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| **Classified Staff and Service Professional**  **Performance Appraisal**  **SELF-ASSESSMENT** | |
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| **EMPLOYEE INFORMATION**   |  |  |  |  | | --- | --- | --- | --- | | Employee Name: Talbert Tso | NAU ID (not SSN): 1824480 | | | | Title: **Applications Systems Analyst** | Department: **11200 - Extended Campuses** | | | Supervisor: **Damien Coy** | Period Rated From:01/21/2016 | To:06/30/2016 | | |
| Annual self-assessment  Probationary self-assessment  Other: Change of Reporting Official | |
| **I: JOB FUNCTIONS AND STANDARDS** | |
| If functions and standards were not established at the beginning of the appraisal period, use most recent job description/posting as a guide for your self-assessment. | |
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| **1) Function:** Support the design, development, programming, testing, implementation, and user support of Extended Campuses applications by programming and developing web interfaces that adhere to standards and styles set within the programming group.  **Standard:** Provide effective program and process solutions throughout all phases of the development process. Demonstrate knowledge of best practices and processes involving testing, customer acceptance, and migration to support the Extended Campuses' multi-tier development environment.  **2) Function:** Communicate with Business Analyst on academic, finance, and administrative roles to determine requirements and provide other support as needed.  **Standard:** Demonstrate excellent documentation, communication, and time management practices.  **3) Function:** Develop and master appropriate technologies to design, program and maintain web-based applications and processes for maintenance of public Web sites, administrative intranet systems, and content management systems (CMS) to support prospecting communication, registration management, expense tracking, reporting and other projects.  **Standard:** Demonstrate ability to maintain web services and reports using HTML, ASP.NET, C#, and other Microsoft programming platforms and programming methodologies. Demonstrate knowledge of structured query language and the ability to develop solutions using relational database design, and object oriented design methodologies.  **4) Function:** Address problems, troubleshoot errors, and research solutions in a prompt manner and notify affected employees of the problem and resolution.  **Standard:** Demonstrate the ability to troubleshoot errors and researching problems. Successfully determine solutions, and coordinate implementation of solutions with other team activities and customer schedules.  **5) Function:** Assist in the development of system and programming standards, documentation standards, and procedures for information sharing among programming staff.  **Standard:** Demonstrate cooperation with senior staff to coordinate the team moving forward to new global architecture paradigms, platforms and frameworks to keep in synch with the industry. | |
| **FUNCTIONS AND STANDARDS SUMMARY**   |  | | --- | | **Unsatisfactory Performance:** *Did not meet job requirements. Significant improvement needed.*  **Needs Improvement:** *Sometimes met job requirements but improvement needed in certain areas.*  **Good Performance** *Consistently met and occasionally exceeded job requirements.*  **Very Good Performance** *Consistently met and frequently exceeded job requirements.*  **Exceptional Performance:** *Consistently exceeded job requirements.* | | |
| Describe any particular areas of the job functions where you feel you’ve excelled, could further develop, and/or need improvement. | |
| Talbert was a part of a small team that developed and completed an in-house reporting web application called The Enlightenment Portal. Talbert played a key role in the development and aided the design of the user interface for the application. This application is used by multiple Extended Campuses members; including Blanche Johnson and Kevin Hayes. The team worked closely with the Business Analyst and each other to plan out the functional and design requirements. This allowed for prudent code development and efficient division of tasks. In addition, the team implemented a contemporary industry standard software architectural pattern for implementing user interface, called Model-View-Controller (MVC); in association with C# and Visual Studio. | |
| **II: GOALS**  Goals can be projects to make progress on or complete, job functions or behaviors to be improved, and/or skills and practices that could be further developed. | |
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| **GOAL DESCRIPTIONS** | |
| If goals were not established at the beginning of the appraisal period, leave the goal section blank. | |
