

**RECREATION PROGRAMMER
Training Needs Assessment Evaluation Form**

Personal/Position Information

Name: _____

Period Covered: _____

Position: _____

Reviewed by: _____

Title: _____

Position Start Date: _____

Community: _____

Region: _____

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Instructions:

The information contained in this evaluation is strictly confidential. The supervisor will meet with the employee to review the employee's performance and complete the Community Government Performance Evaluation Form. Input from the employee is critical. The employee will have an opportunity to make comments concerning the review in the employee comments section of this form. The information will be used to develop an individual training plan for the employee as well as a training plan for the community.

The employee will be rated as follows for each competency (P):

Each competency is to be rated as follows (S):

1 – Needs significant improvement – employee is unable to complete the task or perform the function in a satisfactory manner even though assistance is routinely provided

2 – Needs improvement - employee can complete the task or perform the function with considerable assistance

3 – Satisfactory – employees can complete the task or perform the function in a satisfactory manner with little or no assistance

4 – Very good – employee consistently completes the task or performs the function in an above average manner with little or no assistance

5 – Outstanding – employee consistently completes the task or performs the function at a very high level with little or no assistance

1 – Competency has little significant to the position

2 – Competency has minor significance to the position

3 – Competency is important to the position

4 – Competency has major significance to the position

5 – Competency is critical to the effective performance of the position

For more information on how to complete this review please contact the Regional Office of the Department of Municipal and Community Affairs or the MACA School of Community Government.

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Major Category	Skill	Subskill												
Recreation Programs	Identify recreation needs	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Assess recreation requirements of the community</td> <td style="width: 16.6%;">Communicate with community members to determine needs and interests</td> <td style="width: 16.6%;">Research sport and recreation programs, funding sources and project requirements</td> <td style="width: 16.6%;">Prepare a recreation plan</td> <td style="width: 16.6%;">Develop and maintain recreation and sport programs</td> <td style="width: 16.6%;"></td> </tr> <tr> <td>P S 5</td> <td>P S 4</td> <td>P S 4</td> <td>P S 5</td> <td>P S 5</td> <td> </td> </tr> </table>	Assess recreation requirements of the community	Communicate with community members to determine needs and interests	Research sport and recreation programs, funding sources and project requirements	Prepare a recreation plan	Develop and maintain recreation and sport programs		P S 5	P S 4	P S 4	P S 5	P S 5	
		Assess recreation requirements of the community	Communicate with community members to determine needs and interests	Research sport and recreation programs, funding sources and project requirements	Prepare a recreation plan	Develop and maintain recreation and sport programs								
		P S 5	P S 4	P S 4	P S 5	P S 5								
	Develop recreation programs	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Develop activities to meet recreation needs</td> <td style="width: 16.6%;">Plan programs and activities</td> <td style="width: 16.6%;">Implement programs and activities</td> <td style="width: 16.6%;">Coordinate programs and activities</td> <td style="width: 16.6%;">Evaluate programs and activities</td> <td style="width: 16.6%;">Expand recreation programs</td> </tr> <tr> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> </tr> </table>	Develop activities to meet recreation needs	Plan programs and activities	Implement programs and activities	Coordinate programs and activities	Evaluate programs and activities	Expand recreation programs	P S 5	P S 5	P S 5	P S 5	P S 5	P S 5
		Develop activities to meet recreation needs	Plan programs and activities	Implement programs and activities	Coordinate programs and activities	Evaluate programs and activities	Expand recreation programs							
		P S 5	P S 5	P S 5	P S 5	P S 5	P S 5							
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Develop recreation and sports organizations</td> <td style="width: 16.6%;">Access funding and prepare proposals</td> <td style="width: 16.6%;">Ensure recreation program information is available</td> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> </tr> <tr> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td> </td> <td> </td> <td> </td> </tr> </table>	Develop recreation and sports organizations	Access funding and prepare proposals	Ensure recreation program information is available				P S 5	P S 5	P S 5				
	Develop recreation and sports organizations	Access funding and prepare proposals	Ensure recreation program information is available											
	P S 5	P S 5	P S 5											
	Administer recreation programs	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Develop schedules for the activities and facilities</td> <td style="width: 16.6%;">Supervise recreation activities and facilities</td> <td style="width: 16.6%;">Book all sport rental and community events</td> <td style="width: 16.6%;">Remain current with programs and services</td> <td style="width: 16.6%;">Liaise with sport north and other recreation organizations</td> <td style="width: 16.6%;">Liaise with territorial and national sport government bodies</td> </tr> <tr> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 4</td> <td>P S 4</td> <td>P S 4</td> </tr> </table>	Develop schedules for the activities and facilities	Supervise recreation activities and facilities	Book all sport rental and community events	Remain current with programs and services	Liaise with sport north and other recreation organizations	Liaise with territorial and national sport government bodies	P S 5	P S 5	P S 5	P S 4	P S 4	P S 4
		Develop schedules for the activities and facilities	Supervise recreation activities and facilities	Book all sport rental and community events	Remain current with programs and services	Liaise with sport north and other recreation organizations	Liaise with territorial and national sport government bodies							
		P S 5	P S 5	P S 5	P S 4	P S 4	P S 4							
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> <td style="width: 16.6%;"></td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </table>														

