

Green River College PRFR Report Appendix 2.F.4

2.F.4 Faculty, staff, and administrators are evaluated regularly and systematically in alignment with institutional mission and goals, educational objectives, and policies and procedures. Evaluations are based on written criteria that are published, easily accessible, and clearly communicated. Evaluations are applied equitably, fairly, and consistently in relation to responsibilities and duties. Personnel are assessed for effectiveness and are provided feedback and encouragement for improvement.

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2.F.4 EV.#1/ Section 1

2025-2027 Washington Federal State Employees
article 6 Performance Evaluation (pages 15-16)

To view the file, please refer to separated Appendix

Performance And Development Assessment Form



CLASSIFIED

<input type="checkbox"/>	Probationary Period (completed by 5 th month)
<input type="checkbox"/>	Annual

EVALUATION PERIOD

Click here to enter a date.
- Click here to enter a date.

**PERFORMANCE AND DEVELOPMENT
ASSESSMENT FORM**

Employee Name:	Department: Click here to enter text.
Job Title: Click here to enter text.	Position Start Dat
Supervisor:	Employee SID

COMPETENCY ASSESSMENT

*	<u>Exceeds Standards</u>	A level of performance that often surpasses job requirements. Results are above expected level.
	<u>Meets Standards</u>	A level of performance that consistently meets all normal requirements of the position. Progress is fully satisfactory.
*	<u>Needs Improvement</u>	A level of performance that does not meet all of the job requirements. Substantial improvements needed.
	<u>Not Applicable</u>	Not relevant to current position.
* Written comment required		

Knowledge of Job Functions

- Comprehension of pertinent facts, policies, procedures and goals of department
- Ability to assess accurately a situation, gather and evaluate appropriate data
- Ability to manage change, adjust to new requirements, procedures, and systems
- Compliance with Green River College and departmental standards

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Dependability and Punctuality

- Attendance, dependability, and consistency with schedule and responsibilities

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.



Initiative and Resourcefulness

- Resourcefulness in utilizing facts, intuition and past experience
- Ability to develop/carry out new ideas and methods
- Effort to seek new responsibilities and acquire needed skills

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

Communication Skills

- Ability to communicate effectively with staff, students, and faculty
- Ability to listen attentively and share information with department and team

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

Cooperation and Collaboration

- Ability to work with others in and outside of the department
- Ability to establish and maintain a positive working relationship across the institution

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

Supervisory/Lead Skills (If Applicable)

- Ability to train, lead, and delegate projects
- Approachability and impartiality

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

TRAINING AND DEVELOPMENT PLAN

Choose two components of the position that could be improved upon, further developed, or require additional training. Set realistic goals that can be accomplished within a specific time frame.

1. [Click here to enter text.](#)
2. [Click here to enter text.](#)

EMPLOYEE COMMENTS

Utilize this space to provide any comments regarding this assessment and/or the assessment process.

CAREER OBJECTIVES / GOALS (OPTIONAL)

Utilize this space to record any career objectives you wish to share. If additional training is required to accomplish these objectives, please provide details.

***NOTE - OPERATIONAL NEEDS MAY ALTER A DEPARTMENT'S ABILITY TO SUPPORT ADDITIONAL TRAINING REQUESTS.**

ACKNOWLEDGMENT

I have read this appraisal, received a copy, and have discussed it with the evaluator.

Employee		Date	
Supervisor		Date	



Performance Assessment Instructions



Performance Assessment Instructions

Standards development for performance assessments is generated by the completion of assigned tasks that are outlined in an employee's job description. The assessment forms are formatted to qualify and/or quantify accomplished and unaccomplished tasks and duties as well as allow the employee to provide feedback of the assessment process.

Preliminary Steps

- The supervisor will review each employee's job description form to ensure it accurately reflects all assigned duties and tasks.
 - The supervisor may request input from or involvement of the employee for updates to the job description.
 - Upon completion of updating the job description form, the supervisor must review it with the employee, sign, date, and forward a copy to Human Resources for the employee's personnel file.
- The supervisor determines timing and outlines the process that will be followed in completing the assessment form.

Completing Performance Assessment Form

Part 1: Competency Assessment

The performance assessment form categorizes expectations (duties/tasks) into two categories: Competencies and Results.

- **Competencies** refer to the "how" of the job. Competencies are those measurable or observable knowledge, skills, abilities, and behaviors critical to success in a key job role or function.
- **Results** refer to the "what" of the job. Based on the primary areas of responsibility, what are the important outputs or outcomes during the performance period? These results should be stated in measurable or quantifiable terms.

In the Assessment Form Competency Guide, each competency includes a general definition and some samples of specific performance standards that could be used. In all cases, the performance standards should be tailored to the needs of the job and not phrased in general or generic statements.

If duties/tasks are added or removed during the assessment period, updated job descriptions should be processed and reviewed with the employee as soon as possible.

Part 2: Training and Development Needs/Opportunities

This section provides the employee with training and development goals necessary to improve or sustain successful job performance. Training and development opportunities for the present job and for career advancement should also be identified.

Part 3: Career Objectives (Optional)

This section is to be completed by the employee only, at his/her option. This is an opportunity for the employee to give the supervisor suggestions as to what other support the employee feels he/she needs to be successful.

Part 4: Employee Comments

This section is to be completed by the employee only. This is an opportunity for the employee to give feedback to the supervisor about the assessment process and its effectiveness.

Signatures:

The supervisor and employee sign the assessment form. The supervisor may retain a copy and a copy must be provided to the employee. The original form should be sent to the Human Resources office for placement in the employee's personnel file.

Competency Examples with Performance Statements



Competency Examples with Performance Statements

The examples below of competencies may be used in various staff management functions like:

- Planning performance expectations.
- Determining training and development needs.
- Establishing recruitment and selection criteria.

The competencies are grouped together under categories. Each competency includes a title, a general definition, and several measurable or observable performance statements.

This list is useful as a reference, but is not all-inclusive. The performance statements listed are to be used to generate thought about how the competency is displayed when performed well on the job. The competency descriptions are intended to be tailored to individual positions.

Position-specific competencies are best determined through a job analysis process. Supervisors should talk with their HR office to receive specific direction around competency identification.

Competency Group – Communication		
Competency Title	Description	Performance statements
Listening	Understands and learns from what others say.	Examples
Reading Comprehension	Grasps the meaning of information written in English, and applies it to work situations.	Examples
Speaking	Conveys ideas and facts orally using language the audience will best understand.	Examples
Writing	Conveys ideas and facts in writing using language the reader will best understand.	Examples
Competency Group – Knowledge of Job Function		
Competency Title	Description	Performance statements
Analysis/Reasoning	Examines data to grasp issues, draw conclusions, and solve problems.	Examples
Creative & Innovative Thinking	Develops fresh ideas that provide solutions to all types of workplace challenges.	Examples
Decision Making & Judgment	Makes timely, informed decisions that take into account the facts, goals, constraints, and risks.	Examples
Mathematical	Uses mathematical techniques to calculate data or solve	Examples

