

# 360 FEEDBACK

Board of Trustees:  
Committee of the  
Whole Meeting

W-216-217

August 13, 2014

# 360 FEEDBACK PROCESS

- **Value of 360 Feedback**
  - **Developmental**
  - **Great Supplement for Annual Performance Evaluations**
  - **Full picture of one's performance strengths and areas for improvement**
    - **peers**
    - **direct reports**
    - **self evaluation**
    - **supervisor**

# PRODUCT SELECTION

- **Interviewed Five Web-based Vendors**

- Blue 360 Explorance
- Custom Insight
- Grapevine
- Halogen
- Echospan

- **Echospan Strengths**

- Completely automated process driven by email reminders to feedback provider
- Ease of use for feedback provider: Feedback Assistant prompts the participant with helpful examples

# HOW 360 FEEDBACK WORKS

- **Feedback Loops:**

- Peers (3)
- Direct Reports (3)
- Self-Evaluation
- Supervisor

*--In the case of the College President this could be more than one person*

- Feedback questions are tailored to the job classification of the feedback provider.
- The administrator being rated is given a report with the data aggregated by anonymous feedback providers.
- Use the feedback for professional development.

# COMPETENCIES TO BE ASSESSED

- **Motivating Others**
- **Accountability**
- **Strategic Thinking**
- **Communication**
- **Continuous Improvement**
- **Creativity & Innovation**
- **Integrity**
- **Vision**
- **Change/Collaborative Leadership**
- **Coaching**
- **Student/Staff Focus**

# Sample Communication

Welcome, Sally Sample

## Your Feedback Review



Manage/View Your Feedback Providers

Status: 3 people selected



Complete your self-evaluation

Status: Finished



View Reading Suggestions

Status: Ready to View



Manage Current Development Plan

Status: Ready to View/Edit

## Provide Feedback to Others

Your feedback is requested on the individuals listed below.

Name	Assigned	Status	Development Plan	Action
Target, Tina	1/19/2014	Not Started	--	Decline  Respond
Sample, Sally (self-eval)	1/8/2014	Finished	--	Respond

# Sample Question

## Communication

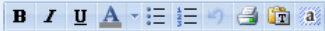
*Relaying information clearly and receiving information effectively*

Please respond to the items below. Click Save & Next to save your responses and proceed when finished.

	Not Developed	Developing	Functional	Exemplary	Not Observed
Delivers effective, high-quality presentations	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listens effectively	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Uses humor appropriately	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handles criticism professionally	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Comments

mmgblh jij



### Review Sections

<input checked="" type="checkbox"/> Communication	5/5
<input checked="" type="checkbox"/> Consulting Skills	8/8
Category	4/5
<input checked="" type="checkbox"/> Adaptability	5/5

### Options

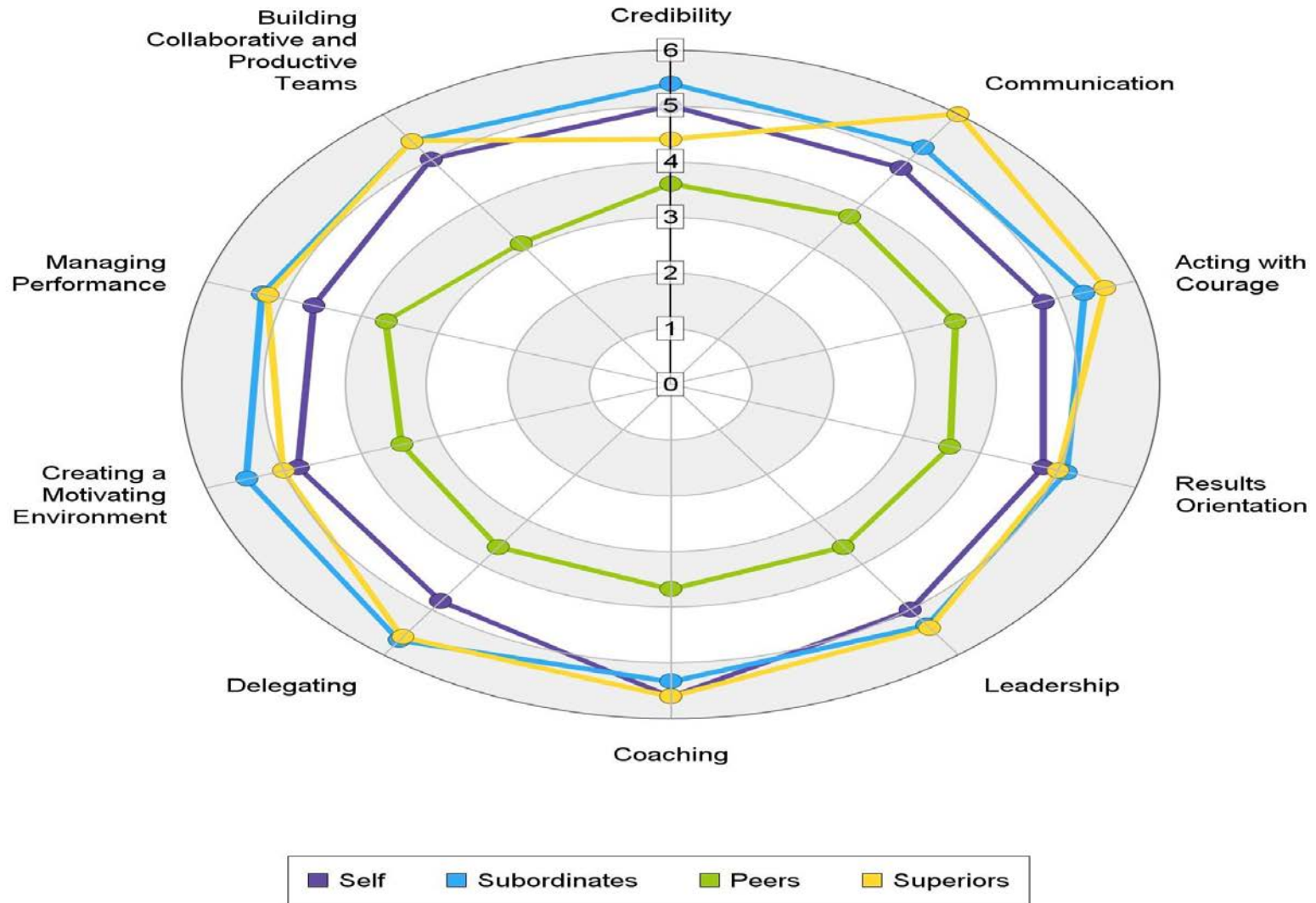
[Feedback Instructions](#)

[Rating Scale Reference](#)

[Contact the Administrator](#)

[Save Responses & Exit](#)

# Sample Graphic Detail





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