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Major Category	Skill	Subskill									
Recreation Programs	Administer recreation programs	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Coordinate local involvement in regional, territorial and national games</td> <td style="width: 25%;">Maintain office files</td> <td style="width: 25%;">Prepare reports</td> <td style="width: 25%;"></td> </tr> <tr> <td>P S 3</td> <td>P S 4</td> <td>P S 4</td> <td></td> </tr> </table>	Coordinate local involvement in regional, territorial and national games	Maintain office files	Prepare reports		P S 3	P S 4	P S 4		
	Coordinate local involvement in regional, territorial and national games	Maintain office files	Prepare reports								
	P S 3	P S 4	P S 4								
	Conduct community relations	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Publicize recreation programs and services</td> <td style="width: 25%;">Conduct effective promotions and marketing</td> <td style="width: 25%;">Provide advice and assistance to community groups</td> <td style="width: 25%;">Act as ex-officio member of the local recreation committee</td> <td style="width: 25%;">Coordinate the recruitment and training of coaches and volunteers</td> </tr> <tr> <td>P S 4</td> <td>P S 4</td> <td>P S 4</td> <td>P S 3</td> <td>P S 4</td> </tr> </table>	Publicize recreation programs and services	Conduct effective promotions and marketing	Provide advice and assistance to community groups	Act as ex-officio member of the local recreation committee	Coordinate the recruitment and training of coaches and volunteers	P S 4	P S 4	P S 4	P S 3
Publicize recreation programs and services	Conduct effective promotions and marketing	Provide advice and assistance to community groups	Act as ex-officio member of the local recreation committee	Coordinate the recruitment and training of coaches and volunteers							
P S 4	P S 4	P S 4	P S 3	P S 4							
Volunteer administration	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Coordinate the recruitment and training of coaches and volunteers</td> <td style="width: 25%;">Develop regular volunteer recognition programs</td> <td style="width: 25%;">Facilitate coaching clinics</td> <td style="width: 25%;"></td> </tr> <tr> <td>P S 0</td> <td>P S 4</td> <td>P S 4</td> <td></td> </tr> </table>	Coordinate the recruitment and training of coaches and volunteers	Develop regular volunteer recognition programs	Facilitate coaching clinics		P S 0	P S 4	P S 4			
Coordinate the recruitment and training of coaches and volunteers	Develop regular volunteer recognition programs	Facilitate coaching clinics									
P S 0	P S 4	P S 4									
Possess knowledge of recreation programming	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Possess in-depth knowledge of recreation programming</td> <td style="width: 25%;">Possess knowledge of recreation facilities management</td> <td style="width: 25%;">Possess knowledge of coaching and volunteer programs</td> <td style="width: 25%;">Possess knowledge of cultural and traditional sports, games and recreation</td> </tr> <tr> <td>P S 4</td> <td>P S 4</td> <td>P S 4</td> <td>P S 4</td> </tr> </table>	Possess in-depth knowledge of recreation programming	Possess knowledge of recreation facilities management	Possess knowledge of coaching and volunteer programs	Possess knowledge of cultural and traditional sports, games and recreation	P S 4	P S 4	P S 4	P S 4		
Possess in-depth knowledge of recreation programming	Possess knowledge of recreation facilities management	Possess knowledge of coaching and volunteer programs	Possess knowledge of cultural and traditional sports, games and recreation								
P S 4	P S 4	P S 4	P S 4								

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Major Category	Skill	Subskill																																
Financial Management	Prepare budgets and conduct financial planning	Prepare the recreation budget	Monitor and control costs																															
			P		S	3	P		S	3																								
	Research additional Funding	Identify funding sources	Administer funds	Review funding options	Write funding proposals	Assist with grant applications and proposals																												
							P		S	5	P		S	4	P		S	4	P		S	5	P		S	4								
	Prepare financial reports	Prepare variance reports	Report to funding agencies	Review quarterly variance reports	Submit report to council for approval																													
							P		S	4	P		S	4	P		S	4	P		S	3	P		S									
Legislation	Ensure compliance	Identify applicable legislation	Demonstrate familiarity with applicable legislation	Comply with applicable legislation	Comply with policies and procedures																													
							P		S	3	P		S	3	P		S	3	P		S	4												
Maintain Workplace Safety	Practice workplace health and safety	Adhere to Occupational Health And Safety Regulations	Assess workplace hazards	Maintain CPR and First Aid Certification	Maintain minimum housekeeping standards	Possess knowledge of emergency response procedures																												
							P		S	4	P		S	4	P		S	4	P		S	4	P		S	4								

