

MARTHA PEREZ TEST 09 (as private and confidential)

## 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](http://www.austincc.edu/hr/eval/upward_eval.php).

We thank you for your participation.

Class Climate Administrator  
Faculty and Staff Evaluation Office

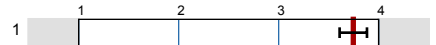
# DRMARTHA PEREZ TEST 09

TEST (TEST09)  
No. of responses = 2



## Overall indicators

Global Index



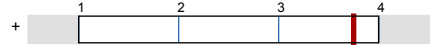
av.=3.7  
dev.=0.2

Department and College-wide:



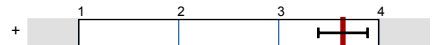
av.=3.8  
dev.=0.2

Communication:



av.=3.8  
dev.=0

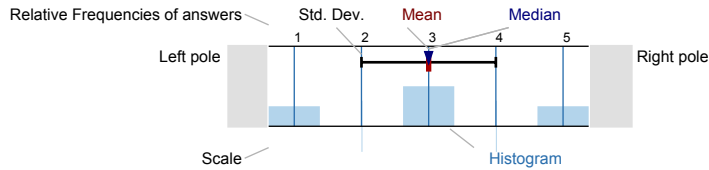
Leadership:



av.=3.6  
dev.=0.3

## Legend

Question text

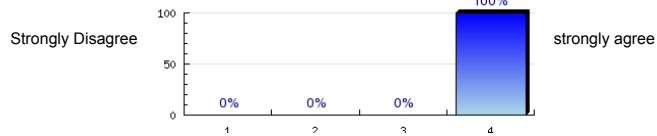


n=Amount  
av.=Mean  
md=Median  
dev.=Std. Dev.  
ab.=Abstention

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.

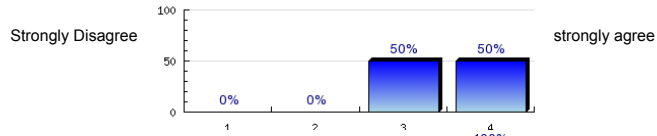
## Department and College-wide:

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



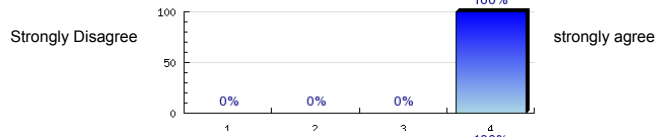
n=2  
av.=4  
md=4  
dev.=0

1.2) My instructional leader supports the mission of the college



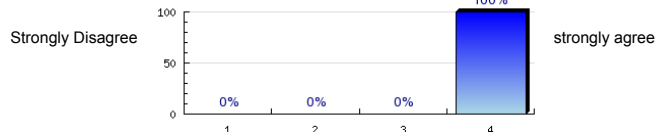
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md=3.5  
dev.=0.7

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



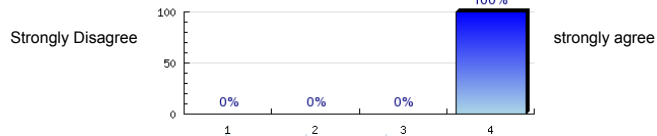
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av.=4  
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dev.=0  
ab.=1

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



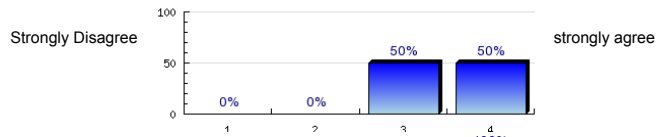
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av.=4  
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dev.=0

1.5) My instructional leader effectively utilizes resources



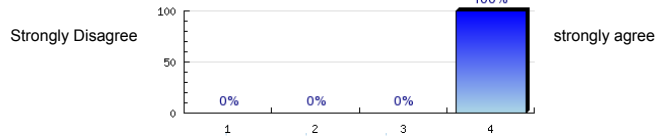
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md=4  
dev.=0

1.6) My instructional leader works constructively with peers, supervisors, and people he/she supervises



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

1.7) My instructional leader fosters positive morale in our department



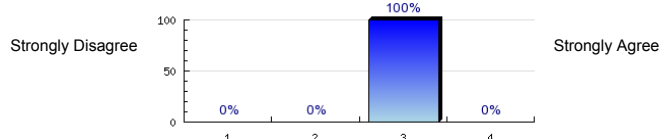
n=2  
av.=4  
md=4  
dev.=0

1.8) Comments:

