

Executive Director's Annual Performance Review

February 2006

Executive Director:

Evaluation Period: January 2003 – December 2005

Ratings on Job Performance:

5 = Exceeds Job Requirements

4 = Above Average Performance

3 = Satisfactory Performance

2 = Needs to Take Action to Improve

1 = Performance Does not Meet Job Requirements

NC = No Chance to Observe

NK = No Knowledge

The Executive Director...	5	4	3	2	1	NC	NK
1 Represents RDC in a positive, professional manner							
2 Accurately represents the Commission, its goals, policies, services and positions to the Region							
3 Has established and maintained a positive image and relationships with local, state and federal agencies and their representatives							
4 Promotes the agency, our services and our staff by being sufficiently visible and accessible in the Region							
5 Actively participates in professional external activities with timely follow through on commitments							
6 Has a clear sense of purpose that is reflected in his recommendations and efforts regarding program development							
7 Deals honestly and fairly with constituencies, maintaining integrity and open communication							
8 Is decisive, able to reach timely decisions and initiate action without being compulsive							
9 Accepts public criticism and responds appropriately							
10 Uses common sense and good judgment in business transactions							
11 Initiates and facilitates the decision making process as needed							
12 Follows up on all problems and issues brought to his attention							
13 Is respected by peers and leaders in the Region							
14 Is knowledgeable about regional issues							
15 Provides good overall leadership to RDC and the region							

Signature

Date