

Overall Evaluation	Responses not including has no basis	Exceeds	Meets	Growth	% meets & exceeds	% growth
Board of Fire Commissioners	3	2	1	0	100%	0%
Direct Reports	5	5	0	0	100%	0%
Internal Stakeholders	7	3	4	0	100%	0%
External Stakeholders	12	8	4	0	100%	0%
	0					
	27	18	9	0	100%	0%
		66.67%	33.33%	0.00%		

Leadership	Responses not including has no basis	Exceeds	Meets	Growth	% meets & exceeds	% growth
Board of Fire Commissioners	3	3	0	0	100%	0%
Direct Reports	5	4	1	0	100%	0%
Internal Stakeholders	7	3	4	0	100%	0%
External Stakeholders	11	7	4	0	100%	0%
	0					
	26	17	9	0	100%	0%
		65.38%	34.62%	0.00%		

Work Ethic/Integrity	Responses not including has no basis	Exceeds	Meets	Growth	% meets & exceeds	% growth
Board of Fire Commissioners	2	1	1	0	100%	0%
Direct Reports	5	3	2	0	100%	0%
Internal Stakeholders	6	4	2	0	100%	0%
External Stakeholders	11	8	3	0	100%	0%
	0					
	24	16	8	0	100%	0%
		66.67%	33.33%	0.00%		

Communication	Responses not including has no basis	Exceeds	Meets	Growth	% meets & exceeds	% growth
Board of Fire Commissioners	3	3	0	0	100%	0%
Direct Reports	5	3	2	0	100%	0%
Internal Stakeholders	7	3	4	0	100%	0%
External Stakeholders	11	4	7	0	100%	0%
	0					
	26	13	13	0	100%	0%
		50.00%	50.00%	0.00%		

76	46	30	0
	60.53%	39.47%	0.00%

Leadership	Functions as an effective leader of the organization; gaining trust, respect, and cooperation.
Work Ethic/Integrity	Effectively represents the District in public; projects a positive public image based upon courtesy, professionalism and integrity. Sets an effective example of high personal standards and integrity, inspiring staff to do the same.
Communication	Practices timely and effective communication with all stakeholders and on emergency issues within the District.
Overall	Select the best statement for the overall evaluation of this person.