

KANSAS JUDICIAL BRANCH Legal Performance Evaluation

Effective Date: (mm/dd/yy)	Employee Name:	Employee ID: Job Title:	Grade: Step:
District # and County: /	Dept. ID:	Rating Period: (mm/dd/yy) From: _____ To: _____	

Review Type: Please check:

Probationary	Movement to step B	Movement to step D
Annual	Movement to step C	Movement to step E
Special		

SECTION I.

Instructions:

- Rating Duties:** First, make sure any duties added to your employee's position description are added to this evaluation. Next, mark ONE of the spaces provided for each duty. If your employee does not perform a listed duty, mark the space labeled *Not Applicable*. Mark the space labeled *Unacceptable* if your employee's performance of the duty fails to meet your standards. Mark the space labeled *Needs Improvement* if your employee's performance of the duty somewhat meets your standards but must be improved to fully meet your expectations. Mark the space labeled *Successful* if your employee's performance fully meets your expectations. Mark the space labeled *Beyond Expectations* only if your employee's performance is truly beyond what you would normally expect. This option should be used *only* for exceptional performance.
- Rating Categories:** Assign a rating of U for *Unacceptable*, S for *Successful*, or B for *Beyond Expectations* in the space to the left of each major job duty category after the duty ratings have been assigned.
- Full Performance Column (For employee on step C only):** Review the full performance definition below and apply it to each of the employee's assigned duties. Mark the space in the full performance column only if the employee is making satisfactory progress toward full performance or has demonstrated full performance of the duty.

Full Performance Definition

The state of possessing and applying knowledge, experience, abilities and personal attributes to perform independently all functions of the employee's position.

Category Rating U = Unacceptable S = Successful B = Beyond Expectations		Performance of this duty is rated:				Full Performance (step C only)
		<i>Not Applicable</i>	<i>Unacceptable*</i>	<i>Needs * Improvement</i>	<i>Successful</i>	
Supervision Duties						
Developing and implementing employee training and development	_____	_____	_____	_____	_____	_____
Evaluating employees	_____	_____	_____	_____	_____	_____
Disciplining employees	_____	_____	_____	_____	_____	_____
Managing employee leave	_____	_____	_____	_____	_____	_____
Providing guidance and information to staff	_____	_____	_____	_____	_____	_____
Developing policies and recommending procedures	_____	_____	_____	_____	_____	_____
Supervising necessary cross-training	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

* Any duties rated *Unacceptable*, *Needs Improvement*, or *Beyond Expectations* require additional documentation in Section II of this form.

Category Rating U = Unacceptable S = Successful B = Beyond Expectations	Not Applicable	Performance of this duty is rated:				Full Performance (step C only)
		Unacceptable *	Needs * Improvement	Successful	Beyond * Expectations	
Human Resources and Personnel Duties						
Recruiting and hiring	_____	_____	_____	_____	_____	_____
Managing timesheets	_____	_____	_____	_____	_____	_____
Completing, submitting and maintaining other personnel and payroll documentation	_____	_____	_____	_____	_____	_____
Handling grievances and complaints	_____	_____	_____	_____	_____	_____
Making staffing recommendations (number of personnel, distribution of personnel, etc)	_____	_____	_____	_____	_____	_____
Ensuring staff coverage on a daily basis	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
Fiscal and Budget Duties						
Purchasing	_____	_____	_____	_____	_____	_____
Preparing and managing grants	_____	_____	_____	_____	_____	_____
Preparing vouchers on a timely basis	_____	_____	_____	_____	_____	_____
Assisting with law library budget	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
Court Duties						
Setting up and preparing cases	_____	_____	_____	_____	_____	_____
Ensuring proper case procedures	_____	_____	_____	_____	_____	_____
Supervising and overseeing docketing	_____	_____	_____	_____	_____	_____
Serving as liaison with other agencies	_____	_____	_____	_____	_____	_____
Managing juries	_____	_____	_____	_____	_____	_____
Maintaining witness registers	_____	_____	_____	_____	_____	_____
Scheduling interpreters	_____	_____	_____	_____	_____	_____
Arranging for security officers when necessary	_____	_____	_____	_____	_____	_____
Preparing reports and statistics	_____	_____	_____	_____	_____	_____
Managing facilities (records storage, scheduling courtrooms, custodial, space management, etc.)	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
Legal Duties						
Conducting research	_____	_____	_____	_____	_____	_____
Drafting documents	_____	_____	_____	_____	_____	_____
Ordering books and research materials	_____	_____	_____	_____	_____	_____
Supervising intern program	_____	_____	_____	_____	_____	_____
Managing caseload	_____	_____	_____	_____	_____	_____
Managing law library	_____	_____	_____	_____	_____	_____
Assigning cases	_____	_____	_____	_____	_____	_____
Assisting with research issues	_____	_____	_____	_____	_____	_____
Developing training procedures for law clerks	_____	_____	_____	_____	_____	_____
Assisting law clerks with research and writing	_____	_____	_____	_____	_____	_____
Tracking cases	_____	_____	_____	_____	_____	_____
Compiling statistics related to cases	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

