

## Russellville Police Department Leadership Effectiveness Evaluation

Please rate your supervisor from 0 to 10 on each of the following criteria.

**1. Integrity/Ethics - Moral & legal standards; truthfulness operationally and with personnel**

0 = Consistently lies, corrupt, little or no integrity, etc.; can't trust

5 = Inconsistent moral and ethical standards; tells you what you want to hear

10 = High moral standards; consistently honest with employees

Score \_\_\_\_\_ Comments: \_\_\_\_\_

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**2. Communication - verbal and nonverbal interaction with employees; listening skills**

0 = Only talks when angry/demeaning; won't listen, no contact with employees

5 = Sporadic, inconsistent contact with all employees; some listening

10 = Consistent, ongoing contact with all employees; always willing to listen

Score \_\_\_\_\_ Comments: \_\_\_\_\_

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**3. Accountability - Rewards/Discipline - contact regarding good, marginal, and bad behavior**

0 = Focuses only on discipline, or totally ignores bad or marginal behavior

5 = Some rewards and discipline but inconsistent; favoritism

10 = Consistent, ongoing feedback on both good and bad behavior with all employees

Score \_\_\_\_\_ Comments: \_\_\_\_\_

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**4. Mentorship/Employee Welfare - role of manager/supervisor in professional development and well-being of employees**

0 = Does not care for employees, either professionally or personally; self centered

5 = Some concern but sporadic; shows occasional favoritism

10 = Wants all employees to succeed; teaches others; cares for all employees

Score \_\_\_\_\_ Comments: \_\_\_\_\_

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**5. Temperament/attitude - emotional stability, anger, positive/negative attitude**

0 = Always negative about job and people

5 = Up and down emotionally; inconsistent and unpredictable

10 = Calm and predictable; consistently positive about people and the mission

**Score** \_\_\_\_\_ **Comments:** \_\_\_\_\_

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**6. Professionalism - operational skills; commitment to learning and training**

0 = A "dinosaur"; little or no operational expertise; unskilled

5 = Limited or narrow operational skills; somewhat outdated

10 = Competent professional; ongoing growth in the job and experience

**Score** \_\_\_\_\_ **Comments:** \_\_\_\_\_

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**7. Fairness - equitable treatment of employees in all issues**

0 = Blatant favoritism; always inconsistent in rewards and discipline

5 = Some favoritism; shows occasional partiality in rewards and discipline

10 = Treats all employees fairly; does not show favoritism in discipline/rewards

**Score** \_\_\_\_\_ **Comments:** \_\_\_\_\_

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Overall Comments (*optional*): \_\_\_\_\_

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Supervisor being evaluated: \_\_\_\_\_

Date of evaluation: \_\_\_\_\_ Evaluator (*optional*): \_\_\_\_\_