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Major Category	Skill	Subskill												
Administration	Provide information management	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Keep daily reports</td> <td style="width: 25%;">Track data using computer software applications</td> <td style="width: 25%;">Generate activity reports for clients and council</td> <td style="width: 25%;"></td> <td style="width: 25%;"></td> <td style="width: 25%;"></td> </tr> <tr> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> <td></td> <td></td> <td></td> </tr> </table>	Keep daily reports	Track data using computer software applications	Generate activity reports for clients and council				P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3			
		Keep daily reports	Track data using computer software applications	Generate activity reports for clients and council										
P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3												
Schedule work	Schedule work	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Develop work plans, strategies and contingencies</td> <td style="width: 25%;">Follow work plans</td> <td style="width: 25%;">Organize tasks</td> <td style="width: 25%;">Coordinate staff and contractors</td> <td style="width: 25%;">Monitor results</td> <td style="width: 25%;">Evaluate results</td> </tr> <tr> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> </tr> </table>	Develop work plans, strategies and contingencies	Follow work plans	Organize tasks	Coordinate staff and contractors	Monitor results	Evaluate results	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4
		Develop work plans, strategies and contingencies	Follow work plans	Organize tasks	Coordinate staff and contractors	Monitor results	Evaluate results							
P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4									
Technical Skills	Possess computer skills	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Use word processing software programs</td> <td style="width: 25%;">Use spreadsheet software programs</td> <td style="width: 25%;">Use database software programs</td> <td style="width: 25%;">Use utility software programs</td> <td style="width: 25%;">Operate e-mail and internet</td> <td style="width: 25%;">Use presentation programs</td> </tr> <tr> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 0</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 0</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> </tr> </table>	Use word processing software programs	Use spreadsheet software programs	Use database software programs	Use utility software programs	Operate e-mail and internet	Use presentation programs	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 0	P <input type="checkbox"/> S <input type="checkbox"/> 0	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3
		Use word processing software programs	Use spreadsheet software programs	Use database software programs	Use utility software programs	Operate e-mail and internet	Use presentation programs							
P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 0	P <input type="checkbox"/> S <input type="checkbox"/> 0	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3									
Communication	Use effective communication	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Read and comprehend business documents</td> <td style="width: 25%;">Write clearly and concisely</td> <td style="width: 25%;">Practice listening skills</td> <td style="width: 25%;">Speak effectively</td> <td style="width: 25%;">Make presentations</td> <td style="width: 25%;">Demonstrate negotiation skills</td> </tr> <tr> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 4</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 3</td> </tr> </table>	Read and comprehend business documents	Write clearly and concisely	Practice listening skills	Speak effectively	Make presentations	Demonstrate negotiation skills	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 3
		Read and comprehend business documents	Write clearly and concisely	Practice listening skills	Speak effectively	Make presentations	Demonstrate negotiation skills							
P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 4	P <input type="checkbox"/> S <input type="checkbox"/> 3	P <input type="checkbox"/> S <input type="checkbox"/> 3									
Maintain public relations	Maintain public relations	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Maintain customer service</td> <td style="width: 25%;">Assist with community events</td> <td style="width: 25%;">Liaise with community organizations and agencies</td> <td style="width: 25%;"></td> <td style="width: 25%;"></td> <td style="width: 25%;"></td> </tr> <tr> <td>P <input type="checkbox"/> S <input type="checkbox"/> 5</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 5</td> <td>P <input type="checkbox"/> S <input type="checkbox"/> 5</td> <td></td> <td></td> <td></td> </tr> </table>	Maintain customer service	Assist with community events	Liaise with community organizations and agencies				P <input type="checkbox"/> S <input type="checkbox"/> 5	P <input type="checkbox"/> S <input type="checkbox"/> 5	P <input type="checkbox"/> S <input type="checkbox"/> 5			
		Maintain customer service	Assist with community events	Liaise with community organizations and agencies										
P <input type="checkbox"/> S <input type="checkbox"/> 5	P <input type="checkbox"/> S <input type="checkbox"/> 5	P <input type="checkbox"/> S <input type="checkbox"/> 5												

