**Extension Educator Annual Performance Evaluation for 2018-2019 (CED & Program Leader use only) Educator Name:**

 **Educator Start Date:**

 **P Level:**

 **FTE:**

**Rating for Performance**

0 – Below Threshold 1 – Does Not Meet Expectations 2 – Needs Improvement 3 – Meets Expectations 4 – Exceeds Expectations 5 – Outstanding

District Directors will evaluate Extension Educator performance on these criteria:

|  |  |
| --- | --- |
| **Goal 1*** Needs Assessment
* Program Implementation
* Program Evaluation & Impact
 | StrengthsChallengesRecommendations |
| Goal 1 | 0 Below Threshold | 1Does Not Meet Expectations | 2Needs Improvement  | 3Meets Expectations  | 4Exceeds Expectations |  5Outstanding |
| **Goal 2*** Needs Assessment
* Program Implementation
* Program Evaluation & Impact
 | StrengthsChallengesRecommendations |
| Goal 2 | 0 Below Threshold | 1Does Not Meet Expectations | 2Needs Improvement  | 3Meets Expectations  | 4Exceeds Expectations |  5Outstanding |
| **Goal 3*** Needs Assessment
* Program Implementation
* Program Evaluation & Impact
 | StrengthsChallengesRecommendations |
| Goal 3 | 0 Below Threshold | 1Does Not Meet Expectations | 2Needs Improvement  | 3Meets Expectations  | 4Exceeds Expectations |  5Outstanding |
| **Goal 4*** Needs Assessment
* Program Implementation
* Program Evaluation & Impact
 | StrengthsChallengesRecommendations |
| Goal 4 | 0 Below Threshold | 1Does Not Meet Expectations | 2Needs Improvement  | 3Meets Expectations  | 4Exceeds Expectations |  5Outstanding |
| **Organizational Citizenship/Professional Development*** Accomplishes professional development plan
* Seeks professional development beyond what is expected (area meetings, PDC, State Updates)
* Teaching outside your county
* Collaborates with others to develop and deliver Extension programming
* Fosters good relationships with coworkers, supervisor, elected officials and the public
* Responds to constructive input in a productive manner
* Represents Purdue University in a professional manner
* Assists with State activities (State Fair, CORE, IBATS, State Teams, State Update planning committee)
* Supports the vision and mission of Purdue Extension
 | StrengthsChallengesRecommendations |
| Organizational Citizenship & Professional Development | 0 Below Threshold | 1Does Not Meet Expectations | 2Needs Improvement  | 3Meets Expectations  | 4Exceeds Expectations |  5Outstanding |
| **Overall evaluation*** Overall individual performance and program accomplishments are consistent with rank and stage of career

  |  |
| Overall Evaluation | 0 Below Threshold | 1Does Not Meet Expectations | 2Needs Improvement  | 3Meets Expectations  | 4Exceeds Expectations |  5Outstanding |

0.0 Below Threshold

1.0 Does Not Meet Expectations: Significant aspects of the goal/competency were not accomplished, negatively impacting stakeholders and/or attainment of objective. Specific improvements are expected

2.0 Needs Improvement: Significant (or some) aspects of the goal/competency were accomplished; however, improvements are needed to fully satisfy performance standards

3.0 Meets Expectations: All aspects of the goal/competency were fully accomplished and the staff member’s contributions met all established criteria

4.0 Exceeds Expectations: All aspects of the goal/competency were fully accomplished and the staff member’s contributions surpassed all established criteria

5.0 Outstanding: All aspects of the goal/competency were fully accomplished and the staff member’s contributions surpassed all established criteria with distinction

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