Performance Management Competency Examples with Performance Statements

Reasoning	practical problems.	
Problem Solving	Resolves difficult or complicated challenges.	Examples
Researching Information	Identifies, collects, and organizes data for analysis and decision-making.	Examples
Competency Group – Initiative and Resourcefulness		
Competency Title	Description	Performance statements
Accountability & Dependability	Takes personal responsibility for the quality and timeliness of work, and achieves results with little oversight.	Examples
Adaptability & Flexibility	Adapts to changing business needs, conditions, and work responsibilities.	Examples
Attention to Detail	Diligently attends to details and pursues quality in accomplishing tasks.	Examples
Customer Focus	Builds and maintains customer satisfaction with the products and services offered by the organization.	Examples
Development & Continual Learning	Displays an ongoing commitment to learning and self-improvement.	Examples
Ethics & Integrity	Earns others' trust and respect through consistent honesty and professionalism in all interactions.	Examples
Results Focus & Initiative	Focuses on results and desired outcomes and how best to achieve them. Gets the job done.	Examples
Safety Focus	Adheres to all workplace and trade safety laws, regulations, standards, and practices.	Examples
Self Management	Manages own time, priorities, and resources to achieve goals.	Examples
Stress Tolerance	Maintains composure in highly stressful or adverse situations.	Examples
Tact	Diplomatically handles challenging or tense interpersonal situations.	Examples
Competency Group – Cooperation and Collaboration / Interpersonal Relations		
Competency Title	Description	Performance statements
Influencing Others	Influences others to be excited and committed to furthering the organization's objectives.	Examples
Relationship Building	Builds constructive working relationships characterized by a high level of acceptance, cooperation, and mutual respect.	Examples

Performance Management Competency Examples with Performance Statements

Teamwork	Promotes cooperation and commitment within a team to achieve goals and deliverables.	Examples
Valuing Diversity	Helps create a work environment that embraces and appreciates diversity.	Examples
Competency Group – Supervisory/Lead Qualities		
Competency Title	Description	Performance statements
Advocating Causes	Influences others to act in support of ideas, programs, or causes.	Examples
Enforcing Laws, Rules, & Regulations	Enforces governmental laws, rules, and regulations, and initiates enforcement actions in a way that the public perceives as fair, objective, and reasonable.	Examples
Facilitating Groups	Enables cooperative and productive group interactions.	Examples
Gaining Voluntary Compliance	Convinces others to follow recommendations and advice to bring them into compliance with regulations, standards, or policies	Examples
Interviewing Others	Asks questions in ways that enhance the clarity, quality, and reliability of information.	Examples
Managing Projects or Programs	Structures and directs others' work on projects or programs.	Examples
Mediating Disputes	Helps others resolve complex or sensitive disagreements and conflicts.	Examples
Negotiating Agreements	Reaches deals or compromises.	Examples
Operating Equipment	Uses tools, machines, and vehicles to transport goods or people, or to create work products.	Examples
Providing Consultation	Partners with clients to identify and resolve complex or sensitive issues.	Examples
Training & Presenting Information	Formally delivers information to groups.	Examples
Competency Group – Management Qualities		
Competency Title	Description	Performance statements
Business Alignment	Aligns the direction, products, services, and performance of a business line with the rest of the organization.	Examples
Coaching &	Enables co-workers to grow and succeed through	Examples

Performance Management Competency Examples with Performance Statements

Mentoring	feedback, instruction, and encouragement.	
Fiscal Accountability	Follows fiscal guidelines, regulations, principles, and standards when committing fiscal resources or processing financial transactions.	Examples
Leadership	Promotes organizational mission and goals, and shows the way to achieve them.	Examples
Organizational & Political Savvy	Uses knowledge of the organizational and political climate to solve problems and accomplish goals.	Examples
Planning & Organizing	Coordinates ideas and resources to achieve goals.	Examples
Staff Management	Manages staff in ways that improve their ability to succeed on the job.	Examples
Strategic Vision	Sees the big, long-range picture.	Examples

Accountability & Dependability

Definition

Takes personal responsibility for the quality and timeliness of work, and achieves results with little oversight.

Performance Statement Examples

- Shows up to work on time, and follows instructions, policies, and procedures. Meets productivity standards, deadlines, and work schedules.
- Stays focused on tasks in spite of distractions and interruptions.
- Makes the best use of available time and resources.
- Balances quality of work with meeting deadlines.
- Does not make excuses for errors or problems; acknowledges and corrects mistakes.
- Does not diffuse blame for not meeting expectations; faces up to problems with people quickly and directly.

Adaptability & Flexibility

Definition

Adapts to changing business needs, conditions, and work responsibilities.

Performance Statement Examples

- Responds positively to change, embracing and using new practices or values to accomplish goals and solve problems.
- Adapts approach, goals, and methods to achieve solutions and results in dynamic situations.
- Copes well and helps others deal with the ongoing demands of change; sees and shows others the benefits of change.
- Recovers quickly from setbacks, and finds alternative ways to reach goals or targets.

Performance Management Competency Examples with Performance Statements

- Manages change in a way that reduces the concern experienced by others. Clarifies priorities when leading change.

Advocating Causes

Definition

Influences others to act in support of ideas, programs, or causes.

Performance Statement Examples

- Actively promotes and solicits support for a program or cause. Builds credibility as a representative by demonstrating personal commitment and sharing information.
- Using knowledge of audience views and interests, chooses and employs diverse methods, tools, and resources to educate and build enthusiasm in potential partners and supporters.
- Ensures others grasp the purpose and benefits of the program or cause. Tailors messages to specific audiences to develop interest and endorsement.
- Displays passion for the cause, and sparks that same passion in others.

Analysis/Reasoning

Definition

Examines data to grasp issues, draw conclusions, and solve problems.

Performance Statement Examples

- Identifies key facts in a range of data. Notices when data appear wrong or incomplete, or need verification. Distinguishes information that is not pertinent to a decision or solution.
- Breaks down complex information into component parts. Sorts and groups data, and applies causal relationships. Sees underlying principles, patterns, or themes in an array of related information.
- Applies logic and complex layers of rules to analyze and categorize complicated information. Sees relationships between information in varied forms and from varied sources.
- Goes beyond analyzing factual information to develop a conceptual understanding of the meaning of a range of information. Integrates diverse themes and lines of reasoning to create new insights or levels of understanding for the issue at hand. Thinks in terms of generalized models rather than concrete details.

Attention to Detail

Definition

Diligently attends to details and pursues quality in accomplishing tasks.

Performance Statement Examples

- Performs tasks with care; is thorough. Makes few if any errors.
- Checks work to ensure accuracy and completeness.
- Compares observations or finished work to what is expected to find inconsistencies.
- Remains aware and takes care of details that are easy to overlook or dismiss as insignificant.

Performance Management Competency Examples with Performance Statements

Business Alignment**Definition**

Aligns the direction, products, services, and performance of a business line with the rest of the organization.

Performance Statement Examples

- Seeks to understand other programs in the department, including their services, deliverables, and measures.
- Integrates executive direction into every decision and consultation.
- Advocates for and positively represents other programs and services when working with customers and stakeholders.

Coaching & Mentoring**Definition**

Enables co-workers to grow and succeed through feedback, instruction, and encouragement.

