**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 | Strengths  Challenges  Recommendations | | | | | |
| Goal 1 | 0  Below Threshold | 1  Does Not Meet Expectations | 2  Needs Improvement | 3  Meets Expectations | 4  Exceeds Expectations | 5  Outstanding |
| **Goal 2**   * Needs Assessment * Program Implementation * Program Evaluation & Impact | Strengths  Challenges  Recommendations | | | | | |
| Goal 2 | 0  Below Threshold | 1  Does Not Meet Expectations | 2  Needs Improvement | 3  Meets Expectations | 4  Exceeds Expectations | 5  Outstanding |
| **Goal 3**   * Needs Assessment * Program Implementation * Program Evaluation & Impact | Strengths  Challenges  Recommendations | | | | | |
| Goal 3 | 0  Below Threshold | 1  Does Not Meet Expectations | 2  Needs Improvement | 3  Meets Expectations | 4  Exceeds Expectations | 5  Outstanding |
| **Goal 4**   * Needs Assessment * Program Implementation * Program Evaluation & Impact | Strengths  Challenges  Recommendations | | | | | |
| Goal 4 | 0  Below Threshold | 1  Does Not Meet Expectations | 2  Needs Improvement | 3  Meets Expectations | 4  Exceeds Expectations | 5  Outstanding |
| **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 | Strengths  Challenges  Recommendations | | | | | |
| Organizational Citizenship & Professional Development | 0  Below Threshold | 1  Does Not Meet Expectations | 2  Needs Improvement | 3  Meets Expectations | 4  Exceeds Expectations | 5  Outstanding |
| **Overall evaluation**   * Overall individual performance and program accomplishments are consistent with rank and stage of career |  | | | | | |
| Overall Evaluation | 0  Below Threshold | 1  Does Not Meet Expectations | 2  Needs Improvement | 3  Meets Expectations | 4  Exceeds Expectations | 5  Outstanding |

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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