**ATTACHMENT H**

##### *Criteria for the Evaluation of Food Services Worker Performance*

**HORIZON SCHOOL DIVISION**

**Employee Evaluation: Foods Services Worker**

**SECTION ONE**

**Introduction**

Name

Start Date for Current Position

Evaluator

Date

**Reason for evaluation:**

Employee request

To determine if newly promoted employee meets standards

Employee has not developed and implemented a Growth Plan

Employee may not be meeting the Food Services Worker Performance Areas

90 Days Probationary evaluation process for employees new to the division (90 Days Worked)

Other (Please Indicate) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SECTION TWO**

**Food Services Worker – Quality Standards**

**Within the expectations of the Food Services Worker position, the employee will be evaluated within three performance areas: Organization and Preparation; Interpersonal Skills and Professional Attributes, and Program Delivery.**

* All areas should be marked as proficient, needs improvement, or not applicable. For the purposes of this form, “proficient” describes job performance that meets the minimum standard of performance in each area. “needs improvement” describes job performance that does not meet the acceptable standard in an area
* All marked “needs improvement” must be accompanied by supporting documentation (i.e. anecdotal comments).

This document sets out PERFORMANCE AREAS. The KEY INDICATORS for each performance area identify the activities that Food Service Workers undertake as they go through their day-to-day work. The DESCRIPTORS support the key indicators, though evidence of all descriptors would not be expected at all times.

|  |  |  |  |
| --- | --- | --- | --- |
| PERFORMANCE AREA: ORGANIZATION AND PREPARATION | | | |
| KEY INDICATOR: The Food Services Worker demonstrates evidence of effective organization and preparation | | | |
| DESCRIPTORS: | Proficient | NeedsImprovement | NotApplicable |
| * Maintain an organized kitchen environment |  |  |  |
| * Direct staff in their daily responsibilities eg. set up , clean up |  |  |  |
| * Gather and prepare materials prior to program time |  |  |  |
| * Manage program budget for consumable supplies |  |  |  |
| * Arrives on time and is prepared. |  |  |  |
| * Uses time effectively (includes attendance, punctuality, setting of priorities, keeping to schedules). |  |  |  |
| PERFORMANCE AREA: INTERPERSONAL AND PROFESSIONAL ATTRIBUTES | | | |
| KEY INDICATOR: The Food Services Worker demonstrates effective interpersonal skills and professional attributes. | | | |
| **DESCRIPTORS:** | **Proficient** | Needs **Improvement** | Not **Applicable** |
| * Respects the dignity and rights of students, parents/ guardians, staff and others. |  |  |  |
| * Contributes to a positive school culture. |  |  |  |
| * Takes initiative and demonstrates confidence in role |  |  |  |
| * Maintains a high standard of confidentiality |  |  |  |
| * Maintains appropriate personal hygiene and appearance. |  |  |  |
| * Maintains a professional kitchen space and proper etiquette. |  |  |  |
| * Models appropriate behavior. |  |  |  |
| * Works as a TEAM member. |  |  |  |
| * Communicates effectively and through the proper channels |  |  |  |
| * Participates in staff professional development days, training or seminars as required. |  |  |  |
| PERFORMANCE AREA: PROGRAM DELIVERY | | | |
| KEY INDICATOR: The Food Services Worker demonstrates effective program delivery. | | | |
| DESCRIPTORS: | Proficient | NeedsImprovement | NotApplicable |
| * Ensure the safety and well being of students at all times. |  |  |  |
| * Plan meals to meet the dietary needs of the children, including unique dietary needs of individual students. |  |  |  |
| * Work collaboratively with school administration and Director of Learning. |  |  |  |
| * Attend training workshops and sessions, as required |  |  |  |

**ADDITIONAL DUTIES AND EMPLOYEE’S CONTRIBUTIONS TO THE SCHOOL DIVISION THAT ARE GENERALLY BEYOND THE JOB DESCRIPTION**

**COMMENTS:**

**DECISION**

Completed probationary process. Overall is meeting the expected performance areas.

Recommendation for termination

**EVALUATOR’S COMMENTS**

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| --- | --- | --- |
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| Support Staff Signature  **(acknowledging receipt of report)** |  | Date |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Support Staff Supervisor Signature |  | Date |
| \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| School Administrator/Facility Supervisor Signature |  | Date |
|  |  |  |

* Original copy goes to Human Resources for employee’s file
* Copy to Employee
* Copy to Principal or Supervisor