



Exempt Employee Performance Evaluation Form

300 Pay Plan: Executive Leadership Employees

Instructions and guidelines available at www.learningcc.org/perform

REVIEW TYPE:	<input type="checkbox"/> ANNUAL REVIEW	<input type="checkbox"/> PLANNING REVIEW
EMPLOYEE FIRST NAME:		EMPLOYEE LAST NAME:
EMPLOYEE ID NUMBER:		EMPLOYEE JOB TITLE:
DEPARTMENT:		SUPERVISOR NAME:

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

1 = DOES NOT MEET	2 = NEEDS IMPROVEMENT	3 = MEETS EXPECTATIONS	4 = EXCEEDS EXPECTATIONS
Does not meet the expectations of the job, task or project.	Meets some expectations of the job, task or project. Performance needs improvement.	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.

SECTION 1: CITYWIDE GOALS (40% of overall rating; equally weighted)

Indicate the employee's performance level by assigning a rating for each citywide goal as per www.cctexas.com/detail/vision-mission-goals	RATING
1. Demonstrates High Ethical and Moral Standards	
2. Committed to a Sound and Effective Management Process	
3. Support for Organizational Diversity and Inclusion	
4. Use of City Performance Analytics and Performance Improvement Assessments	
5. Commitment to Talent Development and Employee Engagement	
6. Commitment to Process Improvement	
7. Support for Employee Wellness and Benefits	
8. Builds Connections with Stakeholders	
9. Fiscal Responsibility	
SECTION RATING TOTAL:	

SECTION 2: SUPERVISORY LEADERSHIP ASSESSMENT (30% of overall rating; equally weighted)

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

FY 2020 ACCOMPLISHMENTS

SECTION 3 (a): GOALS AND RESPONSIBILITIES (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.

GOAL 1:	<i>Item Evaluation Weight Percentage (Total of all weights=100%):</i>	%
<i>Summary of Accomplishment:</i>		RATING
GOAL 2:	<i>Item Evaluation Weight Percentage (Total of all weights=100%):</i>	%
<i>Summary of Accomplishment:</i>		RATING
CHECK ITEM PERCENTAGE TOTAL (must equal 100%):		%
SECTION RATING TOTAL:		

SECTION 3 (b): PROFESSIONAL DEVELOPMENT

Measure specific goals for Professional Development the employee achieved.

GOAL 1:		Completion Date:
GOAL 2:		Completion Date:

FY 2021 FUTURE PLANS

SECTION 4 (a): GOALS AND RESPONSIBILITIES

List specific goal to be measured in the next fiscal year.

GOAL 1:	
GOAL 2:	

SECTION 4 (b): PROFESSIONAL DEVELOPMENT

List specific goal to be measured in the next fiscal year.

GOAL 1:	
GOAL 2:	

SECTION 5: REVIEWER STATEMENT OF OVERALL PERFORMANCE

Provide a brief description of the employee's overall performance for the review period:

OVERALL RATING

- 4 = Exceeds Expectations
- 3 = Meets Expectations
- 2 = Needs Improvement
- 1 = Does Not Meet

SECTION 6: APPROVAL SIGNATURES

REVIEWER SIGNATURE:		DATE:	
UPLINE SIGNATURE:		DATE:	

PHASE 1 COMPLETE

SECTION 7: EMPLOYEE COMMENTS AND ACKNOWLEDGEMENT SIGNATURE

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

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.

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

APPROVED FOR FILING
LEARNING AND DEVELOPMENT PROCESSING

UNDER REVIEW
EMPLOYEE RELATIONS PROCESSING

RECEIVED DATE: _____ BY: _____

APPROVED DATE: _____ BY: _____

Supporting Documents Attached

NOTES: (If any)