



Student Employee Performance Evaluations

Georgetown University Student Employment Office
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Why should student employees receive performance evaluations?

Performance evaluations for student employees are an integral part to a student's individual and professional development at Georgetown. Although performance evaluations are not mandatory, they serve as an important tool that assists student employees in further developing their skills by highlighting their strengths and constructively identifying areas for improvement.

Steps to Complete a Performance Evaluation

We encourage departments on campus to evaluate their student employee's mid-way through the academic year and again at the end of the spring semester. To most effectively complete a student employee evaluation, follow these steps:

1. Establish a schedule for student employee evaluations.
2. Review the student employee's job description, including specific position responsibilities and requirements.
3. Using the template below, complete the paper evaluation form for a student employee.

Note: If desired, a department may create their own template or edit the SEO template to ensure the form best represents departmental goals and an individual position's responsibilities.

4. Sit down with the student employee to review the completed evaluation form, constructively highlighting strengths and areas for improvement. Add additional written comments where necessary.
5. Discuss future performance goals and objectives. (*see section below – Points of Discussion*)
6. The supervisor and student should sign their name at the end of the form in agreement of topics discussed and future goals.
7. Retain a copy of the evaluation and give a copy of the evaluation to the student.
8. Follow up with the student 2-4 weeks post evaluation, if needed.

Points of Discussion

Although performance evaluations are a time for the supervisor to give the employee feedback, it should not be a one sided conversation. Discussion is necessary to motivate and encourage your student to continue to grow and develop. Engage your student in conversation by asking the following questions:

- What are you learning or do you hope to learn from this position?
- As your supervisor, what can I do to help you perform better?
- What are you learning in class that you can apply here at work?



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- How does this job fit in with your academics or future career path?
- What do you like about this position?
- What isn't working and how can we improve it?
- What skills or training would you like to be provided in order to be more effective in your position?

The discussion that stems from these questions should help to develop performance goals and objectives for the future.

General Tips on Providing Effective Evaluations

- During an evaluation meeting, employers should cite examples of where the student has done well and areas where improvement is needed. If criticism is made, it should be done so in a constructive and supportive manner.
 - An evaluation should be on the whole performance period, rather than the student employee's most recent performance. Focusing on the overall working period will allow an employer to more effectively evaluate an employee's long-term track.
 - Do not avoid a previous evaluation if available. Previous evaluations are a great place to start the discussion, as previous evaluations gauge an employee's improvements or drawbacks.
 - Student employee evaluations should not be the first time students receive feedback from their supervisors. Dialogue should occur on a regular basis.
 - Avoid focusing directly on an employee's personality. Instead, always emphasize behaviors or actions that represent the employee's personality. (For example, instead of commenting on the reliability of an employee, comment on what makes them reliable, such as their excellent attendance record, or ability to consistently complete all tasks within the assigned timeframe.)
 - Avoid comparing one employee to another employee. This can cause unhealthy competition among co-workers.
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Evaluation Template

The following page includes a ***Student Employee Evaluation Form***, because each position has a different job description, responsibilities, and goals, feel free to edit the template to best fit your department and/or individual student employee positions.



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Student Employee Evaluation Form

Please complete this evaluation at the mid-point and at the conclusion of the student's work term. The evaluation process is an important part of the student's development. Please use this form as a basis for discussion and feedback with your student employee.

Name of Student: Date of Evaluation:
Supervisor Name: Student Job Title:
Department Name: Employment Period: (ex: 9/1/19-12/13/19)

Please use the indicated rating system to evaluate the student on the following work-related skills, attitudes, and behaviors.

1 = Unsatisfactory 2 = Improvement Needed 3 = Average
4 = Above Average 5 = Excellent N/A = Not Applicable

Table with 7 columns: CATEGORIES, 1, 2, 3, 4, 5, N/A. Rows include Knowledge of Job Responsibilities, Dependability, and Initiative.



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Table with 7 columns: CATEGORIES, 1, 2, 3, 4, 5, N/A. Rows include categories like Aptitude, Cooperation, Leadership, Attendance & Punctuality, Professionalism, and Confidentiality, each with a description and a 'Comments:' field.

Additional Comments:

Signature of Employee Date

Signature of Supervisor Date