



National Solar Observatory
2008 PERFORMANCE REVIEW
for
Professional, Technical and Administrative Staff

Instructions

Employee

*Please complete sections 1-4, then forward to your supervisor no later than **March 13, 2009** (in electronic or printed version). Your supervisor will complete sections 5-8, and will meet with you to discuss this performance review. You may add any comments in section 8 after your discussion with your supervisor.*

Supervisor

*After the employee completes sections 1-4, please complete sections 5-8, and then discuss the performance review and job description with the employee. Allow the employee to add any comments in section 8, and then forward to the next level supervisor(s) for signature if applicable. **Please return the completed form to the NSO Director's Office by March 23, 2009.***

Review Period: _____ **through** _____

Name: _____ **Department:** _____

Position: _____ **Supervisor:** _____

Time in Current Position: _____

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- 1. Describe your major accomplishments and contributions to your department and/or the organization during the past twelve months. Include research interests, publications (if applicable), and major projects.**

2. List continuing education, training, or other development activities that were undertaken during the review period.

3. Are there any changes in your job that could be made in order to help you better perform your duties? Include any additional training you would like to receive.

- 4. List the developmental goals and/or areas for improvement from the last review period. Comment on whether goals were met, and if not explain the reason they could not be completed.**

To be completed by supervisor:

5. List developmental goals for this upcoming review period. Include major milestones, projects, deadlines or timeframes (if applicable):

6. Describe areas for improvement or development, including any planned training, continuing education, or other development activities to be undertaken in order to achieve the goals outlined above.

7. Provide an overall summary of the employee's performance during the review period:

8. Additional employee comments after discussion of performance.

Job Description Reviewed (*please forward any updates to HR*)

Periodic reviews of progress towards goals and developmental opportunities recommended throughout the year.

Employee's Signature _____
Date

Supervisor's Signature _____
Date

Next Level Supervisor's Signature (If Applicable) _____
Date

Next Level Supervisor's Signature (If Applicable) _____
Date

THIS SECTION FOR HUMAN RESOURCES USE ONLY

Human Resources Signature _____
Date

Center Director Signature _____
Date

ABRA Data Entry _____