City Manager Performance **Self-Evaluation**

City of Whitewater

Evaluation period: 2026

This self-evaluation form should be completed and returned to the Human Resources Department no later than November 24, 2026. The Self-Evaluation including Supplemental Materials will be distributed to Common Council on December 1, 2026.

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Signature

_____

Date Submitted

INSTRUCTIONS

These instructions are intended to guide you in completing your annual self-evaluation. This is your opportunity to reflect on your performance over the past year and share key accomplishments, challenges, and goals with the City Council. Your input provides valuable context for Council's evaluation and supports a constructive, forward-looking discussion about priorities and professional growth.

Please respond to each of the short answer reflection questions thoughtfully and thoroughly. Your responses should highlight both achievements and areas for continued growth, as well as identify any resources or support needed to strengthen your leadership and the organization's effectiveness.

You are encouraged to attach supplemental materials that support your responses. Examples may include project summaries, performance data, strategic plan updates, departmental achievements, awards, or other relevant documentation. Supplemental information should be concise and clearly labeled to correspond with the relevant reflection question(s).

Leave all pages of this evaluation form attached, sign the cover page and return to Human Resources.

Section 1: Performance Reflection by Category

Using the nine performance categories below as a framework, provide a narrative reflection on your performance over the past year. You may address each category individually or combine related categories where appropriate. Be sure to highlight significant accomplishments, key challenges, and areas where you plan to focus improvement efforts.

Performance Categories:

1. Individual Characteristics
2. Leadership & Decision Making
3. Council Relations
4. Policy Execution & Strategic Direction
5. Communication & Reporting
6. Community Relations & Engagement
7. Organizational Management & Culture
8. Fiscal Stewardship
9. Development

Narrative Reflection:

(Additional pages may be attached if needed.)

Section 2: Overall Leadership Reflection

Please provide brief responses to the following questions to offer additional insight into your leadership priorities and development:

1. Where do you see the greatest opportunities for your growth and improvement as a leader?

2. What support, resources, or feedback from Council would strengthen your ability to serve?

3. What professional development or training would you like to pursue in the next year?

Section 3: Supplemental Materials

List and attach any supporting materials you wish to include with this self-evaluation (e.g., performance data, strategic plan updates, project summaries, media coverage, or other relevant documents).

Placeholder for Memo from City Manager regarding Status of City Manager Goals including budget and strategic goals

Placeholder for Departmental Goal Achievement Recaps