| 1. Improve Extended Campuses operational efficiency by developing high quality, robust software applications.    1. 3/29/2016 – 5/11/2016: Talbert aided in the completion of the Enlightenment Portal project. The Enlightenment Portal helps Extended Campus employees by generating meaningful and quick reports. Talbert ensured the user interface was user friendly and functioned properly. He debugged a couple of issues with user controls and fixed information display upon viewing the page. 2. Speed information delivery with integrated systems and a single database platform.    1. 2/9/2016 – 4/12/2016: Talbert aided in the improvement of State Regulatory Compliance project. This allowed for generated reports and quick information status for the use by Extended Campus employees. Talbert ensured the user interface was well developed for minimal to zero user errors. And improved information response time for quicker confirmation of updated changes. 3. Reduce cost and maintenance cycles by utilizing industry standard hardware and software components.    1. 2/22/2016 – 3/17/2016: Update table information for use by the PL Tools; this web application is used by many member of the Extended Campuses. Talbert modified columns and added some columns to display information to Extended Campuses members for faster and accurate information. 4. Continued ability staying productive in the use of current development software, languages and techniques used within the Extended Campuses Web and Database environments.    1. 3/23/2016 – 3/23/2016, 2/9/2016: A couple of task were assigned this past months to restyle or add/edit a visual aspect to Extended Campuses web application or web sites. Talbert specifically revisited Ektron developed web sites to bring the look to the Bootstrap standard. In addition, he updated styles on long URLs and added flag image for District of Columbia for the State Regulatory Compliance project.    2. 3/22/2016, 2/24/2016 – 3/3/2016: Talbert was assigned a couple of task that turned into a research project that revealed information that was not previously known. Talbert researched into embedding raw YouTube code into an Ektron widget. And discovered that the rendering of the code will not be recognized within a normal text editor type widget. Another task had Talbert review and evaluate a proposed SQL change to PL Admin Tools. He determined that the change would produced the desired result and further editing of the SQL was required.      * 1. 5/16/2016 – 5/17/2016: In addition to restyling web sites, Talbert also updated web components to Extended Campuses. This includes updating the information of the Tuition Info Widget. This widget is used and seen on PL, EC, Yuma, and Yavapai sites. He also updated information on the PL Student Dashboard.   2. 5/4/2016 – 6/16/2016: Talbert was tasked to modify the blog section on the homepage of Extended Campuses, Yuma, and Yavapai to mimic the style and function of the blog listing that can be seen on the Blog page. This was a challenging task because the Blog page was created to serve that one purpose and to copy the function and styles from there to the homepage required some finesse.     Success will be measured by the ability to champion robust, innovative and dynamic technology solutions to Extended Campuses initiatives that help provide expanded options to students, faculty and staff. All of the EC Technical Team support and resources in addition to further resources, if needed, are available to accomplish this task. | |
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| **PROGRESS REPORT (Optional)** | |
| If helpful, use this section to track progress, updates, and changes as many times as needed throughout the appraisal period. | |
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| **GOALS SUMMARY** | |
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| **Unsatisfactory Performance:** *Did not meet most of the expected outcomes of this appraisal period.*  **Needs Improvement:** *Met some but not all of the expected outcomes for this appraisal period.*  **Good Performance** *Met the expected outcomes for this appraisal period.*  **Very Good Performance** *Frequently exceeded the expected outcomes for this appraisal period.*  **Exceptional Performance:** *Consistently exceeded the expected outcomes for this appraisal period.* | |
| Explain reason for rating. | |
| Talbert was able to maintain good work progress in developing and contributing to Extended Campuses' web applications and web sites. He has continually supported and supplied good programming that helps elevate Extended Campuses' web sites in visual prowess and functional usability. | |
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| **III: BEHAVIORS FOR SUCCESS** | |
| **For each of the behavior groups below, use the following guide for rating:**    **Unsatisfactory Performance:** *Failed to meet expectations for most/all behaviors. Significant*  *improvement needed.*  **Needs Improvement:** *Sometimes met expectations for some behaviors but improvement needed in*  *one or more behaviors.*  **Good Performance:** *Consistently met and occasionally exceeded expectations for most/all behaviors.*  **Very Good Performance** *Consistently met and frequently exceeded expectations for most/all behaviors.*  **Exceptional Performance:** *Consistently exceeded expectations for most/all behaviors. Role modeled for*  *others.* | |
| **Commitment to service**   * Offers assistance, support and feedback to students, employees, and customers. * Shows initiative, anticipates needs and takes appropriate action to meet needs. * Projects a positive, consistent image that reflects institutional values. * Shows an appropriate sense of urgency in completing work and addressing the needs of others. * Promotes a student-centered approach to all work as it directly or indirectly impacts students. | |
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| **Unsatisfactory  Needs Improvement**  **Good  Very Good  Exceptional** | |
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| **Commitment to forming and maintaining working relationships**   * Is tactful, honest, and respectful in communications. * Shows respect for individual differences (lifestyle, behavior, abilities, attitudes, values, and views). * Demonstrates behaviors that embrace diversity. * Is approachable and accessible; promotes cooperation. * Deals maturely, discreetly, and directly with conflict. | |
