

FY22 SWGRC (entity) Evaluation Results - Rcvd. 33 Evaluations

Section						
Program Mgmt	Question #	Satisfactory	Needs Improvement	Unsatisfactory	No Conclusion	Total
Program Development	1	31	1	1	0	33
Program Staff Performance	2	31	1	0	1	33
Strategic Planning	3	30	2	0	0	32
Compliance w/ State & Federal Requirments	4	32	0	0	0	32
Liason	5	29	0	0	1	30
Responsiveness	6	31	0	0	1	32
Financial Management						
	Question #					
Internal Controls	1	32	0	0	1	33
Record Keeping	2	32	0	0	0	32
Budget & Budgetary Control	3	31	0	0	0	31
Staff Leadership						
	Question #					
Recruitment of Qualified Personnel	1	25	7	0	1	33
Supervision of Staff	2	28	2	0	3	33
Staff Continuing Education & Training	3	28	0	1	3	32
Knowledge	4	28	2	0	1	31
RC Council Info						
	Question #					
Timeliness	1	32	0	0	0	32
Council Meetings	2	32	0	0	0	32
		452	15	2	12	481
Satisfactory	s	93.97%	3.12%	0.42%	2.49%	100.00%

Needs Improvement n

No Conclusion nc

Unsatisfactory u

FY22 SWGRC Executive Director Evaluation Results Rcvd. 33 Evaluations

Section						
Program Mgmt	Question #	Satisfactory	Needs Improvement	Unsatisfactory	No Conclusion	Total
Program Development	1	31	2	0	0	33
Program Staff Performance	2	30	2	0	0	32
Strategic Planning	3	32	1	0	0	33
Compliance w/ State & Federal Requirments	4	32	0	0	0	32
Liason	5	30	0	0	2	32
Responsiveness	6	32	0	0	0	32
Financial Management						
	Question #					
Internal Controls	1	32	0	0	1	33
Record Keeping	2	32	0	0	0	32
Budget & Budgetary Control	3	33	0	0	0	33
Staff Leadership						
	Question #					
Recruitment of Qualified Personnel	1	25	4	0	3	32
Supervision of Staff	2	29	0	1	2	32
Staff Continuing Education & Training	3	29	0	0	3	32
Knowledge	4	28	1	0	3	32
RC Council Info						
	Question #					
Timeliness	1	32	0	0	0	32
Council Meetings	2	32	0	0	0	32
		459	10	1	14	484
Satisfactory	s	94.83%	2.07%	0.21%	2.89%	100.00%

Needs Improvement n

No Conclusion nc

Unsatisfactory u

SWGRC	EXECUTIVE DIRECTOR
<p>Staff Continuing Education & Training: Although I am not exactly sure of this, but I assume that it is happening.</p> <p>Timeliness: This is done with excellence.</p> <p>Council Meetings: Very well done!</p> <p>General Comment: My humble observation of the performance of this Council since I joined has been extremely positive. The conduct of the meeting has been very professional and the staff display of knowledge and expertise on the various issues above and issues discussed at the meeting has been excellent. The Council's constant targets and focus in meeting their strategic plans with the assistance of hard working and competent staff should be appreciated. Although reading and understanding of the budgets sometimes is cumbersome but the staff have been able to break it down with clear explanations. I suggest a much better and clearer explanation in program development area and more awareness of areas of needs and resources.</p>	<p>Staff Continuing Education & Training: I need to know and learn more about this area and to know that it is happening.</p> <p>General Comments: The Staff have been highly professional and very efficient in providing information on a timely manner. The staff are hared working and seem very competent in what they do and highly organized. The Council should appreciate the efficiency of work and the effective leadership of this staff.</p>
<p>General Coments: The SWGRC team is great to work with. Thanks for all you do!</p>	<p>General Comments: Great work Suzanne!</p>
<p>General Comments: Appreciate all hard work!</p>	
	<p>General Comments: Suzanne has done a very awesome job improving the agency. Barbara also has done well. Thanks for all you do.</p>
<p>General Comments: Job well done!!!</p>	
<p>General Comments: I am new to this board but seems to have good leadership.</p>	<p>General Comments: I am new to this board but it seems to be running well.</p>

