



Probationary Firefighter Section Performance Summary

Member's Name:

Probationary Section Evaluated:

Evaluation Date:

Evaluator Name/Rank:

GRADING SCALE		
Exceeds Standards	Meets Standards	Below Standards
<ul style="list-style-type: none"> Consistently performs above an average firefighter in the particular areas being evaluated. Little room for improvement due to excellent effort, skill level or attitude. This would be an excellent grade and should <u>not</u> be used liberally. Specific examples shall be provided to justify this grade. 	<ul style="list-style-type: none"> Performs area being evaluated at an acceptable level. The officer has no concerns but sees room for growth with continued experience. This is the standard set for any given area and a "Meets Standards" grade should have no negative connotation associated with it. 	<ul style="list-style-type: none"> Not currently meeting the standard for the area being evaluated. Could be for effort, attitude, skill level or other justified reason. The probationary firefighter should be well aware of "Below Standards" performance before their monthly evaluation and should be given opportunities to learn and improve. Specific examples and thorough documentation shall be provided to justify this grade.
Trending		
<ul style="list-style-type: none"> This area of the evaluation gives the officer the ability to show the probationary firefighter has been improving or declining in a particular area. If someone is not currently meeting standards but has shown a willingness to improve, the officer could give a trending upwards designation. This would most likely be used to show a trending upwards to exceeding standards but can be used in any scenario where it would give more context to a particular grade. If no "Trending" is noted, there should be no positive or negative connotation, it means they were on the same level as before. 		

Member Signature

Date

Company Officer Signature

Date

Shift BC Signature

Date

Deputy Chief or Designee Signature

Date

Work Ethic/Attitude/Personal Traits	
Positive traits relating to work ethic and attitude:	
➤ All work completed in a timely manner	➤ Self-motivated, stays busy during downtime
➤ Quality work with attention to detail	➤ Maintains a positive attitude in all situations
➤ Dependable to complete tasks	➤ Portrays a professional image
<ul style="list-style-type: none"> • Is the probationary firefighter self-motivated? • Do they stay busy and do they use time wisely? • Does the firefighter have a consistently positive attitude? 	
Standards:	Trending:
Comments:	

Teamwork/Interpersonal Skills	
Positive traits relating to teamwork and interpersonal skills:	
➤ Interacts with team members in a respectful and cooperative manner	
➤ Is tactful and compassionate when dealing with the public	
➤ Accepts feedback and coaching with a positive attitude and modifies behavior accordingly	
➤ Demonstrates good listening skills	
<ul style="list-style-type: none"> • Does the firefighter show respect to supervisors and crew members? • Do they react to feedback appropriately? • Are they engaged with their crew in a positive manner? 	
Standards:	Trending:
Comments:	

Training	
Positive traits relating to training: <ul style="list-style-type: none"> ➤ Enthusiastic about all required training activities ➤ Can process and retain information ➤ Displays attention to detail and a sense of pride during training ➤ Rookie book is professional and organized ➤ Retains and steadily improves mapping knowledge ➤ Proactive in seeking assistance to complete training assignments ➤ Seeks out additional training opportunities in addition to required training 	
<ul style="list-style-type: none"> • Does the firefighter show a willingness to learn and progress during training activities? • Do they possess competent skills and do they retain information? 	
Standards:	Trending:
Comments:	

Station Duties	
Positive traits relating to station duties: <ul style="list-style-type: none"> ➤ PPE is always clean, in proper working condition and placed on the appropriate apparatus ➤ Competent in knowing location of and operating all assigned equipment ➤ Self-motivated to complete station chores; keeps a clean and organized station 	
<ul style="list-style-type: none"> • Does the firefighter know how to locate, use and operate all assigned equipment? • Are they able to adapt to the daily routine? • Do they show initiative while performing routine maintenance and station chores? 	
Standards:	Trending:
Comments:	

Emergency Scene Performance

Positive traits relating to emergency scene performance:

- PPE properly used at all times
- Displays calm, effective communication in person and over the radio
- Can understand and correctly follow orders
- Able to adapt and make quick decisions during high stress incidents
- Shows a high regard for safety of self and crew; informs crew members of safety concerns
- Competent in all manipulative skills

- Does this firefighter show good judgement and follow orders?
- Do they show proficiency and confidence in their skills?
- Do they treat patients with respect?
- Please include any notable calls during this evaluation period.

Standards:

Trending:

Comments:

Emergency Medical Skills Performance

Positive traits relating to emergency medical skills performance:

- PPE properly used at all times?
- Displays good judgment and shows confidence?
- Treats patients with respect and works well with other team members?
- Able to adapt and make quick decisions during high stress incidents?
- Demonstrates safety, shows proficiency in use of equipment and patient documentation?
- Competent in all manipulative skills?

- Does this firefighter demonstrate effective, efficient and appropriate patient exams?
- Do they show proficiency and confidence in their skills?
- Are they familiar with King County Blue Book guidelines?
- Please include any notable calls during this evaluation period.

Standards:

Trending:

Comments: