

FRONT-END DEVELOPER FEEDBACK TEMPLATE

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|-----------------------|--|
| Employee Name: | |
| Manager Name: | |
| Review Period: | |
| Date: | |

OVERALL PERFORMANCE SUMMARY

Provide a brief overview of the employee's performance during this period:

TECHNICAL SKILLS & COMPETENCIES

1. Core Front-End Technologies

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

HTML/CSS Proficiency:

JavaScript/TypeScript Skills:

Framework Knowledge (React/Vue/Angular/etc.):

2. Code Quality

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Comments on code organization, readability, maintainability, and adherence to best practices:

3. UI/UX Implementation

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Ability to translate designs to pixel-perfect implementations, attention to detail, responsive design:

4. Performance Optimization

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Loading times, bundle size optimization, rendering performance, Core Web Vitals:

5. Cross-Browser & Device Compatibility

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Testing across browsers and devices, handling edge cases:

6. Testing & Quality Assurance

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Unit testing, integration testing, E2E testing practices:

COLLABORATION & COMMUNICATION

7. Teamwork & Collaboration

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Code reviews, knowledge sharing, helping team members:

8. Communication Skills

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Clarity in technical discussions, documentation, status updates:

9. Design Collaboration

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Working with designers, providing technical feedback, suggesting improvements:

DELIVERY & EXECUTION

10. Project Delivery

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Meeting deadlines, managing scope, delivering quality work:

11. Problem-Solving

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Debugging skills, finding creative solutions, handling technical challenges:

12. Initiative & Ownership

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Taking ownership of features, proactively identifying issues, suggesting improvements:

PROFESSIONAL GROWTH

13. Learning & Development

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

Staying current with front-end trends, learning new technologies, applying new knowledge:

14. Accessibility & Inclusivity

Rating: ■ Exceeds Expectations ■ Meets Expectations ■ Needs Improvement

WCAG compliance, semantic HTML, keyboard navigation, screen reader support:

KEY ACHIEVEMENTS

List significant accomplishments during this review period:

- 1.
- 2.
- 3.

AREAS OF STRENGTH

Highlight the developer's strongest skills and contributions:

AREAS FOR DEVELOPMENT

Identify specific areas for improvement with actionable suggestions:

1.
Action items:
2.
Action items:
3.
Action items:

GOALS FOR NEXT PERIOD

Short-term goals (next 3 months):

1.
Success criteria:
2.
Success criteria:
3.
Success criteria:

Long-term goals (6-12 months):

1.

Success criteria:

2.

Success criteria:

DEVELOPMENT PLAN

Training/courses needed:

Mentorship opportunities:

Stretch assignments:

MANAGER SUPPORT

Resources or support needed from management:

EMPLOYEE COMMENTS

Space for employee to add their perspective, self-assessment, or concerns:

SIGNATURES

Manager Signature:

Date:

Employee Signature:

Date:

Next Review Date: _____