

TRANSPORTATION AGENCY FOR MONTEREY COUNTY (TAMC)
PERFORMANCE EVALUATION OF
EXECUTIVE DIRECTOR DEBRA L. HALE

In evaluating the performance of the Executive Director, consider the factors below in arriving at your overall rating. Check the box in each category that you think best applies.

- 1 = Unsatisfactory, performance does not meet job requirements.
2 = Improvement needed, performance partially meets requirements of job.
3 = Satisfactory, performance adequately meets requirements of job.
4 = Good, performance generally meets or exceeds standards or expectations.
5 = Exceptional, performance is excellent, exceeding job requirements.

Dimension	1*	2*	3	4	5
Accessible to elected officials, staff and the public.					
Attitude. Is enthusiastic, cooperative, adaptive, energetic, willing to spend whatever time is necessary to do a good job.					
Communication. Keeps Board Members fully informed of issues affecting the Agency.					
Community Relations. Skilled in representing Agency policies to other agencies, the public, and news media.					
Community and professional reputation. Is regarded as a person of high integrity and ability for the agency.					
Decisiveness. Is able to reach timely decisions and initiate action, but is not impulsive.					
Execution of Policy. Understands and complies with the policies and objectives of the organization. Efforts lead to successful accomplishment of goals.					
Expertise and knowledge of transportation issues.					
Imagination. Shows originality in approaching problems. Is able to visualize the implications of various approaches					
Non-political but understands and works effectively in the political arena.					
Leadership. Motivates others to maximum performance.					
Loyalty. Genuine interest in work, job and the agency. Concerned with agency's image and reputation.					
Personnel Development. Appoints and trains effective subordinates; retains excellent staff.					
Presents thoughts in an orderly, understandable manner.					
Responds quickly and effectively to requests from Board Members for information, advice, and service.					
Strategic Thinking. Thinks ahead on how the organization can best approach change.					
Unbiased. Takes a reasonable and rational viewpoint based on facts and qualified opinions.					
Written reports are clear, concise, and accurate.					

***NOTE: Please explain any rating of a "1" or a "2" in the comment section below, or use the space to provide any additional comments.**

General Comments:

Please provide specific comment:

(1) Leadership and management skills:

(2) Staff development:

(3) Reputation in the community:

(4) Reputation with Transportation Agency member agencies:

(5) Opportunities for development/ Recommendations for more emphasis or improvement

Overall Rating: (Consider all factors listed on page 1 in arriving at an overall rating.)

- ☐ Unsatisfactory, performance does not meet job requirements.
- ☐ Improvement needed, performance partially meets requirements of job.
- ☐ Satisfactory, performance adequately meets requirements of job.
- ☐ Good, performance generally meets or exceeds standards or expectations.
- ☐ Exceptional, performance is excellent, exceeding job requirements.

Signature: _____

Date: _____

Print Name: _____

Please complete and return evaluation to Chair via e-mail: huitt@comcast.net

Thank you.