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| NAU_2L | |
| **Classified Staff and Service Professional**  **Performance Appraisal – SUPERVISOR’S ASSESSMENT** | |
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| **EMPLOYEE INFORMATION**   |  |  |  |  | | --- | --- | --- | --- | | Employee Name: Talbert Tso | NAU ID (not SSN): 1824480 | | | | Title: Application Systems Analyst | Department: ITS EIS Application Development Team | | | Supervisor: Robert Brubaker | Period Rated From:03/28/2018 | To:06/30/2018 | | |
| |  | | --- | | **Check one:** | | Annual assessment | | Probationary assessment (CLS only) | | Other | |  |
| **I: JOB FUNCTIONS AND STANDARDS** | |
| Describe the job functions / duties for this position for the appraisal period. For each function, describe the expectation or standard of performance. Indicate any changes since the last appraisal. **(Complete/update at beginning of appraisal period.)** | |
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| **FUNCTIONS AND STANDARDS SUMMARY (complete at end of appraisal period)**   |  | | --- | | **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 employee has excelled, could further develop, and/or needs improvement. | |
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| **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. All goals should be consistent with department and university goals. | |
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| **GOAL DESCRIPTIONS** | |
| **Employee and supervisor should establish goals at the beginning of the appraisal period.** For each goal listed, include expected outcomes for the appraisal period and indicate measures, timelines, and resources. | |
| 1. Improve Northern Arizona University’s operational efficiency by developing and configuring high quality, robust software applications that make up an extensive portfolio of commercial and custom applications. 2. Development and maintain skills for current software technologies and methodologies. 3. Maintain and document open communication with Systems Analyst, Business Analyst, peers, and other stakeholders in accordance with Enterprise Information Solutions practices and procedures. 4. Reduce cost, downtime, and maintenance cycles by utilizing industry standard hardware, software, and change management solutions.   Success will be measured by the ability to champion robust, innovative and dynamic technology solutions for Northern Arizona University’s initiatives that help provide expanded options to students, faculty and staff.  All of the NAU Enterprise Information Solutions support and resources in addition to further resources, if needed, are available to accomplish this task. | |
| **PROGRESS REPORT (Optional)** | |
| If helpful, use this section to track progress, updates, and changes as many times as needed throughout the appraisal period. | |
| Goal 1:  April 1 – May 11:  Goal 2:  Goal 3:  Goal 4: | |
| **GOALS SUMMARY (complete at end of appraisal period)** | |
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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. | |
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| **III: BEHAVIORS FOR SUCCESS** | |
| **For each of the behavior groups below, use the following guide for rating each section:**  **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** | |
| **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** | |
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| **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 for those employees who 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 (complete at end of appraisal period)**  Describe any particular areas of the behaviors for success where employee has excelled, could further develop, and/or needs significant improvement. | |
| Talbert developed and maintained good expectations for all behaviors. | |
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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. | |
| 2 hours – Team Meeting and OnBase Intro Training  2 hours – Development Cycle, Goals, and Transitioning Previous Responsibilities  1.5 hours – Onbase Intro, Trello Use and Expectations  2 hours – OnBase Dev Standards  2 hours – ServiceNow & Bomgar Training | |

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| **OVERALL EMPLOYEE PERFORMANCE** | | |
| Considering information from all sections of the appraisal, the employee self-assessment, and (if applicable) peer or customer input, select the best description of the employee’s performance during this appraisal period. | | |
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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 was 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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| **ATTENTION SUPERVISORS:** | | |
| Once the current appraisal is completed, new and continuing goals/expected outcomes, and the most updated list of job functions and standards should be discussed with the employee and entered into a new appraisal form for the next appraisal period. | | |
| |  |  | | --- | --- | | Vivek Bongu App Sys Analyst Prog Lead | Marc Lord, Director | | Supervisor Name and Title | Dean/Director/Department Head Name and Title | | Signature Date | Signature Date | | | |
| **It is recommended that the Dean/Director/Department head review this appraisal before providing it to the employee.** | | |
| Employee comments (optional): | | |
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| I wish to attach additional information.  I do not wish to attach additional information. | | |
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| I understand that my signature indicates that I have seen and discussed this evaluation with my supervisor and received a copy. | | |
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| Employee Signature Date ­­\_\_  **If employees disagree with part or all, of the performance appraisal**, they have the right to ask for a specific change from the supervisor. The supervisor has the right to make the change **or** let the appraisal stand as is. If no change occurs, employees have the right to request a review through the chain of command. Please refer to the **Right of Review policy (#5.02)** in the NAU Personnel Policy Manual. **Note:** there is a 15 day deadline to request this review. | | |