Category Rating U = Unacceptable S = Successful B = Beyond Expectations	<i>Not Applicable</i>	<i>Performance of this duty is rated:</i>				<i>Full Performance (step C only)</i>
		<i>Unacceptable *</i>	<i>Needs * Improvement</i>	<i>Successful</i>	<i>Beyond * Expectations</i>	
Public Relations Duties						
Conducting or coordinating speaking engagements or tours	_____	_____	_____	_____	_____	_____
Serving as information resource to public, court, staff, and OJA	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____

SECTION II.

1. Use the space below to explain your evaluation of any duties on which you rated your employee’s performance as *Unacceptable*. Use and attach additional pages if necessary.

2. Use the space below to explain your evaluation of any duties on which you rated your employee’s performance as *Needs Improvement*. Use and attach additional pages if necessary.

3. Use the space below to explain your evaluation of any duties on which you rated your employee’s performance as *Beyond Expectations*. Use and attach additional pages if necessary.

4. After reviewing the current position description, note any new duties or other changes in the duties you wish the employee to undertake during the next year. These changes should be noted on an updated position description.

5. Goals for the employee during the next review period:

OVERALL PERFORMANCE RATING:

_____ **Beyond Expectations** - Performance far exceeds the normal scope of the job requirements. It represents a level of performance that is rare and unusual. The employee cannot receive a rating of *Beyond Expectations* unless two or more duty categories have been rated as *Beyond Expectations* and none has been rated as *Unacceptable*.

_____ **Successful** - Performance demonstrates competence and skill at one’s job.

_____ **Unacceptable** - Performance fails to meet the requirements of the position. An employee may receive a rating of *Unacceptable* if one duty category has been rated *Unacceptable*. The employee must receive a rating of *Unacceptable* if more than one duty category is rated *Unacceptable*.

FULL PERFORMANCE (For employee on step C):

1. During this rating period, the employee:

- Made satisfactory progress overall toward full performance (employee must receive an overall performance rating of at least *Successful* or better.)
- Did not make satisfactory progress overall toward full performance.

2. After three years on step C, the employee:

- Demonstrates full performance of all duties of the position (only for employee with three *Successful* or better overall performance ratings while on step C)
- Does not demonstrate full performance of all duties of the position

RECOMMENDED OUTCOMES (If applicable):

- Permanent status granted (*Successful* completion of one year of probation)
- Step movement approved (overall rating must be at least *Successful*)
- Step movement not approved
- Employment terminated
- Employee has received three overall annual performance ratings of at least *Successful* and has met the requirements for full performance.
- Other: _____

Additional Comments: Use and attach additional pages if necessary.

This is to certify I have reviewed my position description and I have been advised of my performance and I have been given the opportunity to comment. My signature does not necessarily indicate I agree with the evaluation of my performance.

Employee Signature_____
Date_____
Rater Signature_____
Date_____
Appointing Authority Signature_____
Date