

**McKinney Economic Development Corporation  
Presidents Board Evaluation and Review**

The intent of this evaluation document is to be used as a communication tool between the Board and the President. Both in assisting the Board and the President in evaluating the President's performance and his working relationship with the Board.

**A) PLEASE USE THE SCALE BELOW TO EVALUATE THE REQUIRED PERFORMANCE AREAS OF THE PRESIDENT.**

**B) RATING CATEGORIES:**

- **BELOW MINIMUM STANDARDS:** Performs below the level required to meet the goals and objectives of this position. Steps for improvement must be identified.
- **MEETS MINIMUM STANDARDS:** Performs at the level of a productive employee. Regularly meets goals and objectives of the position and may exceed in specific areas.
- **EXCEEDS MINIMUM STANDARDS:** Consistently performs at a superior level that exceeds the goals and objectives of the position. Demonstrates a willingness and desire to learn and master advanced skills and abilities of the position.

REQUIRED AREA OF PERFORMANCE	RATING
1. Elicits respect and trust through actions and leads by example.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
2. Accepts responsibility/accountable for own behavior.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
3. Provides timely and appropriate formal and informal feedback, to the Board, effectively handles marginal performers.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
4. Encourages and implements progressive and innovative ideas, solutions and programs.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
5. Develops and maintains a knowledgeable, service-oriented and productive work group.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
6. Accepts and applies feedback to improve personal performance.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards

7.	Shows respect to all groups (internal and external) regardless of differences.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
8.	Makes decisions based on what is in the best interest of the citizens/community.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
9.	Shares information with Chairman and Board.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
10.	Communicates in a clear, concise and understandable manner and listens and seeks clarification before responding.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
11.	Develops, monitors and implements budget within targeted objectives.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
12.	Acts in a fiscally responsible manner (reduces unnecessary overtime, considers financial impact in decision-making, develops ways to reduce costs)	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards
13.	How would you describe your personal relationship with the President.	<input type="checkbox"/> Below Minimum Standards <input type="checkbox"/> Meets Minimum Standards <input type="checkbox"/> Exceeds Minimum Standards