Performance Statement Examples

- Coaches others regardless of performance level. Shares specialized approaches and skills that will increase capabilities.
- Helps others identify key goals and use their talents to achieve those goals. Sees others' potential and strengths, and works to build on them.
- Takes time to observe behaviors that contribute to or detract from others' success. Highlights performance strengths and weaknesses by giving factual, specific, non-judgmental feedback.
- Builds relationships with teammates so that coaching efforts are received in a positive, developmental manner. Takes steps to learn the work interests and career goals of teammates.
- Actively supports others stretching beyond their comfort levels and trying new techniques that may enhance success. Coaches for incremental, one-step-at-a-time improvements, offering praise and recognition as each step forward is made.
- Encourages repeating and building upon areas of strength, and dissects areas that may be improved. Suggests methods and gives examples that provide a roadmap to improved performance.
- Models success behaviors, a high performance work ethic, and constant self-improvement.

Creative & Innovative Thinking**Definition**

Develops fresh ideas that provide solutions to all types of workplace challenges.

Performance Statement Examples

- Sees old problems in new ways and has novel approaches to solving those problems.
- Contributes original and resourceful ideas in brainstorming sessions.
- Connects seemingly unrelated ideas, events, and circumstances to find global solutions to individual problems.

Performance Management Competency Examples with Performance Statements

- Sees opportunities for creative problem solving while staying within the parameters of good practice. Generates unique but workable and useful solutions to difficult problems.
- Thinks in terms of desired outcomes, not just reactive, quick solutions. Finds ways to turn the ideal into reality. Experiments with new ideas, methodologies, and procedures.
- Visualizes potential problems and solutions without needing tangible, “real-life” examples. Can discuss and project the aspects and impacts of issues and decisions.

Customer Focus

Definition

Builds and maintains customer satisfaction with the products and services offered by the organization.

Performance Statement Examples

- Can describe customers’ business and expectations. Shows interest in, anticipates, and responds timely to customer needs.
- Focuses on the customer’s business results, rather than own. Goes beyond basic service expectations to help customers implement complete solutions.
- Delivers products and services when and where the customer needs them. Explores options when unable to deliver a requested product or service, and pursues solutions until the customer is satisfied.
- Provides to customers status reports and progress updates. Seeks customer feedback and ensures needs have been fully met.
- Seeks ways to improve service delivery. Assesses the organization and its services from the customer’s point of view. Emphasizes a team approach to providing great customer service.
- Recognizes adverse customer reactions and develops better alternatives.

Decision Making & Judgment

Definition

Makes timely, informed decisions that take into account the facts, goals, constraints, and risks.

Performance Statement Examples

- Gathers data and others’ input when making decisions. Considers lessons learned from experience, differing needs, and the impact of the decision on others.
- Balances analysis, wisdom, experience, and perspective when making decisions.
- Finds solutions that are acceptable to diverse groups with conflicting interests and needs.
- Weighs the pros and cons of each option before making a decision and moving forward.
- Can explain the rationale for a decision.
- Makes necessary decisions even when information is limited or unclear.
- Learns from the consequences of decisions.

Performance Management Competency Examples with Performance Statements

Development & Continual Learning**Definition**

Displays an ongoing commitment to learning and self-improvement.

Performance Statement Examples

- Applies own talents to work assignments, and hones the competencies needed in current job.
- Looks for better ways to perform routine aspects of job.
- Asks for and uses feedback to improve performance. Seeks and acquires new competencies, work methods, ideas, and information that will improve own efficiency and effectiveness on the job.
- Finds and maximizes opportunities for growth and development from multiple sources.
- Sees failure as an opportunity to learn from past results, and continues to learn and grow.

Enforcing Laws, Rules, & Regulations**Definition**

Enforces governmental laws, rules, and regulations, and initiates enforcement actions in a way that the public perceives as fair, objective, and reasonable.

Performance Statement Examples

- Clearly explains laws, rules, and regulations, as well as what constitutes a violation.
- Objectively applies “the letter of the law” during all interactions, yet clearly understands “the spirit of the law” when deciding if enforcement action is needed. Exhausts other options, such as seeking voluntary compliance, before resorting to enforcement action.
- Recognizes situations that warrant assertive action and moves forward without hesitation.
- Balances enforcing all laws, rules, and regulations against the need to respond to the worst (or most harmful) violations first.
- Remains calm during the course of enforcement activities to lessen the chance of hostility.

Ethics & Integrity**Definition**

Earns others’ trust and respect through consistent honesty and professionalism in all interactions.

Performance Statement Examples

- Respects and maintains confidentiality.
- Tells the truth and is honest in all dealings.
- Keeps promises and commitments made to others. Does the right thing, even when it is difficult. Does not yield to pressure to show bias or manipulate others.
- Avoids situations and actions considered inappropriate or which present a conflict of interest.
- Adheres to a set of core values that are represented in decisions and actions.
- Does not misrepresent self or use position or authority for personal gain.

Performance Management Competency Examples with Performance Statements

Facilitating Groups**Definition**

Enables cooperative and productive group interactions.

Performance Statement Examples

- Prepares for group meetings by identifying the key issues, goals, and stakeholder expectations. Identifies resources that are most likely to help the group with its task. Clarifies the agenda and objectives, and allocates time for topics.
- Leads the group in its initial stages, outlining issues, communicating direction and desired outcomes, and helping participants understand their tasks, roles, and contributions to the process.
- Engages all members in the discussion. Builds on the ideas of contributors, while ensuring other members are not overwhelmed or discouraged from giving input.
- Sees when the group is off-track and redirects the conversation toward productive channels.
- Guides the discussion of complex or divisive issues to help members develop insights and remain engaged with the task. Judges when issues cannot be resolved in the group, and re-focuses the dialogue on the essential goals.
- Allows ownership of the process by group members. Highlights group successes, and builds a sense of shared accomplishment. Reinforces success by becoming an advocate for the group's decisions.

Fiscal Accountability**Definition**

Follows fiscal guidelines, regulations, principles, and standards when committing fiscal resources or processing financial transactions.

Performance Statement Examples

- Handles currency carefully and attentively. Verifies the authenticity of money, recognizes when it is suspect, and takes action to confirm its value before completing any transactions.
- Safeguards fiscal resources, and adheres to all internal control procedures designed to prevent and detect theft or misuse of funds. Remains alert to security breaches and reports problems. Seeks ways to improve internal controls.
- Keeps current on fiscal procedures, principles, standards, rates, etc. Ensures all financial data is properly calculated and reported.
- Responsibly allocates and accounts for the use of fiscal resources, weighing alternatives and their benefits. Monitors budget usage and ensures critical costs are covered. Seeks ways to reduce costs.

Performance Management Competency Examples with Performance Statements

Gaining Voluntary Compliance**Definition**

Convinces others to follow recommendations and advice to bring them into compliance with regulations, standards, or policies.

Performance Statement Examples

- Clearly communicates the reasons for seeking compliance. Explains the regulation, standard, or policy within the context of the customer's situation. Sees when the client fails to grasp key provisions of the law.
- Listens to the customer's point of view to ensure recommendations truly meet their needs within the provisions of the law.
- Anticipates and responds constructively to customer resistance. Avoids confrontational approaches and keeps the communication positive. Points out the obvious and hidden benefits of voluntary compliance.
- Explains to the customer the consequences of failure to comply with regulations, standards, or policies. Ensures the customer understands the next steps in the enforcement process.

Influencing Others**Definition**

Gets others excited about and committed to furthering the organization's objectives.

