

PERFORMANCE EVALUATION
Borough Manager: Stephen Giesbrecht
2021

	Needs Improvement	Meets Expectations	Exceeds Expectations	Evaluator has No Basis for Judgement
LEADERSHIP				
Inspires trust and confidence with:				
Staff				
Assembly				
Public				
Functions as an effective member of the community structure (along with school superintendent, hospital CEO, Chamber of Commerce, USFS District Ranger, etc.)				
Evaluator Comments:				

COMMUNICATION				
Practices timely and effective communication with Assembly and Department Heads regarding subjects important to the Borough				
Evaluator Comments:				

PLANNING				
Anticipates municipal needs; develops and implements strategies for dealing with change and planning for the future				
Evaluator Comments:				

MANAGING RESOURCES				
Ensures programs, services and projects provide cost effective results that are important to Borough residents				
Ensures prudent financial management is maintained (in coordination with the Finance Director) for the continued success of the Borough				

MANAGING RESOURCES, continued	Needs Improvement	Meets Expectations	Exceeds Expectations	Evaluator has No Basis for Judgement
Seeks ways to cooperate, collaborate, or consolidate programs as appropriate				
Evaluator Comments:				

PROBLEM SOLVING AND DECISION MAKING				
Analyzes situations to determine root causes and develops realistic alternative solutions				
Consults with knowledgeable and/or affected parties when making critical decisions				
Evaluator Comments:				

RELATIONS- Community				
Projects a positive public image				
Evaluator Comments:				

RELATIONS- Staff				
Maintains a respectful relationship with Borough employees				
Values Borough employees and recognizes their contributions				
Evaluator Comments:				

RELATIONS- Intergovernmental				
Has the respect of peers in local and state government				
Lobbies effectively with legislators and state agencies regarding Borough programs and projects				
Evaluator Comments:				

RELATIONS- Assembly		Needs Improvement	Meets Expectations	Exceeds Expectations	Evaluator has No Basis for Judgement
Keeps the Assembly informed of important issues pertaining to the Borough					
Effectively implements and oversees policies and procedures adopted by the Assembly					
Evaluator Comments:					

Reviewed by _____

Date _____