



GOODWILL INDUSTRIES OF NORTHEASTERN PA

Direct Support Professional Performance Review

PLEASE PRINT CLEARLY.

Employee: _____ CLA House: _____

Supervisor: _____ Date of Evaluation: _____

Please evaluate how well this employee does the following tasks	Exceeds Expectations	Meets Expectations	Needs Improvement
▪ Implements all facets of living as close to “normalization principal” as possible.			
▪ Maintains an appropriate and wholesome environment within the home for all residents.			
▪ Provides an atmosphere, which of free of tension, and strain so all residents can live comfortably and harmoniously.			
▪ Assists residents in reaching the highest level of independence in all areas of living as possible.			
▪ Implements goal plans in accordance with ISP’S.			
▪ Assists residents in enhancing ADL skills.			
▪ Assures programmatic documentation is complete and in accordance with agency policy and procedure and DPW regulation for Community Residential MR Facilities.			
▪ Conducts a variety of recreational, social and leisure activities for constructive use of time by residents.			
▪ Maintains a clean, safe and secure environment at all times. Reports any concerns to supervisor.			
▪ Provides a sympathetic and understanding environment for dealing with resident’s problems, behaviors, likes, dislikes, etc.			
▪ Maintains records as required by the supervisor.			
▪ Adheres to Human Rights Policy and Procedures.			
▪ Balances Residential Financial Logs as transactions are conducted.			
▪ Ensures that meals are prepared accordingly to menus that are already planned. Encourages resident’s assistance as suitable or as directed by IHP’S.			
▪ Participates in in-service training sessions as required.			
▪ Displays professional attitude and appearance at all times.			
▪ Cooperates fully and honestly with any investigation conducted by our agency, county officials or state officials, including but not limited to; investigation of any resident’s care and agency policy and procedure.			
▪ Follows the directions of CLA Site Supervisor except when the safety of clients may be threatened.			
▪ Observes all physical, emotional and behavioral concerns and take appropriate action deemed by the severity of the problem			
▪ Responds to emergency situation in appropriate manner ensuring the safety of the residents.			
▪ Monitors and documents the dispensation of all prescribed and any over the counter medications in accordance with Medication Training and agency policy.			



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Employee Strengths: _____

Areas that need improvement: _____

Employee Comments: _____

I have reviewed this assessment and understand its contents.

Employee Signature: _____ **Date:** _____

Supervisor Signature: _____ **Date:** _____