Performance Statement Examples

- Inspires and persuades others to voluntarily follow direction, pursue and achieve goals, and adopt new positions or opinions.
- Promotes the creation of shared mission, vision, and values, and uses those principles to guide actions.
- Displays a positive attitude about the work to be done, co-workers, customers, management, and employer policies.
- Addresses issues in an open, constructive, professional manner, and persuades others to approach issues in the same manner.
- Leads by example and sets standards for professional behavior. Helps those in need of assistance, regardless of rank.
- Shows dedication in completing the work that must be done.

Interviewing Others**Definition**

Asks questions in ways that enhance the clarity, quality, and reliability of information.

Performance Statement Examples

- Plans the interview process in advance, identifying the key information to collect.
- Puts the interviewee at ease, and ensures he or she understands the process and its purpose. Develops trust to obtain honest responses.

Performance Management Competency Examples with Performance Statements

- Asks direct, focused, and logically ordered questions that comply with all legal or policy requirements. Tactfully broaches sensitive subjects.
- Spots when initial answers are insufficient. Asks clarifying questions that get to the heart of issues or that supply needed information. Sees when to doubt or verify information.
- After the interview, reviews, clarifies, and documents notes and impressions while the information is still fresh in memory. Notes key points that are most relevant to the issue.

Leadership

Definition

Promotes organizational mission and goals, and shows the way to achieve them.

Performance Statement Examples

- Creates a positive work environment where all staff are motivated to do their best.
- Conveys confidence in a group's ability to prevail over challenges to reach its goals.
- Links mission, vision, values, goals, and strategies to everyday work.
- Sees the potential in others and takes opportunities to apply and develop that potential.
- Takes calculated risks to improve performance, try a fresh approach, or reach a challenging goal.
- Sets clear, meaningful, challenging, and attainable group goals and expectations that are aligned with those of the organization.
- Suggests and asks for others' ideas to improve quality, efficiency, and effectiveness.

Listening

Definition

Understands and learns from what others say.

Performance Statement Examples

- Gives the speaker undivided attention and appears interested in the message (e.g., maintains eye contact, nods).
- Attends to verbal and non-verbal cues that create a deeper understanding of the message.
- Allows others to speak without unnecessarily interrupting them.
- Asks clarifying questions that elicit clearer or more detailed information.
- Confirms understanding by paraphrasing or summarizing what others have said.

Performance Management Competency Examples with Performance Statements

Managing Projects or Programs**Definition**

Structures and directs others' work on projects or programs.

Performance Statement Examples

- Ensures the project's or program's goals, purpose, and criteria for success are clear defined. Clarifies the related roles and responsibilities, deliverables, milestones, limits for independent decision-making, and needs and desires of the primary customers.
- Ensures needed resources and skill sets among staff are available. Averts scope creep.
- Develops reasonable performance standards and ways of evaluating outcome quality.
- Integrates the ideas and needs of others in developing feasible strategies to achieve goals. Obtains stakeholder acceptance of and support for those strategies.
- Evaluates progress and success against performance standards. Appraises and resolves deficiencies and challenges. Ensures deadlines are met and keeps stakeholders informed of project/program status.

Mathematical Reasoning**Definition**

Uses mathematical techniques to calculate data or solve practical problems.

Performance Statement Examples

- Performs basic arithmetic (i.e., addition, subtraction, multiplication, and division) and uses basic numerical concepts (e.g., whole numbers, percentages) to complete job tasks. Makes reasonable estimates of arithmetic results without a calculator.
- Measures distance, area, volume, and weight using standard tools and mathematical formulas.
- Applies basic algebra and statistical techniques and formulas (e.g., measures of central tendency, standard deviation) to calculate data.
- Understands and can select and use advanced statistical and quantitative techniques and principles (e.g., random sampling, multiple regression, factor analysis, analysis of variances, and discriminate analysis) to achieve desired data or solutions.
- Creates ways to measure and analyze concepts or goals.

Mediating Disputes**Definition**

Helps others resolve complex or sensitive disagreements and conflicts.

Performance Statement Examples

- Maintains an objective, neutral stance. Shows respect for the needs and perspectives of all sides in the dispute.
- Clarifies the issues, interests, and objectives of each party. Helps parties see things from each others' perspectives.

Performance Management Competency Examples with Performance Statements

- Recognizes when parties have become more willing to compromise. Helps others find common ground and viable solutions that meet their needs.
- Sees when parties are so entrenched that the mediation process is not progressing. Seeks additional resources or moves to a different strategy for resolving the issues.

Negotiating Agreements

Definition

Reaches deals or compromises.

Performance Statement Examples

- Presents interests in ways that foster the understanding and resolution of problems. Seeks to understand others' interests.
- Gains other parties' trust by being honest, respectful, and sensitive to their needs. Knows when to be gentle and when to be assertive, and acts accordingly. Avoids ultimatums.
- Questions and counters others' proposals without damaging relationships. Explains ideas or positions that gain acceptance or agreement. Works from facts and a strong knowledge base.
- Remains open to many approaches to address needs or resolve issues. Seeks suggestions from other parties.
- Seeks common interests and win/win solutions or mutually agreeable trade-offs.

Operating Equipment

Definition

Uses tools, machines, and vehicles to transport goods or people, or to create work products.

Performance Statement Examples

- Learns the functions, purposes, and limitations of new equipment, and practices using it.
- Accurately sets up and calibrates tools and machines.
- Routinely inspects equipment, and adheres to the proper maintenance schedule.
- Follows safety and other regulations when handling and operating equipment.
- Uses equipment for its intended purpose only, protecting it from damage and misuse.
- Responds quickly to malfunctions, seeking assistance as needed and ensuring equipment is fully operational prior to using it again.

Organizational & Political Savvy

Definition

Uses knowledge of the organization and political climate to solve problems and accomplish goals.

Performance Statement Examples

- Understands how the roles, products, and services of own work unit relate to and impact those of other work units. Sees the interrelationships between parts of the organization.

Performance Management Competency Examples with Performance Statements

- Applies to issues a knowledge of the mission, values, resources, culture, systems, and business strategies to find solutions that best serve the organization and its customers. Knows the reasoning behind key policies, practices, and procedures, and seeks exceptions when needed to achieve goals.
- Capitalizes on both formal channels and informal networks to achieve goals. Forms alliances with key players to get things done.
- Understands internal and external politics and their impacts on the organization. Aligns resources and maneuvers politics to solve problems or reach goals.

Planning & Organizing

Definition

Coordinates ideas and resources to achieve goals.

Performance Statement Examples

- Identifies the sequence of tasks and the resources needed to achieve a goal, and prioritizes key action steps. Anticipates the impacts and risks of decisions and actions.
- Seeks and uses others' input about critical actions, timelines, sequencing, scope, methodology, expected outcomes, and priorities. Sees potential challenges and opportunities, and adjusts plans based on input.
- Creates realistic schedules for projects and follows them. Evaluates progress against schedule and goal.
- Monitors and evaluates social, fiscal, and political trends that affect the plan. Prepares strategies to deal with problems or drastic changes.
- Evaluates proposed actions and timelines against organizational mission and values. Integrates the current plan with other plans as needed to achieve the overall mission.

Problem Solving

Definition

Resolves difficult or complicated challenges.

