



## STAFF PERFORMANCE EVALUATION

### COUNSELING/ADVISING

Instructions: Ratings are to be based on the President's, Vice President's, Associate Vice President's, or Director/Supervisor's perception of the employee's level of performance.

1- Unsatisfactory    2- Fair    3- Average    4- Good    5- Excellent    N/A -Does not apply

#### JOB KNOWLEDGE REVIEW:

- \_\_\_\_\_ 1. Genuinely concerned about students and academic success
- \_\_\_\_\_ 2. Willing to work effectively with high school dual credit prospects and high school counsellors
- \_\_\_\_\_ 3. Is sensitive to students and is able to resolve issues students with academic difficulties, personal matter, and is able to refer to a specialized community resource
- \_\_\_\_\_ 4. Shows competency in understanding the degree programs for transfer students and technical students
- \_\_\_\_\_ 5. Demonstrates effective knowledge for international students and students needing disability support
- \_\_\_\_\_ 6. Communicates with Vice President of Student Support Services or Associate Vice President of Liberal arts/Associate Vice President of Technical programs in regards to scheduling

Comments:

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#### DEPENDABILITY REVIEW:

- \_\_\_\_\_ 1. Displays exceptional performance and attitude
- \_\_\_\_\_ 2. Does everything possible to attend work and not abuse breaks; including personal calls
- \_\_\_\_\_ 3. Willing to contribute to the success and development of the institution

Comments:

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PROFESSIONAL BEHAVIOR

- \_\_\_\_\_ 1. Displays self confidence via effective work with associates, subordinates, supervisors, and others.
- \_\_\_\_\_ 2. Accepts supervision and suggestions for improvement.
- \_\_\_\_\_ 3. Cooperates with other departments of the college
- \_\_\_\_\_ 4. Demonstrates team work qualities and supports other members
- \_\_\_\_\_ 5. Begins work promptly on arrival and displays time management by completing assigned tasks on time
- \_\_\_\_\_ 6. Employee advocacy; does not allow personal bias or feelings to interfere with other colleagues

Comments:

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PERSONAL QUALITIES REVIEW:

- \_\_\_\_\_ 1. Displays professional appearance and hygiene in clothing, uniform, and grooming
- \_\_\_\_\_ 2. Demonstrates mature judgment, good attitude, and self confidence
- \_\_\_\_\_ 3. Practices tactfulness, shows compassion and demonstrates respect for others, as well as supportive and reassuring
- \_\_\_\_\_ 4. Is flexible when conditions warrant
- \_\_\_\_\_ 5. Health and stamina for effective job performances

Comments:

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GENERAL COMMENTS:

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Supervisor: \_\_\_\_\_ Date \_\_\_\_\_

I have seen this report: \_\_\_\_\_  
Employee Signature Date