

2015 - 2016 -- Gannett Performance Appraisal for James Earlywine

Employee Information

Welcome to the Gannett Performance Appraisal process. The employee and manager should complete this form as a preparation to meet one-on-one. The discussion during the meeting will include, the performance during the review period and starting a development plan.






First Name: James
Last Name: Earlywine
Title: Digital Developer
Position Date: 08/19/2013
Location: Indianapolis
Hire Date: 08/19/2013

Review Dates

Originator: Gannett SuccessFactors Admin
Review Period: 04/01/2015 - 03/31/2016
Due Date: 06/30/2016

Core Position Competencies

You can choose up to 5 additional competencies that are relevant to the position. The manager may delete or add Position Competencies prior to the one-on-one meeting.

	Rating by James Earlywine	Official Rating	Gap
Driving for Results	3.5	3.5	
Critical Thinking	3.5	3.5	
Solving Complex Problems	3.5	3.5	
Accepting Responsibility	3.5	3.5	
Displaying Technical Expertise	3.5	3.5	

Overall Self Rating

Select a rating that summarizes your overall performance during the review period:

Please select your overall self appraisal rating: 3.5

Please summarize your overall performance during the review period. Be sure to list your accomplishments, special projects and/or special initiatives you worked on.

During the review period, I was generously awarded the MVP Performance Award (with Kaye) for work on a promotion for Kentucky Kingdom in Q2 2015. I was awarded Customer Experience Award (with Kaye) in Q3 2015 for work on Indiana Sports Awards.

Other projects/promotions I've contributed to during the review period include: Bee Window, Holiday Hooplah, Circle of Lights, Indystar Bookshelf, Liz Biro's Food Map, Indiana Grand Horsename Generator, Marian University, Indiana Sports Corp, Summer Camps Guide 2015, Angie'sList Grand Prix, and preliminary work on Steak'n'Shake Ordering System.

We've refined and expanded our standard stack of re-usable libraries that we frequently use, especially those related to 3rd-party platform integrations. (Youtube, GoogleMaps, Facebook, GooglePlus, Twitter, S3, etc).

Have transitioned our projects so that they run stateless on the host. (Session data is stored in an encrypted (HMAC-sign) distributed cookie, app state is in the database, cached webservice responses are stored as json-fragments in S3 bucket, along with any media files as part of any user/admin-generated dynamic content).

I've learned a bit more about what we do for our clients, have met and collaborated with more people. It's been a good year I think.

Overall Rating

The form cannot move to the next step until the manager selects an Overall Rating.

Overall Rating Selected by Manager **3.5**

Section Comments:

Comments by Annie Gelfius:

James continues to be a valuable resource for our digital initiatives. His ability to identify potential solutions to complex issues has helped him build relationships with staff from both Advertising and the Newsroom while collaborating on new digital projects. He has been instrumental in building solutions for advertisers (e.g. landing pages) with short turn-around times while also creating solutions for better user engagement (e.g. Custom Pubs bookshelf). James worked with our front-end developer/designer on the HS Sports Awards project to create the Athlete of the Month and Fan Experience voting platform. These were used throughout the review period to drive consumer engagement and will be updated for next year.

For his development goals, I'd like James to continue to improve his communication skills. There are times that James needs to be able to explain complex theories or solutions to staff with less development knowledge – it's important that James can assess his audience and adjust his approach to ensure understanding by all. Also, I'd like to see James continue to hone perspective from a digital consumer's standpoint as this will help his development approach become more effective and efficient.

Development Strategy

Choose one or more development goals to discuss during the one-on-one meeting. The manager may delete or add development goals prior to the one-on-one meeting. Development goals can be added, updated and deleted by clicking the "Development" tab at the top of the screen.

1.1 Understanding of media business from consumer and business/partner perspective to improve product deliverables.

Category: Development Goals

Development Goal : Understanding of media business from consumer and business/partner perspective to improve product deliverables.

Competencies : Community, Digital Savvy

Goal Focus : Current Development

Start Date : 08/01/2014
Due Date : 06/05/2015
Status : Not Started

Learning Activities

1.2 Learn Angular 2.0

Category: Development Goals

Development Goal : Learn Angular 2.0

Competencies : Technical Skills

Goal Focus : Current Development

Start Date : 01/01/2015
Due Date : 12/31/2015
Status : Not Started

Learning Activities

1.3 Learn ReactJS

Category: Development Goals

Development Goal : Learn ReactJS **Competencies :** Technical Skills

Goal Focus :
Current Development

Start Date : 01/01/2015
Due Date : 12/31/2015
Status : Not Started

Learning Activities

Career Growth and Progression

What other jobs interest you?

I'm satisfied with my role and scope. I get to make recommendations up the chain, and still remain in the engineering layer where I can do what I most-enjoy, building stuff. :)

What do you see as a possible next assignment?

Whatever our team dreams up for our clients.

What is your long range career goal?

Eventually I might get back into app development that has broader scope and scale, more accountancy, etc. ...currently I satisfy my appetite for those types of projects in my spare time, though mostly by providing guidance to others. Web technologies just keep getting better and better, could be fun to delve back into that space for awhile at some point in the future, and do more hands-on development on larger projects.

According to Appraiser:

Next assignment:

Grow in the role of developer on our digital team. Build relationships with internal staff as collaboration on digital projects continues.

Long range assignment:

Signatures

My signature below acknowledges that I have read this performance evaluation and have been given the opportunity to discuss its contents with my Manager.

Employee: James Earlywine 07/08/2016

James Earlywine

Manager: _____

Annie Gelfius

Section Comments:

Managers Comments:

No comments

Comments by James Earlywine: No comments