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

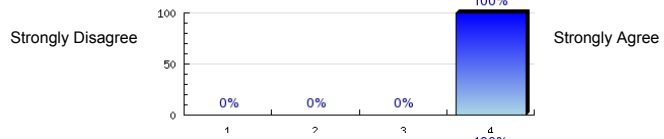
**Communication:**

2.1) My instructional leader is clear about my performance expectations



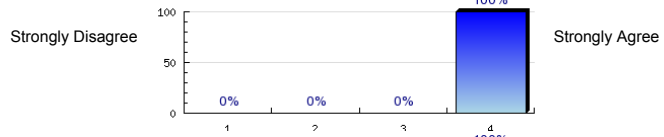
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dev.=0

2.2) My instructional leader communicates effectively



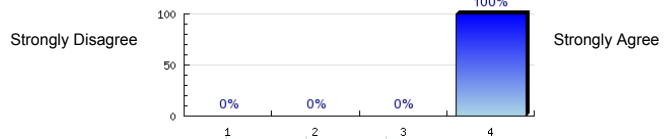
n=2  
av.=4  
md=4  
dev.=0

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



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

2.4) My instructional leader is open to receiving feedback



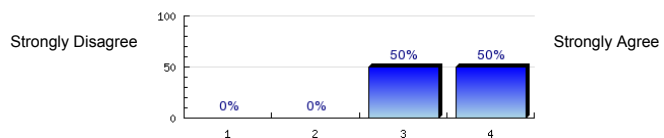
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md=4  
dev.=0

2.5) Comments:

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

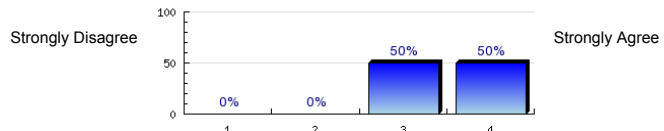
**Leadership:**

3.1) My instructional leader demonstrates strong organizational skills



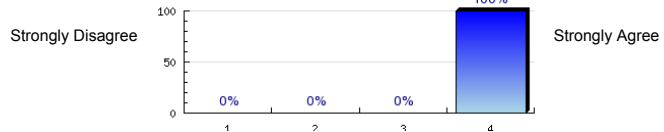
n=2  
av.=3.5  
md=3.5  
dev.=0.7

3.2) My instructional leader is accessible



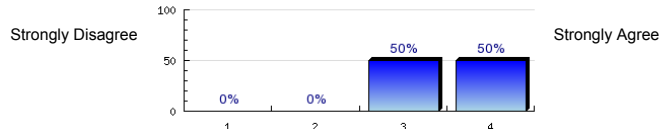
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3.3) My instructional leader manages the department equitably



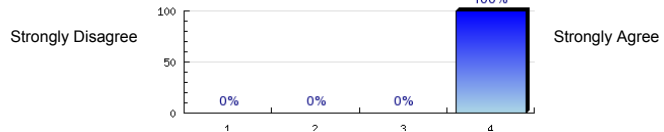
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md=4  
dev.=0

3.4) My instructional leader effectively resolves conflict



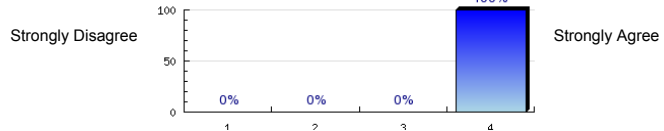
n=2  
av.=3.5  
md=3.5  
dev.=0.7

3.5) My instructional leader provides appropriate orientation and training



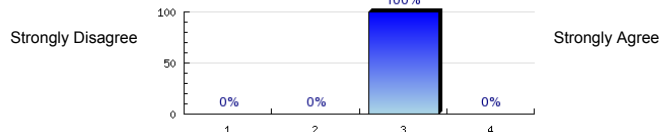
n=2  
av.=4  
md=4  
dev.=0

3.6) My instructional leader encourages professional growth



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

3.7) My instructional leader models Servant-Leadership



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

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)

# Profile

Subunit: Upward Evaluations: Faculty  
 Name of the instructor: DR MARTHA PEREZ TEST 09  
 Name of the course: TEST  
 (Name of the survey)

