**Church Staff Assessment of Supervisory Skills**

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| **Rating**  | **Summary statement** |
| Rating 5 Exceptional | Always works closely with the staff they supervise to ensure that they understand and are held accountable for their roles, responsibilities, and performance expectations. Maintains an excellent working relationship and consistent communication with their employees and works with them to resolve performance issues. Is an excellent coach and prioritizes staff development. |
| Rating 4Exceeds Expectations | Usually works closely with the staff they supervise to ensure that they understand and are held accountable for their roles, responsibilities, and performance expectations. Maintains a very good working relationship and consistent communication with their employees, and works with them to resolve performance issues. Is an excellent coach and prioritizes staff development. |
| Rating 3Meets Expectations | Meets regularly with the staff they supervise to ensure that they understand and are held accountable for their roles, responsibilities, and performance expectations. Maintains a good working relationship and communication with their employees, and works with them to resolve performance issues. Is an effective coach and prioritizes staff development. |
| Rating 2Needs Improvement | Does not always maintain regular communication with the staff they supervise. At times, employees are unclear about their roles, responsibilities, and the performance standards expected of them. Rarely holds their staff accountable. At times staff feel left out of the loop. Rarely coaches staff or provide them developmental opportunities. |
| Rating 1Below Expectations | Does not maintain good communication with the staff they supervise. Employees do not understand their roles, responsibilities, and the performance standards expected of them. Does not hold their staff accountable. Communication failures are a regular occurrence. Fails to coach or provide their staff with developmental opportunities. |