

STAFF PERFORMANCE APPRAISAL INTERVIEW CHECKLIST

PLANNING FOR THE INTERVIEW:

- ☐ What are the responsibilities of the position? How is the employee fulfilling those responsibilities?
- ☐ What are the favorable aspects of performance?
- ☐ What are the deficiencies in performance, where improvement is needed?
- ☐ Get the facts clear and in order for presentation.
- ☐ Prepare specific suggestions to be offered. Have possible goals ready.
- ☐ Follow-up action that will ensure improvement.
- ☐ Anticipate reaction and be ready to deal with emotion.

BEFORE THE INTERVIEW:

- ☐ Let the employee know ahead of time when the formal appraisal will take place and what it will cover (at least two weeks notice).
- ☐ Define the goals you want to achieve. These goals should include a general statement of the employee's overall effectiveness and any steps that should be taken to improve performance.
- ☐ Review the personal history of the employee (education, training, and experience).
- ☐ Review the employee's job description.
- ☐ Review any records indicating degrees of performance. Do your best to eliminate personal prejudice, bias, or favoritism from your reasoning.
- ☐ Review any records or reports that might give you insight into the employee's career aspirations.
- ☐ Consider how the employee meets the requirements of the position as established in the written position description.
- ☐ Avoid the "halo effect." Do not let one favorable or unfavorable trait or incident influence your judgment of an employee as a whole.
- ☐ Be generous in rating the best of the employee's qualities and be realistic in rating weaknesses. It is unfair to build false overconfidence in an employee.

Performance Based Interview Questions Va

RJ Alexander



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U.S. Department of Veterans Affairs Polytrauma Rehabilitation Centers United States. Congress. House. Committee on Veterans' Affairs. Subcommittee on Oversight and Investigations,2008 Career Pathways Jerry W. Hedge,Gary W. Carter,2019-12-31 Career Pathways From School to Retirement brings together leading workforce researchers and practitioners to provide new perspectives on school to work and workplace career pathways This groundbreaking book explains the transformations that have taken place in the workplace over the past several decades and how those transformations have combined to produce a dramatically different career landscape It highlights the important role of career pathways as a framework for workforce and economic development within this quickly evolving career landscape Nonprofit Work Is Killin' Me Morghan Vélez Young,2023-03-03 Nonprofit community based social services teams deliver programs and resources to communities facing the greatest symptoms of inequality in this country We are fortunate that front lines professionals triage high risk situations and cultivate opportunities for generational healing Yet their work has not been comprehensively explored in the science on workplace chronic stress and vicarious trauma CSVT Few know that among tested teams 52% of individuals face work based chronic stress and 24% experience vicarious trauma This book starts a conversation about nonprofit community based social services professionals their important work their suffering and the need to mitigate CSVT In order to make a change this book contextualizes why CSVT is left primarily unmitigated and unacknowledged The science in this book demonstrates that the very job duties that require adept and empathetic skills pull the professionals closest to the stress and trauma of those whom they serve Social science research also directs attention to nonprofit sector culture and norms that perpetuate inequality internally further creating an employment context of suffering Shedding light on the factors that create unmitigated and unacknowledged CSVT allows for the implementation of both short term and long term solutions **Resources in Education** ,2001-10 *Rx for VA's Nursing Shortage* United States. Congress. House. Committee on Veterans' Affairs. Subcommittee on Oversight and Investigations,2005 *Roberts Academic Medicine Handbook* Laura Weiss Roberts,2019-12-31 This authoritative updated and expanded title serves as the gold standard resource to assist physicians clinicians and scientists in developing effective and satisfactory careers in academic medicine Covering such critical topics as finding one s path in academic medicine getting established at an institution approaching work with colleagues writing and reviewing manuscripts conducting empirical research developing administrative skills advancing one s academic career and balancing one s professional and personal life each chapter includes valuable career pointers and best practice strategies as well as pithy words to the wise and questions to ask a mentor or colleague Building on the success of the first edition the Roberts Academic Medicine Handbook A Guide to Achievement and Fulfillment for Academic Faculty 2nd Edition includes new case examples and updated references as well as many new and timely chapters on topics such as public speaking working with the media

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The Teacher Quality Index James H. Stronge,Jennifer L. Hindman,2006-02-15 We know that teachers make a profound difference in the lives of students and are the single most important school related influence on student achievement When it comes to teacher selection district and building level administrators are challenged to predict what kind of teacher a candidate will be based on information collected through an application and one or two interviews In this book James H Stronge and Jennifer L Hindman explain how to take the guesswork out of hiring decisions Their Teacher Quality Index TQI is a structured research based interview protocol built on the quality indicators explored in Stronge's best selling *Qualities of Effective Teachers* Here educators with hiring responsibilities will find interview questions that reveal what they most need to know about teacher candidates and question specific descriptive rubrics that support consistent evaluation of candidates responses The Teacher Quality Index is the easiest most reliable way to see that new hires possess both the personal qualities essential to effective teachers and the requisite proficiencies in classroom management instructional planning and delivery and the monitoring of student progress and potential An accompanying CD ROM provides forms and scoring rubrics for both screening interviews and building based interviews The question sets are presented in multiple configurations

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