Performance Statement Examples

- Frames problems before trying to solve them. Breaks down problems and identifies all of their facets, including hidden or tricky aspects.
- Shows insight into the root-causes of problems. Generates a range of solutions and courses of action with benefits, costs, and risks associated with each.
- Probes all fruitful sources for answers, and thinks 'outside the box' to find options. Uses the good ideas of others to help develop solutions. Seeks advice from those who've solved similar problems.
- Tests proposed solutions against the reality of likely effects before going forward; looks beyond the obvious and does not stop at the first answers.
- Evaluates the chosen course of action after it has been implemented to determine its worth and impacts.

Performance Management Competency Examples with Performance Statements

Providing Consultation**Definition**

Partners with clients to identify and resolve complex or sensitive issues.

Performance Statement Examples

- Eagerly engages clients in identifying issues, options, and desired outcomes. Develops a clear picture of the needs and best options from the client's perspective.
- Identifies resources and potential solutions that are practical and effective. Knows and explains where, when, and how to implement those options.
- Helps clients navigate complex or sensitive issues, keeping the client's best interests in mind and advising on best practices.
- Remains committed to helping the client long after initial solutions have been applied. Follows up to make sure desired outcomes are realized.
- Acquires a keen perspective on the client's business and operational needs. Uses that broadening view to help resolve more complex and difficult issues, and to anticipate new client needs.
- Acts proactively, recognizing important trends that will affect clients. Communicates those trends so clients can better prepare to meet new challenges. Develops new services and service models in line with those needs.

Reading Comprehension**Definition**

Grasps the meaning of information written in English, and applies it to work situations.

Performance Statement Examples

- Learns from written passages by discerning the main idea or key facts. Locates or infers from their context the meaning of unknown or technical words.
- Understands basic correspondence, instructions, rules, policies, graphs, and/or charts.
- Draws logical conclusions from text, and 'reads between the lines' to find underlying meaning. Detects bias, separates fact from opinion, and discerns the author's purpose and tone.
- Can interpret complex, technical, professional, or legal information and publications.

Relationship Building**Definition**

Builds constructive working relationships characterized by a high level of acceptance, cooperation, and mutual respect.

Performance Statement Examples

- Maintains an open, approachable manner, and treats others fairly and respectfully. Preserves others' self-confidence and dignity, and shows regard for their opinions.

Performance Management Competency Examples with Performance Statements

- Seeks and considers ideas from those who are reluctant to express their points of view. Anticipates and recognizes the concerns of others, even if those concerns are not openly expressed.
- Builds rapport by listening to, discussing and negotiating with, and rewarding, encouraging, and motivating others.
- Seeks to resolve confrontations and disagreements constructively. Focuses on the situation, issues, or behaviors, rather than the people.
- Celebrates workplace success and achievement. Supports the good ideas of others.
- Promotes the contributions and accomplishments of customers or clients to others.
- Demonstrates a balance between building rapport and getting the work done.

Researching Information

Definition

Identifies, collects, and organizes data for analysis and decision-making.

Performance Statement Examples

- Knows where and how to access the right data for the assignment. Pursues leads for additional sources of information.
- Screens out irrelevant and vague information, keeping the high-quality data. Questions the limits, quality, and accuracy of data; digs for details and confirms suspect data.
- Clearly documents sources, and organizes the information according to the research needs.
- Knows when more information is needed and when enough has been collected to reach a conclusion.
- Finds the trends and relationships in the emerging fact pattern, and identifies new or related lines of research that lead to more successful or complete conclusions.

Results Focus & Initiative

Definition

Focuses on results and desired outcomes and how best to achieve them. Gets the job done.

Performance Statement Examples

- Sets high goals and works doggedly to achieve them. Pushes self and others to reach milestones.
- Looks for opportunities to help move a project along; volunteers to help others with projects or assignments.
- Sees when analysis and discussion have served their purpose and moves to action.
- Responds to setbacks with renewed and increased efforts; is persistent in the face of difficulty.
- Willingly puts in extra time and effort in crisis situations; goes the “extra mile” to ensure the goal is met.

Performance Management Competency Examples with Performance Statements

Safety Focus**Definition**

Adheres to all workplace and trade safety laws, regulations, standards, and practices.

Performance Statement Examples

- Performs work in a safe manner at all times. Avoids shortcuts that increase health and safety risks to self or others. Maintains emergency supplies and/or personal protective gear.
- Organizes the personal workspace to minimize the likelihood of an accident or other unsafe situation.
- Checks for and reports potential hazards or breaches of security plans while in the workplace or in the field.
- Responds positively to safety-oriented feedback.
- Encourages and supports others to be safe while at work.

Self Management**Definition**

Manages own time, priorities, and resources to achieve goals.

Performance Statement Examples

- Prioritizes tasks by importance and deadline. Discerns what is crucial from what is just urgent. Adjusts priorities as situations change.
- Focuses time and effort on key tasks. Groups related tasks to be more efficient. Easily transitions between tasks and picks up where left off when interrupted.
- Makes reasonable estimates of resource needs to achieve goals or complete projects. Uses sound methods to plan and track work, appointments, and commitments. Evaluates progress on tasks and adjusts work style as needed.
- Completes high volumes of work, keeping a rapid pace without sacrificing accuracy.
- Meets and exceeds deadlines through efficient

Speaking**Description**

Conveys ideas and facts orally using language the audience will best understand.

Performance Statement Examples

- Uses correct vocabulary and grammar. Avoids slang and offensive language.
- Presents information clearly, concisely, and logically. Focuses on key points.
- Gives the listener time to process information and ask questions.
- Reads others' body language, and adjusts tone and style accordingly.
- Uses plain talk to explain complex or technical concepts. Varies content, style, and form to suit the subject, the purpose, and the needs of diverse audiences.
- Captures and holds others' attention. Uses language, inflection, pauses, and body language for increased impact.

Performance Management Competency Examples with Performance Statements

Staff Management**Definition**

Manages staff in ways that improve their ability to succeed on the job.

Performance Statement Examples

- Aligns the right work with the right people; delegates tasks according to people's strengths and interests.
- Ensures staff have the skills and resources to get things done. Provides staff with coaching, training, and opportunities for growth to improve their skills.
- Gives staff ongoing, constructive feedback on their performance and progress in light of expectations and goals. Holds timely discussions and performance reviews.
- Lets staff know what is expected of them and holds them accountable. Differentiates between high and low performance. Rewards and recognizes hard work and results. Addresses performance issues promptly and corrects poor performance.
- Works to create a strong team. Treats all staff fairly and consistently. Shares accountability when delegating. Involves staff in setting their performance goals.
- Balances guiding the others' actions with granting authority for decision-making within set limits. Provides direction when needed without micro-managing.

Strategic Vision**Definition**

Sees the big, long-range picture.

Performance Statement Examples

- Sees where current trends will lead, and how they may influence the organization's direction. Foresees opportunities that will come and go.
- Forms and articulates a clear picture of the future the organization should strive for. Explains why that future is important and how current decisions make or break the chance to reach it.
- Using a global perspective, reliably forecasts future needs and devises plans to meet those needs.
- Analyzes options and decisions based on long-term pay-offs or outcomes.
- Translates the vision for a program or organization into clear strategies.

Stress Tolerance**Definition**

Maintains composure in highly stressful or adverse situations.

