

**CAREER STREET
PERFORMANCE SELF-EVALUATION
EXECUTIVE DIRECTOR
2016-2017**

4— Very Good	3—Good				2---Fair		1—Poor	0—Needs Improvement
Performance Area				AJ	JB	TB	Rating	Comments/Observations
A. Relationship with the Foundation Board							AVERAGE	AVERAGE OF REVIEWERS FOR SECTION A – 3.61
1. Has kept the Board informed on issues, needs, and operation of the school				4	4	4	4	Written reports; Board Meeting Summaries (AJ)
2. Has offered professional advice to the Board on items requiring Board action, with appropriate recommendations based on thorough study and analysis				3	4	3	3.33	Unsure of how often this applies (TB)
3. Interprets and executes the intent of Board				3	4	4	3.67	
4. Supports Board actions to the public				3	3	4	3.33	
5. Has a harmonious working relationship with the Board				4	3	4	3.67	
6. Understands her role of Career Street operations				3	4	4	3.67	CS is you; You are not CS (AJ)
B. Community Relations								AVERAGE OF REVIEWERS FOR SECTION B – 3.53
1. Gains respect and support of the community on the conduct of Career Street				3	4	4	3.67	Good rapport; Tighten messaging (AJ)
2. Develops friendly and cooperative relationships with news media				3	4	4	3.67	
3. Participates actively in community life and affairs				3	3	4	3.33	
4. Achieves status as a community leader in career education and partnerships				3	3	4	3.33	
5. Works effectively with public and private agencies				3	4	4	3.67	
C. Advisory Relationships								AVERAGE OF REVIEWERS FOR SECTION C – 3.39
1. Develops and executes sound relationship procedures and practices				3	3	4	3.33	Procedures could be enhanced (AJ)
2. Develops good morale and loyalty to Career Street				3	4	4	3.67	
3. Treats liaisons and advisory board members fairly, while insisting on high commitment				3	3	4	3.33	
4. Recruits the best available individuals in terms of their competencies for roles on the Advisory Board, as well as liaisons to the school districts				3	3	4	3.33	
5. Encourages participation of appropriate groups in planning				3	3	4	3.33	

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Performance Area				AJ	JB	TB	Rating	Comments/Observations
D. Operational Administration								AVERAGE OF REVIEWERS FOR SECTION D – 3.40
1. Understands and keeps informed regarding all aspects of the Career Street program				3	3	4	3.33	Suggest Edwin Herr writings (AJ)
2. Implements the Career Street mission and vision				4	3	4	3.67	
3. Participates with staff, Board and business community school districts in studying career developing career planning activities				4	3	4	3.67	When was last read on career development? (AJ)
4. Organizes a planned program evaluation and improvement				2	3	4	3.00	Bench marks; measurables (AJ)
5. Supervises operations, insisting on competent and efficient performance				3	3	4	3.33	
E. Fiscal Administration								AVERAGE OF REVIEWERS FOR SECTION E – 2.92
1. Keeps informed on needs of the program and recipients				3	4	4	3.67	
2. Determines that funds are spent wisely				3	3	3	3.00	Terri? (AJ)
3. Assist with determining adequate control and accounting are maintained				3	3	2	2.67	
4. Evaluates financial needs and makes recommendations for adequate financing				2	3	2	2.33	Needs to gain better understanding of financials, budget, and EITC (TB)
F. Personal Attributes								AVERAGE OF REVIEWERS FOR SECTION F – 3.61
1. Earns respect and standing among her professional colleagues				3	4	4	3.67	
2. Devotes her time and energy effectively to the job				2	3	4	3.00	
3. Demonstrates the ability to work well with individuals and groups				4	4	4	4.00	
4. Exercises good judgment and the democratic processes in arriving at decisions				3	4	4	3.67	
5. Defends principle and conviction in the face partisan influence				3	4	4	3.67	
6. Maintains high standards of ethics, honesty, and integrity in all personal and professional matters				4	3	4	3.67	

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Performance Area				AJ	JB	TB	Rating	Comments/Observations
Average of Major Performance Areas								

 Evaluator's Name (Print)

 Evaluator's Signature

 Date