

**PUBLIC DEFENDER SERVICE CORPORATION OF GUAM
BOARD OF TRUSTEES
DIRECTOR EVALUATION FORM**

The following form is designed to evaluate the performance of the Public Defender Service Corporation Director. Pursuant to 5 GCA § 43201 and 43202 the governing board for the Public Defender Service Corp must evaluate the Director six months after appointment and every twelve months thereafter, The performance review is required to document the Director's performance, accomplishments, and the Board's reasons for retaining the Director and shall be made public.

The performance of the Director is to be rated by circling the appropriate number for each characteristic of performance indicated. Each characteristic has 3 levels of evaluation available as follows:

- 0 = Unable to Evaluate
- 1 = Did not meet expectations
- 2 = Met expectations
- 3 = Exceeded Expectations

At the end of each section is an overall rating for the performance of the Director which is to encompass all the characteristics and groupings.

A. Working with the Board of Trustees

- 1. Provides reasoned, sound direction for implementation of Board policies and programs
Avg. 2
- 2. Acts with the Board in the development of policy recommendations with an approach of meeting statutory mandates and Board desires
Avg. 2.6
- 3. Provides the Board with accurate and timely information; provides information aiding the decision-making process; alerts the Board of legal developments and potential legal problems
Avg. 2.6
- 4. Provides information equally to all Board members
Avg. 2.6
- 5. Engenders confidence of the Board for legal issues and working knowledge of the law as it applies to the mandates and duties of the Corporation
Avg. 2.2
- 6. Shows loyalty and respect for the Board and their opinions individually and as a group

Avg. 2.6

7. Demonstrates sound and mature judgment in recommendations and decisions

Avg. 2.6

8. Knows when to follow the lead of the Board and be supportive and when to take the point on an issue

Avg. 2.5

Overall Rating

Avg. 2.4

B. Working with attorneys and staff

1. Plans and organizes the work of the Corporation in an effective manner to meet statutory mandates and Board policies

Avg. 2.25

2. Engenders a strong customer service ethic in the Corporation's work

Avg. 2.25

3. Generates enthusiasm and confidence among the other attorneys and from support staff in a way which provides them with challenges

Avg. 2.2

4. Distributes the workload to ensure that work is completed in a timely and competent manner

Avg. 2.5

5. Provides opportunities for personal growth of staff members through special training and assignments

Avg. 2

6. Performs periodic individual evaluations of attorneys and staff as part of professional development and an overall evaluation of work being completed

Avg. 2

Overall Rating

Avg. 2.2

C. Professional and Ethical Standards

1. Maintains highest standards of professional and ethical conduct and honesty throughout the organization

Avg. 2.4

2. Deals with ethical problems in a forthright manner

Avg. 2.2

3. Respects confidences

Avg. 2.4

4. Strives to enhance legal knowledge and skills, keeping aware of current developments, writings and research in the legal field and related areas

Avg. 2.4

Overall Rating

Avg. 2.4

D. Quality of Work

1. Reviews performance of attorneys to ensure that defendants receive adequate legal representation pursuant to statutory, ethical and Board mandates

Avg. 2

2. Achieves the goals and expectations of the Board

Avg. 2.2

3. Anticipates future needs of the Corporation and develops plans to meet them

Avg. 2.2

Overall Rating

Avg. 2.2