

3002.2 Executive Director Performance Evaluation Form

JCS-Inc. Form

Section I. DECISION MAKING / JUDGMENT

	01,121,1					
	Outstanding	Exceeds Expectations	Meets Expectations	Fails to Meet Requirements	Unsatisfactory	
Decisions are consistently well researched and appropriate.						
Comments in support of rating:						
	Outstanding	Exceeds	Satisfactory	Fails to Meet	Unsatisfactory	_
Decisions are made in a timely basis.		Requirements		Requirements		
Comments in support of rating:						
	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory	
Board input is sought when appropriate.						
Comments in support of rating:						
	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory	
Overall Rating:						

PLANNING/ORGANIZATION SKILLS

Consistently exercises effective planning techniques for the attainment of Board/District goals. Comments in support of rating:	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory □
Sets challenging goals that are in line with Board direction. Comments in support of rating:	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Exhibits a structured and organized approach, both short and long term, in planning and implementation.	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Comments in support of rating:	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Demonstrates good forward thinking/planning skills. Comments in support of rating:					
Overall Rating:	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements □	Unsatisfactory

COMMUNICATION SKILLS

Demonstrates effective written	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
communication skills.					
Comments in support of rating:					
	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Demonstrates effective oral communication skills.					
Comments in support of rating:					
	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Provides effective Board communication.					
Comments in support of rating:					
	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Overall Rating:				Requirements	

<u>LEADERSHIP</u>					
	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Instills confidence, trust, and exhibits capable and responsive management.					
Comments in support of rating:					
Promotes teamwork and a	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
collaborative work environment. Comments in support of rating:					
	Outstanding	Exceeds	Satisfactory	Fails to Meet	Unsatisfactory
Builds an effective and cohesive staff.		Requirements		Requirements	
Comments in support of rating:					
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Creates an environment which supports risk-taking, when appropriate.	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements □	Unsatisfactory □
Comments in support of rating:					
	Outstanding	Exceeds	Satisfactory	Fails to Meet	Unsatisfactory
	-	Requirements		Requirements	
Overall Rating:					

Section II.



Assessment of annual performance against goals and objectives:

GOAL AREA	Not Enough Rater Information	Outstanding	Proficient	Needs Improvement
GOAL 1				
GOAL 2				
GOAL 3				
GOAL 4				
GOAL 5				

Section III.		
Overall Performance: (Overall summary of individual and/or organization appropriate, on developmental areas.)	al performance, unique events/challenges.	Include comments as
Board Member:	Date:	_
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