2014 - 2015 -- USCP 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, setting upcoming performance goals 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

- **April 17th:** Self-appraisals are due to managers
- **May 15th:** Managers send completed appraisals to reviewing managers
- **June 12th:** Final approved appraisals are sent back to managers to conduct one-on-one meetings
- **July 10th:** Conclude employee performance appraisal meetings

Originator: Gannett SuccessFactors Admin
Review Period: 04/01/2014 - 03/31/2015
Due Date: 07/10/2015

Purpose Competencies

Choose ratings that measure the individual's competencies in each of the core Purpose areas during the review period.

	Rating by James Earlywine	Official Rating	Gap
Commitment	3.5	3.0 - Meets Expectations	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Community	3.5	3.0 - Meets Expectations	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Flexible	3.5	3.0 - Meets Expectations	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Inclusive	3.5	3.0 - Meets Expectations	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Innovative	4.0 - Often Exceeds Expectations	3.5	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Integrity	3.5	3.0 - Meets Expectations	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Results Driven	3.5	3.0 - Meets Expectations	-4.5 -4.0 -3.5 -3.0 -2.5 -2.0 -1.5 -1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5

Section Comments:

Managers Comments:
James is a valuable asset to our team as a developer. He is eager to contribute and to the success of projects and always willing to engage in new endeavors. James is able to work on his own with minimal supervision while still consistently providing status updates and communicating any issues/concerns. He also has strong documentation skills for technical requirements and mapping. James was greatly contributed to the digital components of Summer Camps, Craft Beer, Kentucky Kingdom, and landing pages for key accounts - all of which help generate digital revenue.

A key aspect for James to keep in mind during brainstorm or planning sessions is to communicate ideas or potential issues in a way that non-technical staff can understand. Sometimes he has a tendency to quickly dig into the details. Another improvement area is for James to gain more understanding from a user perspective. James showed improvement in both of these areas during the review period, but I'd like to see him continue with those efforts.

Comments by James Earlywine:
Assisted with identification of front-end talent, and created a technical environment conducive to a smooth on-boarding process, and provided technical support to empower Kaye to take the lead in the app/project design space.

One key success in this domain was implementation of a continuous-integration technology called "Cloud9" (http://c9.io).

Identified and acted upon opportunities to develop general purpose tools and libraries that serve as modular components that can be quickly deployed/configured/adapted across multiple projects. Continuously developing/improving our general webApp architectures and templates. Reducing the time it takes to produce deliverable that are customized to each client.

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
Learning Quickly	4.0 - Often Exceeds Expectations	3.0 - Meets Expectations	-4.5-4.0-3.5-3.0-2.5-2.0-1.5-1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Solving Complex Problems	3.5	3.5	-4.5-4.0-3.5-3.0-2.5-2.0-1.5-1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Testing and Troubleshooting	3.5	3.0 - Meets Expectations	-4.5-4.0-3.5-3.0-2.5-2.0-1.5-1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Computer Skills	3.5	3.5	-4.5-4.0-3.5-3.0-2.5-2.0-1.5-1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5
Technical Skills	3.5	3.5	-4.5-4.0-3.5-3.0-2.5-2.0-1.5-1.0 0 1.0 1.5 2.0 2.5 3.0 3.5 4.0 4.5

Section Comments:

Managers Comments:
James has great ability identify potential solutions to complex issues and is always willing to learn new skills or tools. His problem solving and passion about projects he leads are to be commended. He has developed a strong working relationship with our front-end developer/designer and they are able to effectively & efficiently tackle projects together. James has also established working relationships with members of the newsroom staff, which helps with collaboration efforts on large multi-departmental initiatives.

James should continue to expand is knowledge of digital news, marketing and advertising - both for feature/functionality as well as from a user's perspective. This knowledge can only help him better understand our business, consumers and fellow team members.

Comments by James Earlywine:
Developed re-usable libraries that expedite implementation/coding to integrate 3rd party APIs, tracking, analytics, etc.

Leveled up my awesome in these languages and frameworks: Javascript, AngularJS, Laravel, expanded my knowledge from Model-View-Controller pattern to a more fully-vetted understanding of Model-View-View-Model.

