

**FIBER NETWORK TECHNICIAN  
Summative Appraisal Form**

Name \_\_\_\_\_

Location \_\_\_\_\_

Appraisal Period: From \_\_\_\_\_ to \_\_\_\_\_

Date of Review \_\_\_\_\_

**Directions**

The following statements describe the employee who achieves success. Based on cumulative performance information, the evaluator estimates the employee's effectiveness in meeting each criterion. Rate each criterion using the scale below that most closely describes the employee's attainment of that criterion. For each domain, a comment area is provided for general statements and/or recommendations.

**Rating Scale**

- 5 Clearly Outstanding:** Performance is consistently far superior to what is normally expected.
- 4 Exceeds Expectations:** Performance demonstrates increased proficiency and is consistently above expectations.
- 3 Meets Expectations:** Performance meets expectations and presents no significant problems.
- 2 Below Expectations:** Performance is consistently below expectations and significant problems exist.
- 1 Unsatisfactory:** Performance is consistently unacceptable.
- 0 Not Applicable**

**JOB PERFORMANCE STATEMENTS**

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- \_\_\_\_1. Interpretation of codes, standards, requirements, and guidelines for telecommunication projects.
- \_\_\_\_2. Engineer's telecommunication distribution projects such as: remodels, new facilities, and relocation projects.
- \_\_\_\_3. The ability to read and understand blueprints is required.
- \_\_\_\_4. OSP (Open Settlement Protocol) design of copper and fiber optic facilities in aerial, underground, and direct buried applications.
- \_\_\_\_5. Knowledgeable in easement, right-of-way, and permit documents.
- \_\_\_\_6. Reads physical and logical fiber network designs and passes on necessary changes to design team.
- \_\_\_\_7. Provides and maintains site drawings for various telecommunication facilities in a cost effective manner.
- \_\_\_\_8. The fiber network technician is responsible for, repairing, splicing, testing, maintaining, and installing fiber optic paths at SFDR-CISD locations.
- \_\_\_\_9. Performs self-check and quality control of work for completeness, accuracy, standards, and overall presentation.

\_\_\_\_10. Trains other engineering personnel as needed.

**COMMENTS:** \_\_\_\_\_  
\_\_\_\_\_

**Other Duties**

\_\_\_\_11. Performs other duties assigned by supervisor.

\_\_\_\_12. Maintains confidentiality of information.

**COMMENTS:** \_\_\_\_\_  
\_\_\_\_\_

What strengths does \_\_\_\_\_ possess?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

What are some improvements \_\_\_\_\_ can make to ensure a higher degree of success for students on this campus/department?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Summative Conference Comments:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

