Minnesota Correctional Facility – Red Wing

Youth Worker Evaluation

Youth Name:	OID:		Evaluation Period (b	Evaluation Period (begin-end):			
Work Location:		Current Pay Rate:		New Pay Rate (if different):			
Evaluator: Area Supervisor:							
Evaluator's Signature:					Date:		
RESPONSIBILITY AREA	BELOW AVERAGE		AVERAGE		ABOVE AVERAGE		
ATTITUDE: Open minded. Seeks solutions, recognizes mistakes, cooperative, and accepts direction.	Sets negative tone. Complains and argues. Not very cooperative.		Open mind, positive, cooperative. Corrects errors and seeks to solve problems.		Sets example. Leader. Accepts direction and responsibility.		
RESPONSIBILITY: Sets high expectations., Accountable for actions. Follows through.	Low expectations. Little follow through. Excuses, blames others, justifies.		Meets work expectations. Accepts responsibility for actions and is dependable.		Sets high expectations. Consistent and very dependable on tasks.		
CONSIDERATION: Considerate of others, good listening skills, resolves conflicts, respectful, polite.	Not polite. Disrespectful. Self-centered. Promotes conflict.		Good listening skill. Respectful of others. Works to solve problems.		Consistently polite, respectful. Helps others. Takes initiative.		
PROGRAM PROGRESS: Quality and quantity of work. Participates in treatment and work.	Quantity and/or quality needs improvements. Inconsistent work habits.		Meets standards. Both quality and quantity of work is appropriate for the area.		Quality/quantity of work exceeds standards. Helps others improve.		
INITIATIVE: Responsibly carries out all assignments.	Needs constant reminders to stay on task. Uses time poorly.		Carries out assignments in a responsible manner. Uses time constructively.		Is self-directed, shows ability to think for self, exceeds standards set.		
WORK RELATIONSHIPS: Works well with supervisor and others.	Uncooperative with staff and others. Does not accept feedback well.		Works well with staff and others to complete work. Accepts feedback.		Very cooperative to complete tasks. Offers productive feedback.		
ORGANIZATION/CLEANLINESS: Neat, clean, orderly areas and person. Aware of health and safety.	Messy work area. Tools, materials not maintained. Has health/safety issues.		Equipment and work area is clean and neat. Attentive to safety.		Maintains and improves work area and orderliness of areas.		
EQUIPMENT/MATERIAL USE: Responsible use of work materials and tools.	Equipment/materials are abused and/or used for unauthorized purposes.		Equipment/materials are used for their intended functions.		Shows responsibility and care in maintenance and use of equipment.		
BEHAVIORAL: Follows program, work, and facility rules in the living unit and work environment.	Requires verbal/written warnings. Violates rules or acts inappropriately.		No verbal/written warnings. Behavior is responsible and appropriate for work area.		Accepts rules. Does not require correction. Role model for others.		
PARTICIPATION: Actively participates in work program, commitment to job, and dependability.	Lacks pride and interest in work. Not dependable and works below standards.		Participates in all areas of work. Shows interest in work. Dependable worker.		Cares about work. Works to advance skills/knowledge. Involved.		
SAFETY: Uses safe work practices. Mature. Safe behavior.	Unsafe behaviors. A danger to self/others. Disregard for safety.		Is not unsafe or reckless. Attention to safety. Shows maturity.		Very conscientious in work practices. Role models safe behavior.		

COMMENTS: