



# Exempt 200 Pay Plan (Supervising) Employee Mid-Year Performance Feedback Form

<b>EMPLOYEE FIRST NAME:</b>		<b>EMPLOYEE LAST NAME:</b>	
<b>EMPLOYEE ID NUMBER:</b>		<b>EMPLOYEE JOB TITLE:</b>	
<b>DEPARTMENT:</b>		<b>SUPERVISOR NAME:</b>	

**RATING SCALE:** Use the scale below for all items on this form requiring a numeric rating.

1 = DOES NOT MEET Expectations	2 = NEEDS IMPROVEMENT	3 = MEETS EXPECTATIONS	4 = EXCEEDS EXPECTATIONS
Does not meet the expectations of the job, task or project. Requires a performance improvement plan.	Meets some expectations of the job, task or project. Performance needs improvement. Requires a performance improvement plan.	Successfully meets the expectations of the job, task or project. Performance consistently meets expectations.	Far exceeds the expectations of the job, task or project. Consistently shows achievement far above expectations.

<b>SECTION I: SUPERVISORY LEADERSHIP ASSESSMENT (40% of overall rating; equally weighted)</b>	
Indicate the employee's performance level by assigning a rating for each competency:	<b>RATING</b>
<b>1. Leadership and Development</b> <ul style="list-style-type: none"> <li>Leadership is clear, undisputed, and supported by team members</li> <li>Handles conflict between team members quickly and effectively</li> <li>Clearly communicates timelines and expectations to team members</li> <li>Facilitates communication to ensure that team members are informed about issues, progress, and next steps</li> <li>Ensures team members have opportunities to develop their skills</li> </ul>	
<b>2. Strategic Thinking</b> <ul style="list-style-type: none"> <li>Understands and uses financial indicators/metrics to measure performance</li> <li>Identifies, recruits, and retains great talent that expands our capability and mirrors our customer base</li> </ul>	
<b>3. Drives Excellence</b> <ul style="list-style-type: none"> <li>Holds employees accountable for performance</li> <li>Communicates with business partners at all levels regularly, accurately, and in detail</li> <li>Focuses on the process and operational consistency to reduce cost, improve performance, and meet targeted budget goals</li> </ul>	
<b>4. Decision-Making</b> <ul style="list-style-type: none"> <li>Causes and underlying issues are analyzed to fully understand situation/ choices prior to decision-making</li> <li>Empowers the team to solve problems and make decisions</li> </ul>	
<b>SECTION RATING TOTAL:</b>	

<b>SECTION II: EMPLOYEE PERFORMANCE COMPETENCIES (30% of overall rating; equally weighted)</b>	
Indicate the employee's performance level by assigning a rating for each competency:	<b>RATING</b>
1. Accountability – Demonstrates a high level of dependability consistently.	
2. Responsibility – Accepts assignments and complies with all authority, regulations, policies and procedures.	
3. Cooperation – Demonstrates teamwork by maintaining a positive work environment with all stakeholders.	
4. Judgement – Utilizes analytical and constructive reasoning to make sound decisions, logically.	
5. Job Knowledge – Understands job duties, procedures, practices, processes, skills, and related functions.	
6. Quality of Work – Maintains a high standard of work produced and determines ways to improve.	
7. Communication – Committed to expressing themselves clearly in writing and oral communication effectively.	
8. Initiative – Works independently, generating new ideas and uses originality to meet both routine and unusual situations.	
9. Efficiency – Highly productive and maintains a high volume of work meeting deadlines and achieving desired results.	
10. Customer Service – Demonstrates customer service skills effectively to improve performance and/or processes.	
<b>SECTION RATING TOTAL:</b>	

**ACCOMPLISHMENTS (First six months)**

<b>SECTION III (a): GOALS AND RESPONSIBILITIES</b> (30% of overall rating; goal weight assigned)		
A description of the goal and actual performance results that includes any specific performance metric or project deadline met; a specific weight percentage component; and the rating for each goal.		
<b>GOAL 1:</b>	<i>Item Evaluation Weight Percentage</i> (Total of all weights=100%):	<b>%</b>
Summary of Accomplishment:		<b>RATING</b>
<b>GOAL 2:</b>	<i>Item Evaluation Weight Percentage</i> (Total of all weights=100%):	<b>%</b>
Summary of Accomplishment:		<b>RATING</b>
<i>CHECK ITEM PERCENTAGE TOTAL (must equal 100%):</i>	<b>%</b>	<b>SECTION RATING TOTAL:</b>

<b>SECTION III (b): PROFESSIONAL DEVELOPMENT</b>		
Measure specific goals for Professional Development the employee achieved.		
<b>GOAL 1:</b>		<b>Completion Date:</b>
<b>GOAL 2:</b>		<b>Completion Date:</b>

**FUTURE PLANS (Next six months)**

<b>SECTION IV: GOALS AND RESPONSIBILITIES</b>		
List specific goal to be measured in the next fiscal year.		
<b>GOAL 1:</b>		
<b>GOAL 2:</b>		

<b>SECTION V: REVIEWER STATEMENT OF OVERALL PERFORMANCE</b>	<b>OVERALL RATING</b>  4 = Exceeds Expectations 3 = Meets Expectations 2 = Needs Improvement 1 = Does Not Meet
Provide a brief description of the employee's overall performance for the review period:	

**SECTION VI: APPROVAL SIGNATURES**

<b>REVIEWER SIGNATURE:</b>		<b>DATE:</b>	
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**SECTION VII: EMPLOYEE COMMENTS AND ACKNOWLEDGEMENT SIGNATURE**

**COMMENTS:** Employee may comment on the performance evaluation in the space provided below (Optional)

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Employee, signing below does not constitute agreement with your performance evaluation. By signing below, you are acknowledging that this performance review has been discussed with you.

<b>EMPLOYEE SIGNATURE:</b>		<b>DATE:</b>	
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**PART VIII: SUBMISSION SECTION**

Date Submitted:

Supervisor will submit completed appraisal at: <http://www.learningcc.org/mid-year-review/>

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----- DO NOT WRITE BELOW: THIS SECTION FOR OFFICIAL USE BY HUMAN RESOURCE DEPARTMENT -----