

5500 University Parkway San Bernardino, CA 92407 Sierra Hall 100 Tel: (909)537-5225

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# STUDENT EMPLOYEE & FEDERAL WORK-STUDY EVALUATION

# **Guidelines for the Student Employee Performance Evaluation**

### The importance of the evaluation process:

Performance evaluations for student employees are an integral part to a student's individual and professional development at CSUSB. Performance evaluations serve as an important tool that assists student employees in further developing their skills by highlighting their strengths and constructively identifying areas for improvement. The performance review process serves as the foundation that allows supervisors and employees to discuss student employees' contributions toward the achievement of departmental and University goals and objectives, clarify job expectations, provide feedback, and make suggestions.

## **Steps to complete a Performance Evaluation:**

- 1. Establish a schedule for student employee evaluations before May 05, 2023.
- 2. Review the student employee's job description, including specific position responsibilities.
- 3. Complete the evaluation form for the student employee.
- 4. Supervisor (Dean/MPP) meets with the student to review the completed evaluation form, constructively highlighting strengths and areas for improvement. Work Lead can provide input and additional written comments where necessary.
- 5. Discuss future performance goals and objectives.
- 6. The supervisor and student sign their names at the end of the form in agreement of the topics discussed and future goals.
  - a) The student's signature does not indicate that the student is in agreement with the evaluation.
  - b) The supervisor's signature represents an overall assessment of the student's performance based upon the supervisor's observation and review of the student's work.
  - c) Give the student the original copy of the evaluation; retain a copy for your records.
- 7. Submit evaluation forms by Wednesday, May 10, 2023 to:
  Federal Work-Study student assistants (Job Codes 1871,1872, 1875, 1151, & 1153): workstudy@csusb.edu
  Student Assistants (Job codes 1870,1874, & 1868): student.employment@csusb.edu

#### Helpful hints on providing effective evaluations:

Discussion is necessary to motivate and encourage your student to continue to grow, as well as addressing areas of improvement. Student employee evaluations should not be the first time students receive feedback from their supervisor. Dialogue should occur on a regular basis.

## If your student is an outstanding employee who meets or exceeds your expectations:

- . Discuss professional development opportunities.
- · Find out what motivates the employee and how you can retain the employee.
- · Work with your student to see if they can be a part of any projects or office initiatives.
- . Give your student more responsibilities that will boost their resume.
- . Review progress that is being made towards goals that were established during the evaluation and give feedback.
- . Show appreciation for good performance.

# If your student's work is unsatisfactory and/or needs improvement:

- . Be clear on expectations and what will happen if they are not met. For example, if you do not meet X standards Y will happen.
- . If criticism is made, it should be done so in a constructive and supportive manner .
- . Discuss how progress will be tracked.
- . Keep in mind the specific performance goals that were set during the evaluation and follow up to see if progress is being made.
- . If progress is not being made, offer suggestions on how to improve.
- . Provide feedback and ask if additional resources are needed to succeed in their job.
- . Once performance has improved, and is consistent, then discuss future goals and additional responsibilities.



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# STUDENT ASSISTANT EMPLOYEE EVALUATION

Student/Employee Inf	ormation						
Name of Student & Coyote ID #			Was the student hired as Work-Study? YES NO				
Student's Job Title			Review Period: From: To:				
Department	Supervisor Na			Overall Rating:  Exceptional O Successful Unsuccessful (		cessful (	
Brief Description of Duties:			1				
Performance Factors							
Duties		Excellent	Exceeds Expectation	Meets ns Expectation	Needs Improvement	Unsatisfactory	
DEPENDABILITY				2	- Improvement		
Trustworthy, punctual, reliable, responsible, with respect to attendance, arrives to work on time and completes assigned tasks.							
QUALITY OF WORK							
Demonstrates accuracy, neatness and thoroughness in accomplishing assigned work.							
JOB KNOWLEDGE AND SKILLS							
Understands duties, responsibilities, and has the level of proficiency required to accomplish work.							
CUSTOMER SERVICE Is knowledgeable of position and is efficient when imparting this knowledge to students/employers. Provides quality customer service to internal and external customers							
INTERPERSONAL SKILLS							
Willingness and ability to work with others to produce desired goals.							
COOPERATION/ TEAMWORK							
Cooperates with other members on tasks, sharing responsibilities, and working towards common goals.							
<b>Comments:</b>				•	•	<u> </u>	
Please describe the employee's the student job performance co	_	d list other a	reas in whicl	h the employee	excelled. Also,	describe how	
This evaluation has been expla				ts. I also unde	rstand that my	signature does	
not necessarily indicate my agreement with the above evaluation   Signature of Student:				Date:			
Signature of Supervisor:				Date:			