SWGRC	EXECUTIVE DIRECTOR
<p>PROGRAM STAFF PERFORMANCE: At all times</p> <p>RESPONSIVENESS: Very responsive</p> <p>INTERNAL CONTROLS: Great job following policies and procedures.</p> <p>GENERAL COMMENTS: The Regional Commission does a great job of carrying out their goals and objectives. All program areas meet the needs of all who are involved. Great work!</p>	<p>PROGRAM DEVELOPMENT: Great programs</p> <p>PROGRAM STAFF PERFORMANCE: Works well with local officials</p> <p>STRATEGIC PLANNING: Great job indicated in work program</p> <p>RECRUITMENT OF QUALIFIED PERSONNEL: Your staff is always competent and conducts themselves accordingly</p> <p>GENERAL COMMENTS: Suzanne, you are a very good supervisor; you are well respected by your employees and we value your service with the Commission. You are a joy to work with , always responsive to the needs of your organization. Keep up the good work!</p>
	<p>RECRUITMENT OF QUALIFIED PERSONNEL: I cannot make a sound determination on this as I do not have access to employee engagement surveys or employee feedback.</p> <p>Supervision of Staff: I cannot make a sound determination on this as I do not have access to employee engagement surveys or employee feedback.</p> <p>Staff Continuing Education & Training: I cannot make a sound determination on this as I do not have access to employee engagement surveys or employee feedback.</p> <p>Knowledge: I cannot make a sound determination on this as I do not have access to employee engagement surveys or employee feedback.</p>
	<p>GENERAL COMMENTS: In the short period of time I have been associated with the SWGRC I have found it to be a definite asset to our communities with an administrative staff that is thorough, timely and on top of all things that help our counties.</p>
<p>General Comments: Overall good</p>	<p>General Comments: Keep up the good work!</p>

SWGRC	EXECUTIVE DIRECTOR
Recruitment of Qualified Personnel: Needs improvement due to the turnover of staff in particular area.	
General Comments: The SWGRC does a superb job on everything!	General Comments: Ms. Angell is a steady, reliable administrator
Recruitment of Qualified Personnel: Can't understand one employee. General Comment: Overall a very great Council & Staff	Recruitment of Qualified Personnel: Can't understand one employee. General Comment: Overall a very great Council & Staff
Recruitment of Qualified Personnel: Recruitment is a slow process Knowledge: Staff knowledge is very good	
General Comments: With employees moving around and new folks not being on jobs two or three years or less I think the staff is going above expectations. I'm used to folks being on the same job ten to twenty years.	General Comments: Doing a great job with a lot of newer staff
General Comments: Sorry, but I don't have the time to do a complete job. I thought you would rather have an incomplete one rather than not receive on at all. I so hate this because I am giving you the benefit of the doubt because I don't have time to write comments.	General Comments: DITTO!
	General Comments: Great job and thanks for keeping us all informed.



Performance Standards and Evaluation of the Southwest Georgia Regional Commission

S = SATISFACTORY
 N = NEEDS IMPROVEMENT
 U = UNSATISFACTORY
 NC = NO CONCLUSION

FY22

This is the evaluation of the **Regional Commission (as an entity)** - please use additional page for comments if necessary.

PROGRAM MANAGEMENT	S	N	U	NC	COMMENTS
<u>Program Development</u> Maintains awareness of area needs and available resources.					
<u>Program Staff Performance</u> Ensures that local officials are satisfied with each program and that staff provides adequate services.					
<u>Strategic Planning</u> Develops benchmarks and timetables needed to meet required services and program obligations.					
<u>Compliance with State & Federal Requirements</u> Fulfills obligations of contracts and accomplishes activities in compliance with state and federal regulations.					
<u>Liaison</u> Maintains liaison with federal, state and local government organizations that impact RC programs.					
<u>Responsiveness</u> Responds appropriately and timely to local government technical assistance and program requests.					
FINANCIAL MANAGEMENT	S	N	U	NC	COMMENTS
<u>Internal Controls</u> Maintains compliance with the Commission's written policies and procedures.					
<u>Record Keeping</u> Maintains fund accounting records in accordance with state mandated requirements and generally accepted accounting principles.					
<u>Budget & Budgetary Controls</u> Prepares and presents a comprehensive and well planned annual budget for consideration by the Council and supervises expenditures throughout the year to accomplish goals and objectives of the Council.					
STAFF LEADERSHIP	S	N	U	NC	COMMENTS
<u>Recruitment of Qualified Personnel</u> Maintains a competent staff with training, education and other attributes sufficient to accomplish program goals and objectives in a highly professional manner.					
<u>Supervision of Staff</u> Provides for overview of staff activities and performance evaluation.					
<u>Staff Continuing Educaion & Training</u> Encourages and provides for continuing education and training as needed and appropriate.					
<u>Knowledge</u> Maintains knowledge of state and federal laws and programs pertaining to local government administration and community planning and development.					
INFORMATION NEEDED BY RC COUNCIL	S	N	U	NC	COMMENTS
<u>Timliness</u> Provides Council members information in a timely fashion as needed.					
<u>Council Meetings</u> Prepares appropriate agendas covering information and issues which need review or approval by the Council and maintains accurate records and minutes.					

Evaluator's Name: _____

General Comments:



Performance Standards and Evaluation of the SWGRC Executive Director

S = SATISFACTORY
N = NEEDS IMPROVEMENT
U = UNSATISFACTORY
NC = NO CONCLUSION

FY22

This is the evaluation of the **Executive Director** - please use additional page for comments if necessary.

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Evaluator's Name: _____

General Comments: