

Principles for Professional Behavior Matrix Use

- Target Audience-county-based extension educators (faculty and AP's) and their evaluators.
- Serves as a guide to assist in understanding organizational standards and expectations.
- Used as a guide by extension administration in conducting the professional behavior aspects of annual reviews.
- It is **NOT** to be used in a linear analytical approach to determine a merit rating.
- A component of annual reviews-along with program results.
- Program results is majority of merit rating.
- Professional Behaviors help in determining professional development plans.
- Have educator review matrix prior to annual review to self assess.
- The program and professional behaviors expectations increase as a person moves through their career.
 - Higher expectations of an E-4 than E-3 or E-2.
- The categories Program, Leadership, Communication, Organization, Professional Development and Service, and Diversity correspond to promotion and tenure expectations and guidelines.

Adopted September 2003