

**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

Please Complete the Following Items (very important)

1. Please describe in detail the MEDC President's Strengths and Weaknesses as you see them.

2. Please explain Improvements and Accomplishments of the President.

3. Please rate the MEDC President in one of the following Performance Categories and then explain why you rated the President as you did.

Rating Categories: (Circle One)

Below Minimum Standards

Meets Minimum Standards

Exceeds Minimum Standards