

Haysville USD #261
Employee Performance Review
Guidance Office Secretary

EMPLOYEE INFORMATION

Employee Name

Location

Job Classification

Evaluator Name

REVIEW GUIDELINES

Directions:

As with any evaluation process, the intent is to provide information that will enable the employee to improve job performance. Individuals needing to improve in an area shall be given specific information as to the reasons why improvement is needed and time to correct any deficiencies.

Check one rating for each function. The evaluator may comment on any marking but functions marked "Marginal" or "Unsatisfactory" shall include suggestions for improving performance.

Complete this Employee Evaluation using the following scale:

Outstanding – Performance is so successful at this element of your job that special note should be made.

Very Good – Performance at this level is consistently better than average.

Satisfactory – Performance is at or above the standards required.

Marginal – Performance is somewhat below the minimum standard for this element of your job. There appears to be, however, potential and the willingness to improve.

Unsatisfactory – Performance on this element of your job is well below the standards and potential and/or willingness to meet the minimum standards is not immediately apparent.

REVIEW OF ESSENTIAL JOB FUNCTIONS

1. Maintain student and guidance counseling administrative records for the purpose of ensuring the accuracy and compliance with regulations and district policies.

Outstanding

Very Good

Satisfactory

Marginal

Unsatisfactory

Comments:

2. Provide office and clerical support to ensure the smooth operations within the counselor's office.

Outstanding

Very Good

Satisfactory

Marginal

Unsatisfactory

Comments:

3. Schedule, contact, and coordinate times and dates with teachers, parents, students and/or resource people in order to ensure students are provided with services.

Outstanding

Very Good

Satisfactory

Marginal

Unsatisfactory

Comments:

4. Prepare information and statistical reports as required for the purpose of complying with state and local regulations.

Outstanding Very Good Satisfactory Marginal Unsatisfactory

Comments:

5. Communicate effectively and work cooperatively with school district staff and community members to ensure an effective work environment.

Outstanding Very Good Satisfactory Marginal Unsatisfactory

Comments:

6. Maintain a high level of confidentiality regarding student and staff information in order to remain in compliance with legal requirements and to maintain a professional work environment.

Outstanding Very Good Satisfactory Marginal Unsatisfactory

Comments:

7. Perform other duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.

Outstanding Very Good Satisfactory Marginal Unsatisfactory

Comments:

COMMENTS AND SIGNATURES

Evaluator Comments:

Employee Comments: _____

I have discussed this performance evaluation with the employee.

Evaluator's Signature

Date

I have reviewed this performance evaluation.

Administrator's Signature

Date

I have read this evaluation of my performance and discussed it with my evaluator.

Employee's Signature

Date