

# FRONT-END DEVELOPER FEEDBACK TEMPLATE

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:**

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**Employee Signature:**

**Date:**

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Next Review Date: \_\_\_\_\_