



TOWN OF DAVIE

PERFORMANCE EVALUATION

Supervisory

The purpose of the Performance Evaluation is to:

- * Measure the competencies and abilities of employees with direct reports.
- * Ensure each employee is focusing on the areas which support the goals of the Department/Division and the Town.
- * Encourage active participation in the planning of individual improvement and development.

Employee Name:		Town Employee #	
Position:		Department/Division:	
Date of Hire:		Evaluation Period:	From: To:
Immediate Supervisor:		Date Prepared:	
Overall Performance		Date of next evaluation:	

Please check all that apply:

	Annual Evaluation
	Probationary Evaluation (3, 6, 9 month) 3-month 6-month 9-month
	Adjustment Period Extension required
	Length of extension, if applicable
	Other:

INSTRUCTIONS

This Performance Evaluation form consists of 15 job related competencies, select the appropriate scoring as listed. Insert comments for each competency. Evaluation form shall be reviewed and signed by the employee, immediate supervisor, rater(s) if applicable and Department Director/Division Manager prior to submission to the Human Resources Department.

If overall score is less than 3.0, employee must be reevaluated within 90 calendar days and given a Performance Correction Action Plan. This must be explained to the employee, so they have an opportunity to attain satisfactory performance standards.

If extra space is needed, please attach a separate sheet of paper with additional comments.

- (5) Outstanding** Consistently exceeds expectations, job requirements, competencies, and behaviors. Exceptional in most criteria evaluated. Is a self-starter and shows initiative; requires minimal supervision. Serves as a resource to others. Makes a significant contribution to the Town and/or Department/Division.
- (4) Exceeds Expectations** Usually exceeds expectations, job requirements, competencies, and behaviors. Obtains high quality results in criteria evaluated. Makes a significant contribution to the Town and/or Department/Division.
- (3) Meets Expectations** Consistently Meets expectations and assigned job requirements, competencies, and behaviors. Performs as required. Contributes to the success of the Town and/or Department/Division.
- (2) Needs Improvement** Usually does not meet expectations, job requirements, competencies, and behaviors. Requires more than minimal help from supervisor and others. Occasionally shows a willingness to improve in areas of deficiency but generally performance does not fully meet job requirements. Significant improvement is required if the employee is to continue in this position.
- (1) Unsatisfactory** Consistently does not meet expectations, job requirements, competencies, and behaviors. Performance is inadequate and unacceptable.

SECTION 1 – JOB-RELATED COMPETENCIES

<p>1. Teamwork · <i>Develops and maintains positive working relationships with employees; actively participates and works collaboratively toward solutions which generally benefit all parties involved; readily shares all relevant information; minimizes conflict when dealing with problems.</i></p>	
<p>Comments:</p>	
<p>2. Interpersonal Skills · <i>The ability to deal professionally and positively with the public, employees, and other departments/divisions.</i></p>	
<p>Comments:</p>	
<p>3. Communication · <i>Expresses ideas and information in writing and verbally, in a manner that is complete, clear, concise, organized, and appropriate to the audience. Conveys information to supervisors, peers, and customers in a timely, clear, and concise manner. Listens to others, is open-minded to and evaluates suggestions from others.</i></p>	
<p>Comments:</p>	
<p>4. Quality of Work & Job Knowledge · <i>Maintains high levels of quality and accuracy in work. Possesses the essential skills to complete tasks and projects. Demonstrates good judgment and problem-solving skills.</i></p>	
<p>Comments:</p>	
<p>5. Job Commitment · <i>Willingness to assume responsibility, display a positive attitude, and demonstration of pride in the quality of work product. Supports new ideas and exercises flexibility as changes are initiated.</i></p>	
<p>Comments:</p>	
<p>6. Safety and Quality Improvement · <i>Demonstrates good judgment in practicing safety awareness and compliance; accepts responsibility and accountability for safety efforts; reports injuries or safety concerns to appropriate authority in a timely manner.</i></p>	
<p>Comments:</p>	
<p>7. Judgment · <i>The ability to make well-founded and informed decisions, the ability to analyze challenges on the job, evaluate alternatives, and the ability to seek guidance when necessary.</i></p>	
<p>Comments:</p>	
<p>8. Professionalism · <i>The ability to perform the job duties with integrity and honesty, accept criticism in a positive manner, and work cooperatively to set goals for improvement.</i></p>	
<p>Comments:</p>	
<p>9. Time Management · <i>The ability to prioritize work assignments, manage deadlines, and complete job duties in a timely and efficient manner.</i></p>	
<p>Comments:</p>	
<p>10. Attendance/Punctuality · <i>The ability to meet all policy standards for attendance and punctuality; conformity to work schedule. Consider arrival times, observance of time limits for all breaks. Consider patterns of sick leave, prior approval for vacation or other time off and prompt notice of absence due to illness.</i></p>	
<p>Comments:</p>	

SECTION 2 – SUPERVISORY COMPETENCIES

11. Development and Appraisal · Develops, empowers, trains and motivates employees to improve competencies and professional knowledge to manage increasingly complex responsibilities. Addresses performance deficiencies through feedback, timely and effective counseling and/or disciplinary actions.

Comments:

12. Planning and Organization · Effectively organizes work and plans future objectives; accurately forecasts workloads, and resources; recognizes, and responds to difficulties; and establishes priorities for tasks to be accomplished timely.

Comments:

13. Leadership · Empowers and motivates employees and encourages a high-performance work environment. Develops and implements workforce planning strategies to include mentoring and organizational design that best align with the department's goals and objectives and anticipated future needs.

Comments:

14. Collaboration · Promotes departmental, interdepartmental and/or interagency teamwork/relationships. Ability to create, motivate and initiate groups/teams to accomplish goals.

Comments:

15. Cooperation · Promotes employees to work together and adhere to standards to achieve a common goal. Works with others for the common good; acts in the best interest of the Town.

Comments:

Competency	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total
Score																

SECTION 3 – DEVELOPMENT & COMMENTS

List strengths, valued contributions, opportunities for improvement, suggested training and/or experience as well as mutual plans and goals for future development.

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Immediate Supervisor Comments:

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Immediate Supervisor (Print)	Immediate Supervisor (Signature)	Date:
Supervisor (Print)	Supervisor (Signature)	Date:
Supervisor (Print)	Supervisor (Signature)	Date:
Department Director/Division Manager (Print)	Department Director/Division Manager (Signature)	Date:

Additional Comments

I understand that by signing this evaluation form, I am not agreeing with the contents but am only acknowledging that I have reviewed the information and that I have had an opportunity to discuss with the supervisor. In signing this evaluation, if I do not agree with the conclusions, I understand that I may write my comments below or attached to another sheet.

Employee (Print)	Employee (Signature)	Date:
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Comments