360 Degree Survey

Your supervisor/colleague would like to get your feedback about their strengths and areas of opportunity as a supervisor. Your honest feedback and specific comments will support their growth and development.

1. The following questions pertain to the ability to **manage program staff**.

	NOT SURE	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
Clearly communicates verbally and in writing the job expectations of staff, and how they are linked to program goals.	☐	☐	☐	☐	☐
Provides staff with on-going support and direction to assist them in successfully completing their job responsibilities.	☐	☐	☐	☐	☐
Creates a positive environment in which the professional development of staff is supported, staff is acknowledged for successes, and feedback is positively delivered and received.	☐	☐	☐	☐	☐
Regularly observes staff in action and shares feedback in a constructive and respectful manner.	☐	☐	☐	☐	☐
Utilizes a standardized performance review process, shares formal performance review assessments with individual staff, and incorporates staff member's self-assessment in review process.	☐	☐	☐	☐	☐
Identifies areas for development and strategies for how they will be accomplished.	☐	☐	☐	☐	☐

COMMENTS:

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2. The following questions pertain to the ability to **engage, and support staff in implementing program activities to achieve program goals**.

	NOT SURE	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
Provides staff with needed materials, supplies and preparation time.	☐	☐	☐	☐	☐
Communicates high expectations for staff and program participants.	☐	☐	☐	☐	☐
Offers coaching and mentorship to staff, as appropriate.	☐	☐	☐	☐	☐
Leads effective meetings and trainings on select content that models the approach and specific activities and practices staff are expected to use with program participants.	☐	☐	☐	☐	☐

COMMENTS:

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360 Degree Survey, continued

3. The following questions pertain to the ability to **promote the professional growth and development of staff**.

	NOT SURE	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
Works together with afterschool staff to develop individual and group learning goals related to program outcomes, and a professional development plan to achieve these goals.	☐	☐	☐	☐	☐
Implements the professional development plan and supports the learning goals that will advance the skills of all staff.	☐	☐	☐	☐	☐
Provides useful informal and formal feedback to staff related to professional development goals and activities.	☐	☐	☐	☐	☐
Continually seeks opportunities and resources that allow self and staff to meet personal and professional growth goals.	☐	☐	☐	☐	☐
Works with staff to assess the effectiveness of professional development activities and how they might be improved.	☐	☐	☐	☐	☐

COMMENTS:

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360 Degree Survey, continued

We believe an important component of learning and growth is transparency about one's own learning process. Please assess what you know about your supervisor's/colleague's professional development.

4. The following questions pertain to the ability to strive for **self-improvement**.

	NOT SURE	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE
Regularly attends professional workshops, trainings, and conferences to increase competency.	☐	☐	☐	☐	☐
Reflects on and evaluates own performance to identify needs for professional growth.	☐	☐	☐	☐	☐
Works to apply new learning to everyday work practices.	☐	☐	☐	☐	☐
Is open to new ideas and learning opportunities.	☐	☐	☐	☐	☐
Is actively expanding personal knowledge and educational opportunities.	☐	☐	☐	☐	☐
Ability to use the Internet as a research tool to access field knowledge and locate appropriate resources.	☐	☐	☐	☐	☐
Identifies barriers to own professional success and has the ability to access help.	☐	☐	☐	☐	☐

COMMENTS:

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5. Please share three strengths you see in this person's supervision style.

1. _____

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2. _____

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3. _____

6. Please share three ideas for how this person could improve their supervision style.

1. _____

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2. _____

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3. _____

7. Is there any other feedback you would like to offer?

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