



**FACA**

*Florida Association for Community Action (FACA), Inc.*

**Exhibit C**

**EXECUTIVE DIRECTOR PERFORMANCE EVALUATION**

<b>Employee Name:</b> Faith Pullen	<b>Job Title:</b> Executive Director
<b>Reviewed By:</b>	<b>Type:</b> <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Six Month <input type="checkbox"/> Significant

**Core Values/Competencies**

**Check applicable box**

<b>SENSITIVITY</b> - Demonstrates compassion and non-judgment toward all people. Respectful of the differences in culture, gender, age, and ability, etc.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>TEAMWORK</b> - United with others to achieve common goals. Demonstrates mutual respect, individual responsibility, open and honest communication, and support for others.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>ORGANIZATIONAL/PROFESSIONAL GROWTH</b> - Continually seeks opportunities to enhance both organizational capacity and individual growth through trainings and personal development.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>PARTNERSHIP</b> - Works collaboratively with others to enhance and improve the community action network, share information, and leverage resources.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>EXCELLENCE</b> - Dedicated to professionalism and providing the highest quality of services to all members and external customers.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>ACCOUNTABILITY</b> - Takes initiative. Achieves assigned goals and measurements according to positional essential duties/program requirements. Accepts personal responsibility for performance results.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>INTEGRITY</b> - Decisions and actions are consistent with the organizational vision and mission. Behaviors are characterized by honesty, respect, worthiness, and professionalism.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>RESULTS</b> - Utilizes a results-oriented approach to achieve organizational/departmental goals.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient
<b>POSITIVE CULTURE</b> - Fosters an open/honest culture, providing board members with regular opportunities to share ideas and voice concerns, while building team consensus.	<input type="checkbox"/> Exceeds <input type="checkbox"/> Meets <input type="checkbox"/> Approaching <input type="checkbox"/> Deficient



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**COMMITMENT** - Demonstrates loyalty and commitment to the organization by showing enthusiasm and concern for the job. Offers suggestions and asks relevant questions in effort to improve service efficiency.  Exceeds  Meets  Approaching  Deficient

**INTERPERSONAL RELATIONSHIPS** – Maintains highly effective working relationships with board members, partners, and funders; cooperative; accepts constructive criticism; influences others through sincerity and conviction.  Exceeds  Meets  Approaching  Deficient

**BUDGET/FISCAL MANAGEMENT** - Services are administered utilizing a low-cost approach; ability to develop and implement innovative cost control initiatives; ability to make sound financial decisions.  Exceeds  Meets  Approaching  Deficient

**JUDGEMENT** - Makes sound and timely decisions; sets/manages priorities effectively; adaptable in diverse situations; considers long range implications of decisions; recommendations and solutions are effective and efficient.  Exceeds  Meets  Approaching  Deficient

**INITIATIVE** - Identifies efficient processes/systems for completing assignments; self-starter; motivates others; does more than the minimum requirements.  Exceeds  Meets  Approaching  Deficient

**ORGANIZATIONAL PLANNING** - Ability to assess organizational needs, relationships, strengths, weaknesses, opportunities and develop a strategic plan to maximize effectiveness.  Exceeds  Meets  Approaching  Deficient

**COMMUNICATION** - Ability to communicate effectively, including written and/or verbal with all levels of the organization.  Exceeds  Meets  Approaching  Deficient

**POLICY/PROCEDURES DEVELOPMENT/APPLICATION** - Ability to administer, implement, prepare and/or maintain policies, standard operating procedures, rules, and regulations; which govern the organization.  Exceeds  Meets  Approaching  Deficient

**PERFORMANCE EXPECTATIONS OUTLINED IN CONTRACT**

Increased paid registration at the FACA Conference by at least 25%.  Exceeds  Meets  Approaching  Deficient

Achieved all deliverables outlined in contracts and grants.  Exceeds  Meets  Approaching  Deficient

Successfully implemented the 2018 Strategic Plan.  Exceeds  Meets  Approaching  Deficient

Maintained a good working relationship with FACA Board Members.  Exceeds  Meets  Approaching  Deficient

Utilized social media to provide regular updates and accomplishments.  Exceeds  Meets  Approaching  Deficient

Provided regular updates to FACA member agencies.  Exceeds  Meets  Approaching  Deficient

