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**JARAMOGI OGINGA ODINGA UNIVERSITY**

**OF SCIENCE AND TECHNOLOGY**

**STAFF PERFORMANCE APPRAISAL FORM FOR STAFF IN GRADE 11 - 15**

**STAFF PERFORMANCE APPRAISAL REPORT**

Period under Review: From ……………………………………… To ………………………………………….

**SECTION 1: Personal Particulars**

1. Name ………………………………………………………………………………………….

(Surname, First Name, Others)

1. PF No. ……………………………………………………………………………………….

1. Department …………………………………………………………………………………
2. Division …………………………………………. Section ………………………………
3. Duty Station………………………………………………………………………………..
4. Current Designation ……………………………………………………………………..
5. Terms of Service ……………………………………………………………………………
6. Grade ………………………… With effect from ……………………………………...
7. Acting Appointment/Special Duty (if any) ……………………………………………
8. Supervisor Name …………………………… Designation ………………………...........

**STEPS FOR COMPLETING THE PERFORMANCE APPRAISAL FORM**

|  |  |
| --- | --- |
| *Section 1* | *The Section will be completed by the Appraisee.* |
| *Section 2* | *The Section is to be completed by the Appraisee in consultation with the Supervisor at the beginning of the appraisal period* |
| *Section 3* | (i)*The column on agreed performance targets will be completed by the Appraisee in consultation with the Supervisor.*  (ii)*The column on performance indicators shall be completed by the Appraisee in consultation with the Supervisor at the beginning of the appraisal period*  (iii)*The column on results achieved shall be completed by the Supervisor in consultation with the Appraisee at the end of the appraisal period*  (iv)*The column on performance appraisal is to be completed by the Supervisor at the end of the appraisal period using the rating scale provided. Performance of each target will be scored and the total recorded. A mean score will be calculated and recorded as the appraisal score* |
| *Section 4* | *The section shall be completed by the appraise, a peer and the supervisor after discussion with the supervisor (where applicable)* |
| *Section 5* | *The section is to be completed appraise and the Supervisor on the Staff Training and Development as identified for planning purposes.* |
| *Section 6* | *The section is to be completed by the appraise at the end of the appraisal period* |
| *Section 7* | *The section is to be completed by the Second Supervisor* |
| *Section 8* | *Section to be completed by Vice Chancellor/Deputy Vice Chancellor/Principal* |

**SECTION 2: Departmental Objectives**

Departmental objectives from which Performance Targets will be derived. (To be completed by the Supervisor)

1.

2.

3.

4.

**SECTION 3: Performance Targets**

The areas outlined should be set and agreed between the appraiser and the appraise at the beginning of the appraisal period. (The targets should be specific, measurable, agreed, realistic and have a timeline).

|  |  |  |  |
| --- | --- | --- | --- |
| **Agreed Performance Targets** (To be completed by the Appraisee as agreed with the Supervisor at the beginning of the appraisal period) | **Performance Indicators** (To be completed by the Appraisee in consultation with the Supervisor at the beginning of the appraisal period) | **To be completed by the Supervisor at the end of the Appraisal period** | |
| Results achieved | Performance Appraisal  (See rating scale) |
| 1 |  |  |  |
| 2. |  |  |  |
| 3. |  |  |  |
| 4. |  |  |  |
| 5. |  |  |  |
| **Total score for Performance Targets (TPT)** | | |  |
| **Average score for performance Targets (AVG) = (TPT/no. of targets)** | | |  |
| **Final Score for Targets FST (%) = (AVG/5) x 100** | | |  |

***General Rating Guideline***

|  |  |  |  |
| --- | --- | --- | --- |
| **Rating** | **Indicator Score** | **Overall Rating %** | **Description of Rating** |
| Excellent | 5 points | 90 - 100 | Work performance is consistently of exceptional quality. Employee anticipates circumstances and adjusts effectively to maintain superior performance above standards required for the position.  ( A top performer). |
| Good | 4 points | 80 - 89 | Work performance often exceeds what is normally expected of the job. Employee responds effectively to direction and adjusts to circumstances influencing performance.  (Makes significant contribution to performance). |
| Satisfaction | 3 points | 60 - 79 | Work performance meets the job requirements and expectations. Employee responds effectively to work instructions.  (Is a steady contributor to performance). |
| Fair | 2 points | 40 - 59 | Work performance falls short of job requirements and expectations but is willing to overcome deficiencies. Employee requires serious effort to improve performance |
| Poor | 1 point | Below 40 | Work performance is adequate but below the standards of performance required for the position. Performance at this level cannot be allowed to continue (is transitional) |