Many of the front-end projects have included opportunities for me to learn and expand my skillsets and understanding of event-driven programming models. Many of our projects are now better architected as a result - there were many opportunities to improve our apps by making them more event-driven, eliminating race-conditions and making the codebase more robust / less error-prone.

Much of these improvements are just the general improvements that take place in the web development space over time. I really enjoy working with Kaye, who is as passionate about cutting-edge developments and best practices in the web development space, as I am.

She's also freaking awesome at what she does, it's wonderful being able to show people the projects I work on - they are so much more awesome/impressive because of her work. It's been a real pleasure to provide some stewardship in creating/maintaining the technical space wherein we collaborate and create modern/professional-grade web stuff. :)

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.
I've adapted and learned a great deal over the last year in the web app development space. I've especially enjoyed having such a great working colleague, so that we can get projects down more quickly. This has afforded me the opportunity to contribute to more projects per unit of time, so I have accumulated a broader understanding of organizational goals, typical project specs, and general understanding of the purpose of our projects - how they connect with other parts of the organization, etc.

I've also become more familiar with the people and organization around me. I see all of our projects and productivity in general, as an accomplishment, and a learning process I've enjoyed being a part of.

Kaye and I received MVP Performance awards (thanks to Anne Gelfius's nomination) for the work we did on the KentuckyKingdom project. I think part of the reason we received this performance commendation, is that we did it very quickly (tight timetable). It was a fun challenge, and it's nice being partnered with Kaye to do projects like that - she brings the 100% awesome to everything she does. Most of the "MVP Performance" on that project was Kaye. :)

Overall Rating

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

Overall Rating Selected by Manager 3.0 - Meets Expectations

Section Comments:

Comments by Annie Gelfius:
James has impressed multiple departments with his technical expertise and skills and clients have been very please with his work as well. The passion that James has for his work is clear and he is always eager to take on new challenges. Now that he has a solid partnership with the designer/developer, I'm certain his contributions to our digital initiatives can only grow.

Performance Goals

Choose one or more performance goals to discuss during the one-on-one meeting. Performance goals can be added, updated and deleted by clicking the "Goals" tab at the top of the screen.

1.1

Category: Profit

Goal : Progress toward PMP certification, finding ways to adjust/interpret my professional experiences with the experiential requirements of PMP certification.

While I have plenty of side-projects where this is possible, it would be nice to grow in that space at my main-gig a bit as well. :)

Key Performance Indicator : I'd like to take courses in the field of study, but education alone is not sufficient, so I've been hesitant to pay for those courses.

Also, I do tend to find the engineering layer more interesting that management or business layers .. but I'm very interested in the value/economic layer, the ethereal space where valuable products and services are imagined, realized, and delivered.

Weight :

Start : 01/01/2015 **Due :** 12/31/2015 **Complete :** 0.0% **Status :** Not Yet Started

Tasks :

3.1

Category: Product

Goal : To grow my understanding of the industry demand that drives demand for our apps and services, and defines our value.

Key Performance Indicator : Unfortunately, this not a goal that lends itself well to quantification.

Weight :

Start : 01/01/2015 **Due :** 12/31/2015 **Complete :** 0.0% **Status :** Not Yet Started

Tasks :

4.1

Category: Project/Process

Goal : Continue to grow my understanding of the technology stacks, so to more quickly deploy/align technology with the real-world, and business objectives.

Key Performance Indicator : Not easily quantified.

Weight :

Start : 01/01/2015 **Due :** 12/31/2015 **Complete :** 0.0% **Status :** Not Yet Started

Tasks :

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

Career Growth and Progression

What other jobs interest you?
I like where I'm at.

What do you see as a possible next assignment?
I like where I'm at.

What is your long range career goal?
Move more toward the value layer, with a full-breadth of competencies across all layers app development.

According to Appraiser:

Next assignment:
Continue to expand role of developer on our digital strategy team.

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*   *04/29/2016*
                James Earlywine
Manager: _____
                Annie Gelfius

Section Comments:

Managers Comments: **Comments by James Earlywine:***No comments*
No comments