Performance Statement Examples

- Handles high workloads, competing demands, vague assignments, interruptions, and distractions with poise and ease.
- Remains steady or thrives under pressure, using it to fuel productivity and efficiency.

Performance Management Competency Examples with Performance Statements

- Stays calm and maintains focus in turbulent, threatening, or emergency situations. Makes rational decisions and continues to perform effectively.
- Provides direction in crisis situations. Defuses potentially violent people or situations, calming others and removing them from harm.

Tact

Definition

Diplomatically handles challenging or tense interpersonal situations.

Performance Statement Examples

- Strives to understand the data, the people, and their views before making decisions and taking action.
- Works through difficult or awkward interpersonal situations in a positive manner. Broaches sensitive issues ways that allows rational and open discussion.
- Focuses on issues and interests instead of people or positions, even when personally attacked.
- Delivers tough messages with sensitivity to minimize the negative impact on others; critiques constructively.
- Thoughtfully intervenes in conflicts to improve communication, diffuse tension, and resolve problems. Seeks to find common ground and preserve relationships.

Teamwork

Definition

Promotes cooperation and commitment within a team to achieve goals and deliverables.

Performance Statement Examples

- Knows and supports teammates' work and deliverables. Helps teammates who need or ask for support or assistance.
- Acknowledges and celebrates the achievements of teammates. Praises the team and its achievement to others.
- Encourages team unity through sharing information or expertise, working together to solve problems, and putting team success first.
- Helps remove barriers to team productivity and success.
- Ensures joint ownership of goal setting, commitments, and accomplishments. Involves everyone on the team.

Training & Presenting Information

Definition

Formally delivers information to groups.

Performance Statement Examples

- 'Sets the stage' for optimal learning. Comes prepared, and gauges the audience's level of knowledge. Tailors the teaching style to the audience.

Performance Management Competency Examples with Performance Statements

- Combines exercises, group discussions, lecture, and other methods to meet diverse learning styles. Uses props, slides, and other presentation aids well.
- Interacts with the audience, reading body language, gathering feedback, and holding their attention. Sees when listeners fail to grasp critical concepts and take steps to ensure comprehension. Uses individuals' strengths to help them learn.
- Gives adequate attention to individuals without neglecting the group as a whole.
- Develops accurate standards or activities to measure the audience's learning.
- Seeks ways to enhance the learning experience. Ensures that content is current, and that activities are engaging and effective.

Valuing Diversity

Definition

Helps create a work environment that embraces and appreciates diversity.

Performance Statement Examples

- Sees the value of cultural, ethnic, gender, and other individual differences in people. Creates an environment of learning about, valuing, encouraging, and supporting differences.
- Seeks different points of view and leverages diverse perspectives in group processes and decision-making. Checks own views against the views of others.
- Supports fair treatment and equal opportunity for all. Listens to and objectively considers the ideas/input of others. Respects the talents and contributions of all individuals.
- Strives to eliminate barriers to diversity; ensures that new barriers to diversity are not built.

Writing

Definition

Conveys ideas and facts in writing using language the reader will best understand.

Performance Statement Examples

- Uses correct vocabulary, spelling, grammar, and punctuation.
- Composes clear, direct, concise, complete messages.
- Chooses the most effective and meaningful form to express ideas and information. Uses bullet points, tables, or other tools to organize and present detailed or complex information.
- Adapts the content, tone, style, and form to suit the needs of the reader, the subject, and the purpose of the communication. Uses plain talk to explain complex or technical concepts.
- Organizes information so that facts or ideas build upon one another to lead the reader to a specific conclusion.
- Uses formal writing styles or advanced literary techniques and formats suited to the job.

2025-28 CBA

*Article VI: Adjunct Faculty -Section D: Evaluation
(pages 40-42)*

*Article IX: Tenure: Section F- Evaluation and
Support Process (pages 71-79)*

Article X: Review of Tenured Faculty (pages 85-89)

*Article XII: Termination of Employment (pages 92-
97)*

To view the file, please refer to separated Appendix

Supervising Admin/Exempt Staff (GatorNet)



MTbox: Supervising Admin/Exempt Staff



Lupita (Pete) Morales-Cuvelier
Human Resources Consultant 2

This page is your go-to resource for managing **Admin/Exempt staff** at Green River College.

From performance evaluations to transitions, training opportunities, and policy guidance—it's all here.

Use this toolbox to stay informed, support your team, and manage with confidence.

HR will continue to post updates and resources specific to Admin/Exempt employees in this section.

Evaluating Growth & Goals

Admin/Exempt Performance Reviews



Admin/Exempt Performance Review Guide



Admin/Exempt Performance Review Form

Questions or need further assistance, please reach out to:



Lupita (Pete) Morales-Cuvelier
Human Resources Consultant 2

Utility Drawer: Extra Tools for Supporting Your Staff.



Admin/Exempt Employees

Click the image to open the employee resource page and share it with your Admin/Exempt team.



Admin/Exempt Employee Handbook 2025

 Resources for Supporting Any Gator Employee:



Accommodations



Benefits & Wellness



Community Resources



Employee Educational Benefits:
Empowering Our Team



Human Resources Policies



Learning & Innovation



Safe@Work: Environmental Health and
Safety



Separation/Off-Boarding of Employees

Extra Notes & Need-to-Knows

Helpful reminders, FYIs, trainings and manager tips that don't fit anywhere else—but still matter.

Salaried Overtime-Eligible Employees

1. What is the Fair Labor Standards Act (FLSA)?

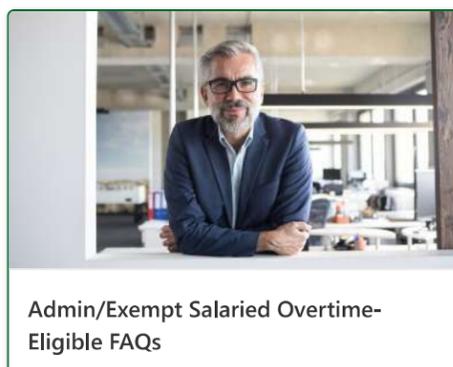
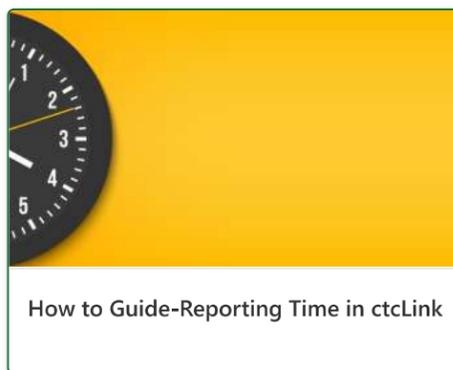
The FLSA establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments.

2. Does Washington State govern minimum wage and overtime pay?

Yes. July 1, 2020 Washington State Labor and Industries (L&I) implemented employment rules regarding the state overtime exemptions. In these employment rules L&I finalized the minimum salary an employee must earn to be exempt from overtime which differs from the federal requirements. The L&I salary threshold will change annually through 2028.

3. What are the recent changes to the Washington State overtime eligibility?

Large employers (with 51 or more employees in Washington) must pay employees exempt from overtime at least 2 times the minimum wage, meaning exempt employees of large employers must earn at least \$1,259.20/week (or \$65,478.40/year) to continue to meet the minimum salary requirements to be exempt from overtime pay.



