy of organizational EIB training programs. • Increase proficiency of EIB graders and evaluators

Resources

• EIB SMEs • Infantry Branch Support • Installation Support	• EIB Candidates • EIB Graders and Evaluators • Classroom with AV capability	• Infantry Soldiers • Outdoor Training Area • Increased training funds	• AV Equipment • Organizational Leadership • Logistical support	• Training Aids • Information Tech Support • Training staff personnel

Activities	Outputs	Short-Term Outcomes	Intermediate Outcomes	Long-Term Outcomes
Educate EIB candidates on the standards of EIB assessment and testing.	• Knowledgeable EIB candidates • Institutional EIB training doctrine • Army-wide EIB standard understanding	• EIB candidates are able to successfully complete 90% of EIB tasks to standard during EIB training.	• Rates of success during EIB testing increase by 20%. • Awarding of the Expert Infantry Badge across the Infantry branch increases by 10% annually.	• Rates of EIB awarded Infantry Soldiers increase by 30% across the U.S. Army. • 25% increase in fully qualified Infantry Soldiers during centralized promotion proceedings.
Train EIB Graders and Evaluators on the proper execution of EIB testing and assessment.	• Proficient and professional EIB Graders and Evaluators • Increased efficiency and efficacy of EIB testing procedures • Standardized evaluation and assessment practices	• A 20% decrease in EIB Grader-centric discrepancies during EIB testing. • 100% uniformity of grading techniques and procedures during EIB testing.	• Rates of EIB test result appeals during EIB task evaluation are reduced to 0%. • EIB candidate rates of satisfaction regarding evaluation practices increase to 90% during post-test critique.	• EIB testing failures attributed to EIB Graders and Evaluators is reduced to less than 5% • Infantry Organizational Leadership levels of confidence in EIB grading practices increases to above 90%
Mentor Infantry Organizational Leadership on EIB training programs, scheduling, and equipping.	• Enhanced training capability for Infantry organizations. • Efficient training scheduling capabilities. • Proper training equipment and material allocation and procurement	• A 30% increase in organizational EIB focused training. • Utilization of EIB-centric training resources and ranges increases by 40%	• Organizational training schedules indicate a 25% increase in EIB focused training events. • EIB candidates indicate an 80% satisfaction rating regarding organizational EIB training support.	• 100% implementation of EIB-focused training management across the U.S. Army Infantry Branch • Rates of EIB test failure due to improper organization training preparation decrease to less than 10%.

Impacts

• Increased relevance and validity of Infantry Branch training and doctrine methodologies • Increased success rates during EIB testing • Enhanced proficiency of Infantry skills	• Enhanced operational capability and readiness of the U.S. Army Infantry • Improvement of promotion potential for Infantry Soldiers • Greater levels of U.S. Armed Service expertise