

JOB PERFORMANCE EVALUATION FORM EXEMPT POSITIONS

Name:

Evaluation Period:

Title: Date:

PERFORMANCE PLANNING AND RESULTS

Performance Review

- Use a current job description (job descriptions are available on the HR web page).
- Rate the person's level of performance, using the definitions below.
- Review with employee each performance factor used to evaluate his/her work performance.
- Give an overall rating in the space provided, using the definitions below as a guide.

Performance Rating Definitions

The following ratings must be used to ensure commonality of language and consistency on overall ratings: (There should be supporting comments to justify ratings of “Outstanding” “Below Expectations, and “Unsatisfactory”)

Outstanding	Performance is consistently superior
Exceeds Expectations	Performance is routinely above job requirements
Meets Expectations	Performance is regularly competent and dependable
Below Expectations	Performance fails to meet job requirements on a frequent basis
Unsatisfactory	Performance is consistently unacceptable

A. Performance Factors (use job description as basis of this evaluation).

Administration - Measures effectiveness in planning, organizing and efficiently handling activities and eliminating unnecessary activities	<table style="margin: auto; border-collapse: collapse;"> <tr><td style="padding: 2px;">Outstanding</td><td style="text-align: right; padding: 2px;"><input type="checkbox"/></td></tr> <tr><td style="padding: 2px;">Exceeds Expectations</td><td style="text-align: right; padding: 2px;"><input type="checkbox"/></td></tr> <tr><td style="padding: 2px;">Meets Expectations</td><td style="text-align: right; padding: 2px;"><input type="checkbox"/></td></tr> <tr><td style="padding: 2px;">Below Expectations</td><td style="text-align: right; padding: 2px;"><input type="checkbox"/></td></tr> <tr><td style="padding: 2px;">Unsatisfactory</td><td style="text-align: right; padding: 2px;"><input type="checkbox"/></td></tr> </table>	Outstanding	<input type="checkbox"/>	Exceeds Expectations	<input type="checkbox"/>	Meets Expectations	<input type="checkbox"/>	Below Expectations	<input type="checkbox"/>	Unsatisfactory	<input type="checkbox"/>
Outstanding	<input type="checkbox"/>										
Exceeds Expectations	<input type="checkbox"/>										
Meets Expectations	<input type="checkbox"/>										
Below Expectations	<input type="checkbox"/>										
Unsatisfactory	<input type="checkbox"/>										

	NA <input type="checkbox"/> Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Knowledge of Work - Consider employee's skill level, knowledge and understanding of all phases of the job and those requiring improved skills and/or experience.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Communication - Measures effectiveness in listening to others, expressing ideas, both orally and in writing and providing relevant and timely information to management, co-workers, subordinates and customers.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Teamwork - Measures how well this individual gets along with fellow employees, respects the rights of other employees and shows a cooperative spirit.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Decision Making/Problem Solving - Measures effectiveness in understanding problems and making timely, practical decisions.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Expense Management - Measures effectiveness in establishing appropriate reporting and control procedures; operating efficiently at lowest cost; staying within established budgets.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Human Resource Management - Measures effectiveness in selecting qualified people; evaluating subordinates' performance; strengths and development needs; providing constructive feedback, and taking appropriate and timely action with marginal or unsatisfactory performers. Also considers efforts to further the university goal of equal employment opportunity.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Independent Action - Measures effectiveness in time management; initiative and independent action within prescribed limits.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Job Knowledge - Measures effectiveness in keeping knowledgeable of methods, techniques and skills required in own job and related functions; remaining current on new developments affecting SPSU and its work activities.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/>

	NA <input type="checkbox"/> Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Leadership - Measures effectiveness in accomplishing work assignments through subordinates; establishing challenging goals; delegating and coordinating effectively; promoting innovation and team effort.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Managing Change and Improvement - Measures effectiveness in initiating changes, adapting to necessary changes from old methods when they are no longer practical, identifying new methods and generating improvement in facility's performance.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Customer Responsiveness - Measures responsiveness and courtesy in dealing with internal staff, external customers and vendors; employee projects a courteous manner.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Personal Appearance - Measures neatness and personal hygiene appropriate to position.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Dependability - Measures how well employee complies with instructions and performs under unusual circumstances; consider record of attendance and punctuality.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Safety - Measures individual's work habits and attitudes as they apply to working safely. Consider their contribution to accident prevention, safety awareness, ability to care for SPSU property and keep workspace safe and tidy.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>
Employee's Responsiveness - Measures responsiveness in completing job tasks in a timely manner.	Outstanding <input type="checkbox"/> Exceeds Expectations <input type="checkbox"/> Meets Expectations <input type="checkbox"/> Below Expectations <input type="checkbox"/> Unsatisfactory <input type="checkbox"/> NA <input type="checkbox"/>

B. Employee strengths and accomplishments: Include those which are relevant during this evaluation period. This should be related to performance or behavioral aspects you appreciated in their performance.

C. Performance areas which need improvement:

D. Plan of action toward improved performance:

E. Employee comments:

F. Job Description Review Section: (Please check the appropriate box.)

- (Employee job description has been reviewed during this evaluation and no changes have been made to the job description at this time.
- (Employee job description has been reviewed during this evaluation and modifications have been proposed to the job description. The modified job description is attached to this evaluation.

G. Signatures:

Employee _____ Date _____
(Signature does not necessarily denote agreement with official review and means only that the employee was given the opportunity to discuss the official review with the supervisor.)

Evaluated by _____ Date _____

Reviewed by _____ Date _____