For large employers with 51 or more employees

When the rule takes effect	Multiply minimum wage by...	Projected salary threshold, weekly	Projected salary threshold, annual
July 1, 2020	1.25	\$675.00	\$35,100.00
Jan. 1, 2021	1.75	\$958.30	\$49,831.60
Jan. 1, 2022	1.75	\$1,014.30	\$52,743.60
Jan. 1, 2023	2	\$1,259.20	\$65,478.40
Jan. 1, 2024	2	\$1,302.40	\$67,724.80
Jan. 1, 2025	2.25	\$1,499.40	\$77,968.80
Jan. 1, 2026	2.25	\$1,537.20	\$79,934.40
Jan. 1, 2027	2.5	\$1,751.00	\$91,052.00
Jan. 1, 2028	2.5	\$1,795.00	\$93,340.00

The WA State Department of Labor & Industries has updated the salary thresholds for overtime exemption. Please see the new implementation schedule, please replace for any you have saved. As of January 1, 2025 the annual salary for overtime exemption needs to be a minimum of \$77,968.80. If you have employees who will move from overtime exempt to overtime eligible, you and your employees will be notified by HR in December.

Questions regarding the Over Time Threshold schedule please contact:

 Dawnell Schroeder
Director of Human Resources Operations

Annual assessment form used for administrators



2024-2025 Performance Review

Name & Emp ID:	Supervisor's Name:
Title:	Supervisor's Title:

Performance Review (instructions on page 8)

Accomplishments from last year 2024-2025
For your area:
For your role and/or professional growth:
Supervisor Comments/Evaluation:

Challenges/Barriers from last year
For your area:
For you in your role:
Supervisor Comments:

2024-2025 Performance Review

CliftonStrengths (formerly StrengthsFinder)

CliftonStrengths Information
<p>1. If you've not already done so, submit CliftonStrengths results to Mark Brown (mbrown@greenriver.edu).</p> <p>2. If you have not completed a CliftonStrengths assessment, please contact Mark for an access code.</p> <p>3. Below, please list your top 5 strengths as indicated in your CliftonStrengths report.</p> <p>*There is a cost associated with this process. It isn't necessary to use this portion of the review if you haven't done the Strengths Assessment.</p> <p>1.</p> <p>2.</p> <p>3.</p> <p>4.</p> <p>5.</p>

Work Planning for your area for next year (include at least one diversity goal)

Priorities for next year (Please include 5 or fewer including DEI goals)
Supervisor Comments:

2024-2025 Performance Review Competency Assessment

*	<u>Exceeds Standards</u>	A level of performance that often surpasses job requirements. Results are above expected level.
	<u>Meets Standards</u>	A level of performance that consistently meets all normal requirements of the position. Progress is fully satisfactory.
*	<u>Needs Improvement</u>	A level of performance that does not meet all of the job requirements. Substantial improvements needed.
	<u>Not Applicable</u>	Not relevant to current position.
* Written comment required		

Knowledge of Job Function

- Comprehension of pertinent facts, policies, procedures and goals of department
- Ability to assess accurately a situation, gather and evaluate appropriate data
- Ability to manage change, adjust to new requirements, procedures, and systems
- Compliance with Green River College and departmental standards
- Develop racially inclusive services to all employees through exemplary customer service*

Managers: Please fill out the blue boxes and provide comments.

Exceeds Standards
 Meets Standards
 Needs Improvement
 Not Applicable

Click here to enter text.

Please share examples where you have demonstrated DEI principles as a part of your job function

Dependability and Punctuality

- Attendance, dependability, and consistency with schedule and responsibilities

Exceeds Standards
 Meets Standards
 Needs Improvement
 Not Applicable

Click here to enter text.

2024-2025 Performance Review

Initiative and Resourcefulness

- Resourcefulness in utilizing facts, intuition, and experience.
- Ability to develop/carry out new ideas and methods.
- Implement a system of development and accountability to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.
- Effort to seek new responsibilities and acquire needed skills.

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

Please share examples where you have demonstrated DEI principles as a part of your job function

Communication Skills

- Ability to communicate effectively with staff, students, and faculty.
- Ability to listen attentively and share information with department and team.
- Respond effectively when given feedback about the impact of your comments, actions, and/or inactions.

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

Please share examples where you have demonstrated DEI principles as a part of your job function

2024-2025 Performance Review

Interpersonal Relations

- Ability to maintain positive working relationships and recognize racist attitudes, behaviors, and microaggressions in yourself and others.
- Ability to provide honest feedback and accept constructive criticism, including effective engagement in meaningful dialogue about race in a racially equitable and inclusive capacity.
- Ability to effectively interrupt racist dynamics and recognize and shift dynamics of white privilege in the moment.

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

Please share examples where you have demonstrated DEI principles as a part of your job function

Management Skills (If Applicable)

- Ability to interview and hire, coach and mentor, manage staff, and create racially inclusive, high-performing teams and work climates where all are respected, valued, feel a sense of belonging, and able to contribute to their full potential.
- Ability to use organizational and political savvy to solve problems.
- Use a Race Lens in all planning, and decision-making processes.
- Use a Race Lens to analyze all current policies, programs, practices, and services and revise as needed, to eliminate negative differential impact on People of Color and create racial equity and inclusion.
- Implement a system of development and accountability to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.

Exceeds Standards Meets Standards Needs Improvement Not Applicable

Click here to enter text.

2024-2025 Performance Review

--

Please share examples where you have demonstrated DEI principles as a part of your job function

Leadership Work Planning for Your Area and the People You Lead (If applicable)

Priorities for next year

--

Supervisor Comments:

--

2024-2025 Performance Review

Career Objectives

Utilize this space to record any career objectives you wish to share. If additional professional development is required to accomplish these objectives, please provide details.

--

Professional Development Planning for You

Three (or fewer) Professional Development Activities for Next Year
1.
2.
3.
Supervisor Comments:

REQUIRED TRAINING: Managers please verify completion by reviewing employee certificate.

	Please CHECK the box (to the left), indicating you have completed the following ANNUAL training:
	Title IX: Building Supportive Communities
	FERPA (Faculty, Adjunct Faculty, and Deans)
	GRC Child Abuse & Neglect (We are all mandatory reporters)
	GRC Ethics
	GRC Non-Discrimination
	AED (Automated External Defibrillators)
	Fire Extinguisher Safety
	First Aid
	Hazard Communication
	Campus Security Authority (Assigned training)

If you have not completed the required learning modules listed above, please contact Mark Brown at mbrown@greenriver.edu.

2024-2025 Performance Review

As a team member, signing this does not necessarily mean that you agree with this review, but that you are signing to acknowledge that you have reviewed this document with your supervisor.

Employee Signature: _____ Date _____

Supervisor Signature: _____ Date _____

2024-2025 Performance Review

Guide for Completing Performance Review

Summary: The performance review summarizes accomplishments and outcomes, as well as challenges for the review period, which is July 1st to June 30th. Additionally, the performance review provides a space for work planning, both work related goals, and professional development for the upcoming fiscal year.

Who should complete: GRC staff, managers, and supervisors. Staff with less than 6 months direct GRC experience may not have enough work experience to warrant full completion of page 1. In these instances, please still complete the sections on pages 2-6.

