

APPENDIX M
PEER REVIEW
DEPARTMENT OF YOUTH DEVELOPMENT

INSTRUCTIONS:

1. Current job description available? Yes _____ No _____
(Peer review is to be based on individual's job description.)
2. Review each evaluation area for strengths and improvements.
3. Sign, date and send to designated recipients.

EVALUATION AREA

I. PROFESSIONAL DEVELOPMENT

- A. Plans professional improvement
- B. Reads professional journals and research
- C. Demonstrates professional philosophy
- D. Provides support for peers

COMMENTS:

II. PROGRAM PLANNING, IMPLEMENTATION & EVALUATION

- A. Conducts needs assessment with focus on youth
- B. Development program consistent with needs assessment
- C. Sets clear and realistic goals in plan of work
- D. Uses subject matter competence in program planning
- E. Integrates theory research and practice
- F. Develops 4-H clubs, projects and activities as education methods
- G. Program shows risk-taking creativity
- H. Communicates evaluation results
- I. Evaluates programs
- J. Uses evaluation results for program planning
- K. Program impact reflects goals
- L. Programs are consistent with Affirmative Action requirements and embrace diversity
- M. Exhibits teamwork with other agents, agencies and organizations
- N. Working towards or has ended professional involvement in programming effort.

COMMENTS:

III. TEACHING

- A. Teaching reflects research based information
- B. Uses variety of (effective) teaching methods
- C. Develop teaching materials that enhance learning
- D. Evaluates teaching
- E. Counsels clientele to support and extend teaching efforts

COMMENTS:

IV. PUBLICATIONS AND RESEARCH

- A. Contributes to the knowledge base of youth development
- B. Shares professional materials (program and teaching)
- C. Cooperates in university based research efforts

COMMENTS:

V. ADMINISTRATION OF EDUCATIONAL PROGRAMS

- A. Helps clientele understand philosophy of Extension education
- B. Identifies and develops skills of volunteers/staff
- C. Recruits new clientele based on needs assessment
- D. Establishes rapport with clientele
- E. Advises committees and boards
- F. Negotiates/manages conflict
- G. Contributes to favorable public image

COMMENTS:

VI. CONTRIBUTIONS TO UNIVERSITY AND PROFESSION

- A. Contributes to department and/or faculty committees and professional organizations
- B. Takes leadership role in Department and/or faculty committees in Association

COMMENTS:

VII. COMMUNITY ACTIVITIES

A. Contribution to your community (includes work and volunteer related efforts)

COMMENTS:

VIII. GOALS

A. Evidence of ending some current efforts to allow for new demands and/or expansion of others (be specific)

COMMENTS:

B. Identifies specific future training needs to enhance competency (be specific)

COMMENTS:

C. Identifies stressors, if negative, and alternative plans to reduce them (be specific)

COMMENTS:

Reviewer Signature _____

Date _____

Faculty Signature _____

Date _____