



---

## Thomas Fleming 2020

### PERFORMANCE GOALS

#### Performance goal #1

Be the best QC in the Big Ten.

- Coaching notes
- Year-end supervisor comments

### PROFESSIONAL DEVELOPMENT GOALS

#### Professional development goal #1

Earn a "Full Time Coaching job"

- Coaching notes
- Year-end supervisor comments

### EMPLOYEE SELF REVIEW

- Accomplishments:

Won the Big Ten.

- **Strengths:**  
Focus, detail, work ethic.
- **Opportunities for improvement:**  
Communication and tone.
- **Opportunities for developments:**  
Communication.

## COMPETENCIES

### Job Knowledge

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Exceeds Expectations

### Productivity & Quality of Work

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Exceeds Expectations

### Communication

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Meets Expectations

**Employee Rating :** Performance Meets Expectations

## Teamwork

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Meets Expectations

**Employee Rating :** Performance Meets Expectations

## Personal Conduct & Accountability

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Exceeds Expectations

## Leadership

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Exceeds Expectations

## Management (if applicable)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** Performance Exceeds Expectations

**Employee Rating :** Performance Meets Expectations

## Academic Success of Program (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Competitive Success of Program (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Commitment to Compliance (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Student-Athlete Welfare (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Budget Management (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## Public Relations/Donor Relations (Coaches Only)

**Manager Comments :**

**Employee Comments :**

**Overall Rating :** No competency rating has been selected.

**Employee Rating :** No competency rating has been selected.

## YEAR END SUPERVISOR COMMENTS

Parker continues to do a great job assisting with Special Teams and providing value within the building. Parker works diligently and is extremely reliable to complete the tasks given to him by the Special Teams Coordinator while helping with various other projects. We are lucky to have someone like Parker apart of the staff and look forward to his continue growth within the profession.

## YEAR END PERFORMANCE RATING

Performance Exceeds Expectations

## YEAR END EMPLOYEE COMMENTS

Great season, always room for improvement.

## ELECTRONIC SIGNATURES

<b>Manager name :</b>	Quinn Tempel
<b>Employee name :</b>	Thomas Fleming
<b>Manager signature &amp; date :</b>	Quinn Tempel May 29 2020 9:59AM
<b>Employee signature &amp; date :</b>	Thomas Fleming May 29 2020 10:02AM