Section Overview:

- **Accomplishments:**
 - Provide accomplishments, outcomes, and job-related behaviors related to expectations for the review period and may include milestones/progress on goals.
- **Challenges:**
 - Provide challenges and areas for opportunities related to expectations for the review period. Comments may include development needs.
- **CliftonStrengths**
 - Follow instructions provided. Please contact Mark Brown, mbrown@greenriver.edu with questions or concerns.
 - CliftonStrengths is Gallup's rebranded name for the StrengthsFinder 2.0 assessment. If you've completed a StrengthsFinder assessment, you already have your CliftonStrengths top 5 information.
- **Work Planning:**
 - Provide goals and work plans for the upcoming fiscal year. Goals should align with the unit goals, and the mission, vision, and values of Green River College. You may consider referring to the Green River College Strategic Plan draft, as well as the DEI Strategic Plan as you develop these. Green River College encourages the use of SMART format for writing goals:
 - **Specific**
 - **Measurable**
 - **Ambitious and Achievable**
 - **Results-based**
 - **Time-bound**
- **Diversity, Equity, and Inclusion:** As we continue our work toward becoming an anti-racist campus, it is essential to be actionable and deliberate in our professional growth.
 - Please provide examples of actionable steps you have taken to move the needle forward in our DEI efforts.
- **Professional Development:**
 - Green River College supports growth, professional development, and encourages staff to seek these opportunities both at work and on their own. Provide possible suggestions/activities. Professional development can include continuing education, research, skill-based training, and more.
 - For some ideas, please contact GRC's Learning and Development office

2024-2025 Performance Review Guide

Guide for Completing Performance Review

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 - **There is a cost associated with the assessment, so if you don't have the funds, you can bypass this section.**
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 - For some ideas, please contact Learning & Innovation.

Exempt/Admin Employee Handbook

To view the file, please refer to separated Appendix

BSR-3 Monitoring Presidential Performance

Select Language ▼

[Current Students](#)[Faculty & Staff](#)[Give to GRC](#) ♥[Quick Links](#)

BSR-3 MONITORING PRESIDENTIAL PERFORMANCE

[Home](#) / [Campus](#) / [policies-and-procedures](#) / [board-policy](#)
/ [BSR-3 Monitoring Presidential Performance](#)

Policy

The Board will monitor performance in a manner as to have systematic assurance of policy compliance.

1. Policy compliance may be monitored at any time, but the monitoring shall include at least one of the following methods:
 - a. **Internal reports:** Disclosure of compliance information to the Board from the president. Internal reports may include community and student surveys, assessment of student learning, Washington state performance reporting, financial and monitoring reports on college outcomes.
 - b. **External reports:** Disclosure of compliance information by an external auditor or other person or entities external to the

institution. External reports may include audit and accreditation information.

- c. **Direct board review:** Discovery of compliance information by a Board member or the Board as a whole. Discovery by an individual Board member will be reported to the Board Chair for review by the Board as a whole. Review may be of documents, activities or circumstances directed by the Board, which allows a prudent person test of compliance.
 2. College Outcomes and Executive Limitations will be monitored by the Board no less than annually.
 3. The Board will typically review executive performance at its annual July Board meeting including discussion of the president's working job description. The Board, in conjunction with the president, shall also develop an annual assessment instrument to be used during this review.
-

History of Policy

Draft: 11/4/03, 10/10/19

Adopted: 4/15/04

Reviews: 10/10/19

Revised: 1/16/14, 12/18/14, 11/21/19

College Policies

Business Administration

General Administrative

Information Technology

Human Resources

Instruction

Student Affairs

Board Policies

Governance Process

- GP-1 Policy Governance Commitment
- GP-2 Governing Style

- GP-3 Board Job Description
- GP-4 Board Chairperson's Role
- GP-5 Community College District No. 10 Bylaws
- GP-6 Board Code of Ethics
- GP-7 Naming of Facilities
- GP-8 Civility and Mutual Respect
- GP-9 Participatory Governance

Board Staff Relationships

- BSR-1 Order Delegating Authority
- BSR-2 President's Job Description
- BSR-3 Monitoring Presidential Performance
- BSR-4 Staff Reports to the Board
- BSR-5 Other Board Interactions

Executive Limitations

- EL-1 General Executive Constraint
- EL-2 Treatment of People
- EL-3 Compensation and Benefits
- EL-4 Financial Planning/Forecasting
- EL-5 Financial Condition
- EL-6 Asset Protection
- EL-7 Communication/Counsel to the Board
- EL-8 Emergency Executive Succession
- EL-9 Reserves

College Outcomes

- CO-1 College Mission
- CO-2 College Vision
- CO-3 Core Theme: College Transfer Education
- CO-4 Core Theme: Career and Technical Education
- CO-5 Core Theme: College Readiness Education

- CO-6 Core Theme: Continuing & Community Ed
- CO-7 Overarching Strategies
- CO-8 Core Values

Resources

Contact Us

STUDENT SUPPORT

ctcLink
 Student Email
 My Green River
 Navigate 360
 Financial Aid
 Holman Library
 Center for Transformational Wellness
 Student Remote Access
 Career & Advising Center
 Office of the Registrar
 Disability Support Services
 Counseling Services
 e-Learning
 Placement & Testing Center
 Register to Vote
 MMIWP / WSP

EMPLOYEE RESOURCES

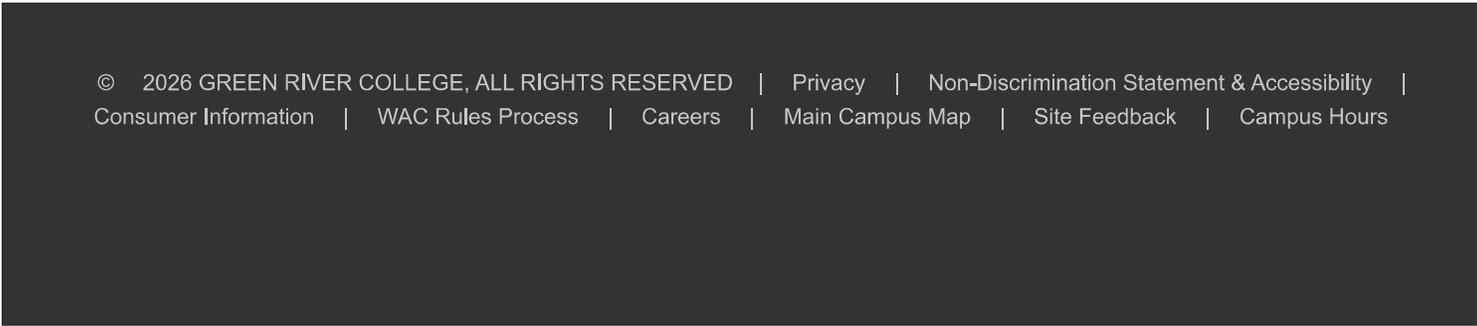
Human Resources
 Institutional Effectiveness
 ctcLink Sign In
 GatorNet
 Curriculog (formerly CAR/PAR)
 Faculty eLearning
 Canvas
 Gator News
 Employee Password Reset

CAMPUS SAFETY

Emergency & Safety Alerts
 Just Report It

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[Youtube](#)
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