

PERFORMANCE EVALUATION - Leadership

| Job Performance Factor and Description | SUPERVISOR Rating and Comment | | | Not Applicable |
|--|-------------------------------|------------|-------------------|-------------------|
| <u>Staff Alignment</u> Work is distributed to unit and monitored to ensure, through efficient utilization of staff assigned to the unit, that all work is completed timely. Supervisor provides updated information to help the team achieve goals and results | Exceptional | Successful | Needs Improvement | NA |
| <u>Job Knowledge</u> Demonstrates acceptable knowledge and skills in performing the essential duties and functions of the position. Understands the purpose of the position and how it interacts with other positions. Regularly exhibits knowledge of department functions, unit operations, and department/County administrative policies. | Exceptional | Successful | Needs Improvement | NA |
| Planning and Organizing Coordinates ideas and resources to achieve goals. Identifies the sequence of tasks and the resources needed to achieve a goal and prioritizes key action steps. Anticipates the impacts and risks of decisions and actions. Seeks and uses others' input about critical actions, timelines. | Exceptional | Successful | Needs Improvement | NA |
| <u>Coaching & Mentoring</u> Enables co-workers to grow and succeed through feedback, instruction, and encouragement. | Exceptional | Successful | Needs Improvement | NA |
| Listening A dependable leader who is a role model for leadership, listens carefully without interrupting, offers possible options without telling staff what to do. Helps employee set realistic expectations and goals to achieve them. | Exceptional | Successful | Needs Improvement | NA |
| Ability to Communicate The ability to ensure that information is passed on to others who should be kept informed. | Exceptional | Successful | Needs Improvement | NA |
| Fostering Teamwork As a team leader, the ability to demonstrate interest, skill, and success in getting groups to learn to work together. | Exceptional | Successful | Needs Improvement | NA |
| Knowledge of Agency Policies and Procedures Understands departmental policy and procedures. Can locate the policy and procedures manual or documents. Taps the expertise of the Administrator to clarify answers to questions regarding policies and procedures. Can answer general departmental policy and procedures questions posed by staff. | Exceptional | Successful | Needs Improvement | NA |
| Tact Diplomatically handles challenging or tense interpersonal situations. Strives to understand the data, the people, and their views before making decisions and taking action. Works through difficult or awkward | Exceptional | Successful | Needs Improvement | NA |

| interpersonal situations in a positive manner. Thoughtfully intervenes in conflicts to improve communication, diffuse tension, and resolve problems. | | | | |
|--|----------------|-------------------|-------------------|----|
| <u>Implementation</u> Leaders assist in the implementation of changes and policy and procedures through the utilization of leadership techniques to ensure commitment by staff. | Exceptional | Successful | Needs Improvement | NA |
| <u>Time-Management</u> Manages own time, attendance, punctuality, priorities, and resources to achieve goals. | Exceptional | Successful | Needs Improvement | NA |
| <u>Ethics & Integrity</u> Earns others' trust and respect through consistent honesty and professionalism in all interactions. | Exceptional | Successful | Needs Improvement | NA |
| EMPLOYER Overall Rating (Please check one box) | | | | |
| Employee is successful or exceptional | | | | |
| Employee performance needs improvement | | | | |
| Comments 1. All ratings of "needs improvement" require comments: evaluation. | Add what emplo | oyee should impro | ve upon for next | |
| 2. Specific areas of improvement needed: | | | | |
| 3. Areas of strengths in any job performance areas: | | | | |

| 4. | Recommendations | for | professional | deve | lopment: |
|----|-----------------|-----|--------------|------|----------|
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EMPLOYEE Feedback on Performance and Goals:

EMPLOYEE Request for Professional Development/Training:

PERFORMANCE EVALUATION - Supervisor Review

SIGNOFFS

| Employee: | (1) I have read and discussed this evaluation with my supervisor. | | | | |
|------------------|---|------|---|--|--|
| | (2) I realize that if I wish to do so, I may submit a written statement about this evaluation to the Department Head within five (5) days of this date. | | | | |
| Employee's Sig | nature | Date | _ | | |
| Employee Print | Name | | | | |
| Supervisor's Sig | gnature | Date | _ | | |
| Supervisor Prin | t Name | | 3 | | |