Evaluation Results

Results for PEREZ TEST 09

This attachment contains evaluation results for TEST / UEFAC for staff and professional development.

The report presents the evaluation results in four sections:

* Overall Indicators: provides the aggregate values for the entire survey performance dimensions.

* Individual Average Values for these performance areas:
  - Department and College-wide:
  - Communication:
  - Leadership:

* General Comments

  * Profile Section: provides at a glance the average values of all individual questions in the survey so that you can see overall performance on every question.

Please note: The four point graphs are generated by averaging the ratings of: Strongly Disagree, Disagree, Agree, Strongly Agree. The report generates graphs and general distributions for the four areas: Department and College-Wide, Communication, and Leadership.

For more information on upward evaluation go to www.austincc.edu/hr/eval/upward_eval.php.

We thank you for your participation.

Class Climate Administrator
Faculty and Staff Evaluation Office
ACC values honest and constructive feedback. Performance feedback provides an opportunity to ensure achievement of both organizational and departmental goals. Please use the following form to provide feedback on your supervisor's work performance throughout the entire past year, indicating both positive acknowledgments and areas for improvement.

### Department and College-wide:

1. **1.1) My instructional leader provides leadership and direction for the department**

   - Strongly Disagree
   - Strongly agree
   - n=2
   - av = 4
   - md = 4
   - dev = 0

2. **1.2) My instructional leader supports the mission of the college**

   - Strongly Disagree
   - Strongly agree
   - n=2
   - av = 3.5
   - md = 3.5
   - dev = 0.7

3. **1.3) My instructional leader follows ACC processes, policies, and procedures**

   - Strongly Disagree
   - Strongly agree
   - n=1
   - av = 4
   - md = 4
   - dev = 0
   - ab = 1

4. **1.4) My instructional leader ensures quality and effectiveness in the curriculum for the department**

   - Strongly Disagree
   - Strongly agree
   - n=2
   - av = 4
   - md = 4
   - dev = 0

5. **1.5) My instructional leader effectively utilizes resources**

   - Strongly Disagree
   - Strongly agree
   - n=2
   - av = 4
   - md = 4
   - dev = 0
1.6) My instructional leader works constructively with peers, supervisors, and people he/she supervises

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 3.5
- md = 3.5
- dev = 0.7

1.7) My instructional leader fosters positive morale in our department

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 4
- md = 4
- dev = 0

1.8) Comments:

- She has been quite supportive during my first year here at ACC. (1 Count)
- She is good at helping us strive for excellence. (1 Count)

**Communication:**

2.1) My instructional leader is clear about my performance expectations

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 3
- md = 3
- dev = 0

2.2) My instructional leader communicates effectively

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 4
- md = 4
- dev = 0

2.3) My instructional leader provides feedback to let me know how I am doing

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 4
- md = 4
- dev = 0

2.4) My instructional leader is open to receiving feedback

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 4
- md = 4
- dev = 0

2.5) Comments:

- She is clear about our projects. (1 Count)
- I feel that she treats me like a leader of my position and helps with the decision making. (1 Count)

**Leadership:**

3.1) My instructional leader demonstrates strong organizational skills

![Strongly Disagree](20% 40% 40% 20%)

- Strongly Disagree
- Strongly Agree

- n=2
- av. = 3.5
- md = 3.5
- dev = 0.7
3.2) My instructional leader is accessible

3.3) My instructional leader manages the department equitably

3.4) My instructional leader effectively resolves conflict

3.5) My instructional leader provides appropriate orientation and training

3.6) My instructional leader encourages professional growth

3.7) My instructional leader models Servant-Leadership

3.8) Comments:
- I think as a manager, she is quite fair. (1 Count)
- She believes in us as a team and this has worked well. Communication is clear and productive. (1 Count)

General Comments:

4.1) My instructional leader is good at . . .
- Facilitating change (1 Count)
- Communicating issues and mediating conflictive situations. (1 Count)

4.2) My instructional leader could improve by . . .
- Taking on less projects (1 Count)
- I feel that we should be able to do more initiatives. Perhaps delegate a bit better. (1 Count)
<table>
<thead>
<tr>
<th>Description</th>
<th>Strongly Disagree</th>
<th>Strongly Agree</th>
<th>av.</th>
</tr>
</thead>
<tbody>
<tr>
<td>My instructional leader provides leadership and direction for the department</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader supports the mission of the college</td>
<td></td>
<td></td>
<td>3.5</td>
</tr>
<tr>
<td>My instructional leader follows ACC processes, policies, and procedures</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader ensures quality and effectiveness in the curriculum for the department</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader effectively utilizes resources</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader works constructively with peers, supervisors, and people he/she supervises</td>
<td></td>
<td></td>
<td>3.5</td>
</tr>
<tr>
<td>My instructional leader fosters positive morale in our department</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader is clear about my performance expectations</td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>My instructional leader communicates effectively</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader provides feedback to let me know how I am doing</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader is open to receiving feedback</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader demonstrates strong organizational skills</td>
<td></td>
<td></td>
<td>3.5</td>
</tr>
<tr>
<td>My instructional leader is accessible</td>
<td></td>
<td></td>
<td>3.5</td>
</tr>
<tr>
<td>My instructional leader manages the department equitably</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader effectively resolves conflict</td>
<td></td>
<td></td>
<td>3.5</td>
</tr>
<tr>
<td>My instructional leader provides appropriate orientation and training</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader encourages professional growth</td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>My instructional leader models Servant-Leadership</td>
<td></td>
<td></td>
<td>3</td>
</tr>
</tbody>
</table>