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Major Category	Skill	Subskill												
Professionalism	Demonstrate good work habits	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Manage stress</td> <td style="width: 16.6%;">Take direction</td> <td style="width: 16.6%;">Be self-motivated</td> <td style="width: 16.6%;">Be depended-able</td> <td style="width: 16.6%;">Maintain confidentiality</td> <td style="width: 16.6%;">Make effective decisions</td> </tr> <tr> <td>P S 4</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 4</td> </tr> </table>	Manage stress	Take direction	Be self-motivated	Be depended-able	Maintain confidentiality	Make effective decisions	P S 4	P S 5	P S 5	P S 5	P S 5	P S 4
	Manage stress	Take direction	Be self-motivated	Be depended-able	Maintain confidentiality	Make effective decisions								
	P S 4	P S 5	P S 5	P S 5	P S 5	P S 4								
	Demonstrate good work habits	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Manage time</td> <td style="width: 16.6%;">Perform related duties</td> <td style="width: 16.6%;">Be punctual</td> <td style="width: 16.6%;">Be flexible</td> <td style="width: 16.6%;">Be organized</td> <td style="width: 16.6%;">Work with minimal supervision</td> </tr> <tr> <td>P S 5</td> <td>P S 4</td> <td>P S 5</td> <td>P S 4</td> <td>P S 5</td> <td>P S 5</td> </tr> </table>	Manage time	Perform related duties	Be punctual	Be flexible	Be organized	Work with minimal supervision	P S 5	P S 4	P S 5	P S 4	P S 5	P S 5
	Manage time	Perform related duties	Be punctual	Be flexible	Be organized	Work with minimal supervision								
	P S 5	P S 4	P S 5	P S 4	P S 5	P S 5								
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Meet deadlines</td> <td style="width: 16.6%;">Use analytical skills</td> <td style="width: 16.6%;">Be responsible</td> <td style="width: 16.6%;">Be a team player</td> <td></td> <td></td> </tr> <tr> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td></td> <td></td> </tr> </table>	Meet deadlines	Use analytical skills	Be responsible	Be a team player			P S 5	P S 5	P S 5	P S 5			
Meet deadlines	Use analytical skills	Be responsible	Be a team player											
P S 5	P S 5	P S 5	P S 5											
Demonstrate positive personal attributes and ethical behaviour	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Accept change</td> <td style="width: 16.6%;">Adapt to situations</td> <td style="width: 16.6%;">Compromise</td> <td style="width: 16.6%;">Separate personal and professional life</td> <td style="width: 16.6%;">Take training</td> <td style="width: 16.6%;">Be patient</td> </tr> <tr> <td>P S 5</td> <td>P S 4</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> </tr> </table>	Accept change	Adapt to situations	Compromise	Separate personal and professional life	Take training	Be patient	P S 5	P S 4	P S 5	P S 5	P S 5	P S 5	
Accept change	Adapt to situations	Compromise	Separate personal and professional life	Take training	Be patient									
P S 5	P S 4	P S 5	P S 5	P S 5	P S 5									
Demonstrate positive personal attributes and ethical behaviour	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Maintain a positive attitude</td> <td style="width: 16.6%;">Be honest</td> <td style="width: 16.6%;">Possess a sense of humour</td> <td></td> <td></td> <td></td> </tr> <tr> <td>P S 5</td> <td>P S 5</td> <td>P 4 S 4</td> <td></td> <td></td> <td></td> </tr> </table>	Maintain a positive attitude	Be honest	Possess a sense of humour				P S 5	P S 5	P 4 S 4				
Maintain a positive attitude	Be honest	Possess a sense of humour												
P S 5	P S 5	P 4 S 4												
Respect self and others	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 16.6%;">Display tact</td> <td style="width: 16.6%;">Cooperate with others</td> <td style="width: 16.6%;">Respond positively to others</td> <td style="width: 16.6%;">Be courteous</td> <td></td> <td></td> </tr> <tr> <td>P S 5</td> <td>P S 5</td> <td>P S 5</td> <td>P S 4</td> <td></td> <td></td> </tr> </table>	Display tact	Cooperate with others	Respond positively to others	Be courteous			P S 5	P S 5	P S 5	P S 4			
Display tact	Cooperate with others	Respond positively to others	Be courteous											
P S 5	P S 5	P S 5	P S 4											

RECREATION PROGRAMMER

Training Needs Assessment Evaluation Form

Major Category	Skill	Subskill																		
Professionalism	Possess cultural and political knowledge	Practice cross cultural skills	Be familiar with political situation	Demonstrate awareness of traditional knowledge	Possess knowledge of community															
		P	S	5	P	S	4	P	S	4	P	S	4							
		Demonstrate fair, equitable and consistent behaviour		Be accessible	Seek professional and technical advice															
		P	S	5	P	S	5	P	S	5										

**RECREATION PROGRAMMER
Training Needs Assessment Evaluation Form**

Comments:

1. Supervisor's Comments

2. Expectations For The Coming Year/Workplan

**RECREATION PROGRAMMER
Training Needs Assessment Evaluation Form**

3. Employee Goals And Objectives

4. Career Goals

RECREATION PROGRAMMER Training Needs Assessment Evaluation Form

5. Recommended Training

--

6. Employee Comments

--

Employee:	Supervisor:
Title:	Title:
Signature:	Signature:
Date:	Date: