

This sheet is for facilitating evaluations in field locations only.
Please complete the official mid-term evaluation online in your MySCA portal.



STUDENT CONSERVATION ASSOCIATION

Young Adult Performance Evaluation

Mid-term

Name: _____ Site: _____ Date: _____

Please complete all questions thoroughly and accurately. All members should have the opportunity to review their evaluation with their leader(s) and celebrate their achievements.

1) Please let us know how this member's progress in following areas:

a. This member accepted feedback and worked to improve.

Strongly Disagree Disagree Neutral Agree Strongly Agree

b. This member demonstrated initiative by taking on activities and tasks without being asked.

Strongly Disagree Disagree Neutral Agree Strongly Agree

c. This member consistently followed safety policies and protocols.

Strongly Disagree Disagree Neutral Agree Strongly Agree

d. This member sought out ways to help the team.

Strongly Disagree Disagree Neutral Agree Strongly Agree

e. This member showed professionalism by being on time, dressing appropriately, and following policy.

Strongly Disagree Disagree Neutral Agree Strongly Agree

f. This member was able to perform the work required for this position.

Strongly Disagree Disagree Neutral Agree Strongly Agree

g. This member made adequate progress toward the work objectives for this position.

Strongly Disagree Disagree Neutral Agree Strongly Agree

h. This member was a positive asset to this site/project.

Strongly Disagree Disagree Neutral Agree Strongly Agree

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2) If you answered *Strongly Disagree* or *Disagree* on any of the above, please explain:

Goal Setting

If you did not agree with any of the statements on the previous page, these are the areas where we encourage you to work with your member to set SMART goals for personal and professional development (if you haven't already).

We also expect SMART goal setting with all members, even if they are currently excelling at the tasks that they have been assigned.

- Specific: Focused on exactly what will be accomplished
- Measurable: Know how success will be measured
- Attainable: Be realistic about what's possible given time and resources
- Results-Focused: Define what a successful result will look like
- Time-Focused: Give a clear deadline for completing the goal

Example of a non-SMART goal: *To learn more about conservation.*

Example of this goal transformed into a SMART goal: *By the 6th week of the internship (Time-Focused) will be able to explain two conservation techniques (Measurable and Results-focused) used by staff at the site (Specific and Attainable).*

3) Do you plan to set goals with this member? (If you have already set goals with this member, please select "yes".)

Yes

No

If no, please explain: _____