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| **Unsatisfactory  Needs Improvement  Good  Very Good  Exceptional** | |
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| **Commitment to the mission of the university and work unit**   * Ensures own actions are consistent with the university’s mission and work unit’s mission. * Assists others in solving problems and achieving common goals. * Makes appropriate use of resources in problem solving. * Supports student success and excellence in their educational experience; promotes educational access for all. | |
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| **Unsatisfactory  Needs Improvement  Good  Very Good  Exceptional** | |
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| **Positive approach to change and improvements**   * Demonstrates receptiveness to new ideas and approaches. * Is flexible in methods of work completion. * Shows a willingness to try new methods; takes advantage of learning opportunities. * Offers constructive solutions for making effective changes. | |
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| **Unsatisfactory  Needs Improvement  Good  Very Good  Exceptional** | |
| **Personal accountability for own work, words, and actions**   * Operates with honesty and integrity. * Completes work in a timely manner. * Asks supervisor to clarify expectations when necessary. * Exercises confidentiality in all aspects of work. * Admits mistakes and attempts to learn from them. * Seeks opportunities for professional growth. * Solves problems by identifying issues and initiating solutions. * Follows through on commitments. * Carries out internal control activities. | |
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| **Unsatisfactory  Needs Improvement  Good  Very Good  Exceptional** | |
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| ***Complete this section only if you supervise other employees (regular, graduate, student or temporary employees):*** | |
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| **Fosters a respectful, effective, and trusting work environment**   * Manages employee performance throughout the year and provides frequent feedback. * Empowers others to make decisions and suggest changes. * Addresses conflict and brings to a constructive conclusion. * Accepts responsibility for mistakes and takes corrective action. * Invites and accepts constructive feedback. * Uses resources efficiently. * Leads in a way that promotes a positive work environment. * Ensures internal control activities are established and clearly communicates expectations about compliance. | |
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| **Unsatisfactory  Needs Improvement  Good  Very Good  Exceptional** | |
| **BEHAVIORS SUMMARY**  Describe any particular areas of the behaviors for success where feel you have excelled, could further develop, and/or need improvement. | |
| Talbert continually promotes and praises his co-workers for their accomplishments to bettering the user experience of Extended Campuses. He strives to ensure the Extended Campuses' public web sites are user friendly and fully functional. | |
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| **IV: ADDITIONAL PERFORMANCE INFORMATION** | |
| List accomplishments and contributions not already discussed in previous sections. May update throughout appraisal period. | |
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| List training and development opportunities participated in during this appraisal period, including the approximate amount of time spent on each item. May update throughout appraisal period. | |
| 6 hours – Attended NAU Web Pro meetings.  2 hours – Attended NAU IT meeting.  5 hours – Attended EC Tech Team Apprentice meetings. | |

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| **OVERALL EMPLOYEE PERFORMANCE** | |
| Considering information from all sections of the appraisal, select the best description of your performance during this appraisal period. **(Note: providing an overall rating is optional on the self-assessment.)** | |
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| **Unsatisfactory:** Performance failed to meet job requirements, goals and/or expectations for behavior. Immediate and continued improvement is necessary.  **Needs Improvement:** Performance is sometimes acceptable but did not consistently meet job requirements, goals and/or expectations for behavior. Performance improvement needed in one or more areas.  **Good performance:** Performance was dependable and met, and occasionally exceeded, job requirements, goals and expectations for behavior. May still be learning portions of the job, but responds to direction and feedback to enhance performance.  **Very good performance:** Performance consistently met, and frequently exceeded, job requirements, goals and expectations for behavior. Regularly contributed above expected levels for position.  **Outstanding performance:** Performance consistently exceeded job requirements, goals and expectations for behavior. Contributed significantly beyond the expected levels for this position. | |
| **FINAL OVERALL COMMENTS**  Any final summary comments not already provided elsewhere. | |
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| Employee Signature: Date: ­­\_\_\_\_\_\_\_\_\_ | |