# SECTION 4 - Staff Performance Evaluation *(To be filled by the appraisers)*

To be completed by **Self** (*staff member*), **peer**, and **Head of Division**

***KEY***

***The peers are to be drawn from the staff within the School/Division to assess the member of staff as a panel. The nomination of the peers to assess a given member of staff is to be done by Head of Division, endorsed by the Deputy Vice Chancellor (PAF), and the member of staff to be assessed informed. If the member of staff should have objection to any of the peers assessing him/her, then the Head of Division should make a further nomination to replace the particular peer. As far as possible, the nominated peers should comprise staff senior to the appraisee or at the same level.***

### *Values and Staff Competences Appraisal*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NO.** | **ATTRIBUTES** |  | **RATINGS** | | |
| **INDICATORS** | **SELF**  **(weight=1)** | **PEER**  **(weight=2)** | **HoD**  **(weight=3)** |
| **i.** | **PROFESSIONAL CONFIDENCE** | 1. Demonstrates accuracy, skill and completeness of work 2. Sets and maintains high performance standards for self and subordinates that support organization’s strategic plan 3. Demonstrates the technical skills and information used on the job   ***(Maximum Score 15)*** |  |  |  |
| ii. | **DECISION MAKING SKILLS** | 1. Makes informed decisions 2. Makes timely decisions 3. Tactful in handling delicate decisions 4. Ability to logically identify, analyze and solve problems 5. Anticipates potential obstacles and develops contingency plans to overcome them   ***(Maximum Score 15)*** |  |  |  |
| **iii.** | **ATTITUDE TO WORK** | 1. Personality 2. Punctuality 3. Commitment and conscientiousness 4. General attitude towards work     ***(Maximum Score 10)*** |  |  |  |
| **iv.** | **INTEGRITY** | 1. Shows respect for others’ values and working relationships 2. Holds employees accountable for ethical actions 3. Champions organizational values that support the vision of the University 4. Demonstrates good work ethics   ***(Maximum Score 20)*** |  |  |  |
| **v.** | **COMMUNICATION** | 1. Ability to communicate effectively 2. Ability to use modern techniques in communication. 3. Uses acceptable language and demonstrates sensitivity to the feelings of others 4. Willingness to listen without being judgmental   ***(Maximum Score 16)*** |  |  |  |
| **vi.** | **TEAMWORK, INTERPERSONAL & LEADERSHIP SKILLS** | 1. Participates in team activities and provides leadership for achievement of set goals 2. Interacts effectively with co-workers, supervisors and stakeholders 3. Inspires team members to put in extra effort necessary to achieve set goals and objectives 4. Mentors and coaches others develop careers and competence. 5. Demonstrates ability to identify underlying performance issues among team members and deliver highly insightful feedback   (***Maximum Score 15)*** |  |  |  |
| **x.** | **CREATIVITY AND INNOVATION** | 1. Ability to develop new workable ideas. 2. Ability to revolutionalize functions and systems   ***(Maximum Score 10)*** |  |  |  |
| **SCORE: (Out of 100)** | |  |  |  |  |
| **WEIGHTED SCORE**  **(SCORE × WEIGHT)** | |  |  |  |  |
| **MEAN SCORE (TOTAL WEIGHTED SCORE ÷ 6)** | |  |  | | |

**SECTION 5: Staff Training Needs**

|  |  |  |
| --- | --- | --- |
| **Appraisee’s training and development needs** *(To be completed by the Appraisee as agreed with the Supervisor at the beginning of the appraisal period)* | **Duration of training including on the job training** | **Institution of Training** |
|  |  |  |

**Appraisee’s Signature …………………………………………………Date …………………….................**

**Supervisor’s Signature ……………………………………………….. Date ………………………………..**

**SECTION 6:** **Appraisee’s Comments on Appraisal by the Supervisor**.

**…………………………………………………………………………………………………………………………..**

…………………………………………………………………………………………………………………………

……………………………………………………………………………………………………………….

I have read and discussed this evaluation with my supervisor and I understand its contents. My signature does not necessarily imply that I agree/disagree with the appraisal and the contents.

**Appraisee’s Name**  ……………………………...**Signature** ……………………**Date**…………………..

### SECTION 7: Comments by the Overall Head

### Comments on the consistency and reasonableness of the comments given by the supervisor and any significant statements made by the Appraisee.

### …………………………………………………………………………………………………………………………..

### …………………………………………………………………………………………………………………………..

### ………………………………………………………………………………………………………………………….

### SECTION 8: To be signed by :

### Vice Chancellor/DVC (PAF)/DVC (AA)/DVC (RIO)/Principal’s comments

### Name………………………………………… Signature………………………. Date……………...

[Staff Appraisal Report 2008](http://www.scribd.com/doc/22949113/Staff-Appraisal-Report-2008)

From [kclim4020](http://www.scribd.com/people/view/19540336)

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