

PERFORMANCE MANAGEMENT EVALUATION RUBRIC

Here are some items to think about when developing and conducting evaluations:

Community Oriented Policing Components:

- 1) Community Partnerships
- 2) Organizational Transformation
- 3) Problem Solving

QUESTION	EXCEL IDENTIFIER	RESPONSE
CONTENT OF EVALUATION		
Officers evaluated on :	Mission	
Embodies the department's mission/vision/values		
Impartially and fairly upholds the law within the context of the "Spirit of the Law"	Fair	
Understands and appropriately acts on supervisory orders	Orders	
Thinks critically and innovatively to solve problems	Critical thinking	
Initiates/encourages/maintains interactions with co-workers	Co-workers	
Involves and cooperates with colleagues to solve problems	Cooperate	
Engages community/initiates citizen interactions	Citizen interaction	
Communication skills	Communication	
Completes necessary paperwork with meaningful detail	Paperwork	
Maintains record of and revisits former COP projects when new opportunities arise to solve unresolved problems	Previous COP	
Amount and type of citizen feedback	Feedback	
Initiates appropriate behavior without direction	Initiates behavior	
Demonstrates an overall attitude toward the workplace that encourages others	Attitude	
Other noteworthy	Noteworthy	
EVALUATION PROCESS		
Who evaluates?	Who	
Evaluator is provided guidance on proper use of the evaluation form	Guidance	
Evaluator can detail or comment on individual indicators on evaluation	Comment Indicators	
Evaluator can only detail or comment on officer performance overall	Comment Overall	
Officers complete a self-evaluation	Self-evaluation	
Officers complete an organizational evaluation	Original Evaluation	
Officers complete a supervisory evaluation	Supervisory Evaluation	
Citizen/Community feedback is somehow included in officer evaluations (citizen complaint/feedback reports, surveys, etc...)	Citizen feedback	
PURPOSE		
Evaluations have a clear defined purpose	Purpose	
Evaluations can lead to:		
Officer counseling	Counseling	
Additional training	Training	
Promotion	Promotion	
New or re-assignment	Re-assignment	
Upper level managers acknowledge strong performances from officers	Acknowledgement	
Evaluations are used to identify areas for improvement	Improvement	