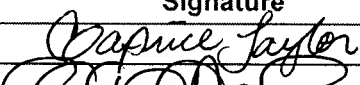
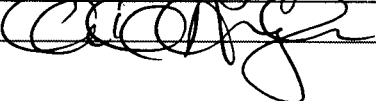


2011 SUPERVISORY PERFORMANCE EVALUATION
January 1, 2011 – December 31, 2011

Last Name:	Taylor Mendez	First Name:	Caprice
Title:	Director, Youth Department		
Department:	Youth Department		
Years in Present Position:	2.5 months		
Overall Rating:	Satisfactory	Evaluation Date:	11 January 2012

SIGNATURES

	Name (Print or Type)	Signature	Date
Employee	Caprice Taylor Mendez		01/12/12
Supervisor	Chisara N. Asomugha, MD		11 Jan 12

Instructions:

Below you will find a series of Performance Goals for all incumbents to be evaluated. Please initial that you have discussed both strengths and weaknesses in each of the categories listed.

You should indicate areas that need improvement and develop appropriate corrective actions plans to be used for future discussion and evaluation.

After you have discussed each of the categories, please rate the incumbent as "Satisfactory" or "Unsatisfactory." The definitions appear below.

Be sure that you both sign this cover sheet to return to the attention of Stephen J. Librandi, Manager of Human Resources and Benefits.

SATISFACTORY PERFORMANCE	UNSATISFACTORY PERFORMANCE
(Always Achieves Standards)	(Below Minimum Standards)
Far exceeds expectations. Outstanding producer and extremely accurate worker. Achieves peak performance. Completely understands the relationship and duties of related jobs. Totally dependable in performing work, including non-routine assignments. Consistently responsive to work requests.	Meets some job standards, or only the minimum standards necessary to complete assignments. Often requires supervision. Does not regularly perform full scope of job responsibilities. Marginally responsive to work requests.

BELOW ARE A SERIES OF JOB COMPETENCIES AND DEFINITIONS REQUIRED OF EACH INCUMBENT BEING EVALUATED. PLEASE READ OVER EACH COMPETENCY AND ITS DEFINITION WITH THE INCUMBENT AND DISCUSS INDIVIDUAL STRENGTHS AND WEAKNESSES.

1. QUALITY OF WORK

Consider the accuracy and completeness of the incumbent's work, as well as presentation of the work, promptness and acceptability of work performed. Assess achievement in areas previously discussed and evaluated, if applicable.

Good. Comfortable with writing memos, reports. Improve in quality of reports provided.

Discussed: Supervisor OK Incumbent CT

2. DEPARTMENTAL INITIATIVES AND ACHIEVEMENTS

Consider the success (or failure) of the incumbent's initiatives and achievements of the past 6 months. Consider the degree to which the incumbent has managed time, resources and budget in order to accomplish departmental mission and achievements.

Relatively short time since coming to the position so unable to comment.

Never the less has hit the ground running to advocate for anchor youth department initiatives and developing meaningful relationships with community partners.

Discussed: Supervisor OK Incumbent CT

3. JOB KNOWLEDGE

Consider the degree of an incumbent's knowledge and application of technical procedural and operational know-how to get the job done, as well as understanding trends and developments in his/her area of expertise.

Very Good. So far, she has shown solid understanding of her role as Youth Director. She is equipped with knowledge regarding best-practices to improve youth outcomes in New Haven. Despite newness in the role, is gaining knowledge in city government processes.

Discussed: Supervisor OK Incumbent CT

4. PERFORMANCE STANDARDS

In this section, assess the incumbent's ability to achieve high performance standards on a consistent basis. Consider both the quality and quantity of work produced, consistency of work pace, ability to meet schedules and deadlines and meet work objectives. Assess efforts to assist others and identify ways to improve productivity and performance within his/her department.

Good. To date, has met deadlines and schedules to meet work objectives. Has put effort into identifying gaps and strengths of department and in crafting overall vision for department operations and for youth in New Haven. (The latter remains an ongoing process currently in its infancy.)

Discussed: Supervisor OK Incumbent CT

9. LEADERSHIP AND INTERPERSONAL SKILLS

Consider the manager's ability not simply to motivate employees, but also to manage and discipline effectively and consistently. Is the manager able to communicate information about the Administration's vision and goals to his/her departmental staff? Does the manager exercise appropriate conflict resolution skills with employees?

Excellent to date.

Discussed: Supervisor AX Incumbent CT

10. COMMITMENT TO DIVERSITY

Consider the manager's ability to foster a work environment that seeks understanding and respect of all employees. Assess the manager's leadership on issues of diversity. Does the manager exercise leadership on issues of diversity? Assess the manager's ability to manage differences with skill and sensitivity. Does the manager actively promote diversity and serve as a role model for his/her department.

N/A. *Very good.*

Discussed: Supervisor AX Incumbent CT

11. ETHICS IN GOVERNMENT

Does the manager exhibit strong ethical behavior, supporting all policies, procedures and directives regarding Ethics in Government? Does the manager serve as a role model to others?

Very good. To date, no concerns in ethical behavior.

Discussed: Supervisor AX Incumbent CT

* * * * *

Rate the employee's OVERALL performance for the period January 1, 2011 – December 31, 2011.

SATISFACTORY x

UNSATISFACTORY

* * * * *

5. CUSTOMER SERVICE

Consider "customers" to include members of the public, elected officials, other City departments, and other consumers of services provided by the individual department. Evaluate the timeliness, accuracy, and completeness of the information provided. Assess the manager's attitude, helpfulness and follow through to resolve customer concerns or conflicts.

Good. To date, received positive reviews regarding service to the community. Need to gain comfort level in managing time given the numerous requests and needs directed to her from staff and the public.

Discussed: Supervisor CA Incumbent CT

6. SELF MANAGEMENT

Evaluate and discuss the manager's ability to efficiently perform assigned tasks with minimal direct supervision and make good use of his/her time and available resources. Consider behavioral characteristics such as dependability, motivation, leadership, punctuality, conflict management and resolution skills. Take into account the manager's recognition of trends and best practices within his/her field of expertise.

Good. Appears on the right track and is motivated. Have discussed punctuality and resources available to support professional development. Clearly motivated leader who capitalizes on her strengths in order to get the job done.

Discussed: Supervisor CA Incumbent CT

7. WORK ENVIRONMENT

Consider the manager's success at creating a work environment where there is a spirit of cooperation, respect and opportunity; where there is a sense of ownership and involvement, and where diversity is appreciated and valued. Does the manager apply citywide code of conduct policies efficiently, fairly and effectively. Also consider the manager's ability to create a cohesion among employees.

Very good. With input from staff and clients, she is creating a collaborative structured work environment with much success. A great plus!

Discussed: Supervisor CA Incumbent CT

creating opps for
yso's to receive
training in service-
learning/training model

8. PROBLEM SOLVING AND DECISION MAKING

Consider the manager's ability to evaluate information and compare alternatives leading to sound, informed and timely decisions. Assess ability to resolve operational, performance and employee issues effectively; and exercise good judgment in decision making and conflict resolution. Evaluate the manager's ability to manage multiple tasks, projects and timelines. Consider the stress management skills of the manager.

Good to date. Expect to improve as knowledge of the job increases.

Discussed: Supervisor CA Incumbent CT

Optional: Please list any 2012 Goals and Objectives for this incumbent.

What are your professional goals for 2012 and what supports are needed to help you achieve these goals?

Optional: Please provide additional written comments which are not reflected in the above.

