

**Cooperative Education
Employer Evaluation
Culinary Program Evaluations – With Remarks
Fall 2017**



Total Number of Culinary Evaluations Completed - 10

Completion of the Employer Evaluation	Completed	42%
Do You Wish This Student to Return?	Yes	90%

	Outstanding	Very Good	Average	Needs Improvement	Unsatisfactory	N/A
Overall Student Performance	40%	40%	10%	0%	10%	0%
Professional Qualities						
Appearance – e.g. Student’s dress and appearance are appropriate for the organization, student is properly groomed, etc.	20%	58%	30%	0%	0%	0%
Attitude – e.g. Student exhibits a positive and constructive attitude, accepts suggestions/criticism is enthusiastic about work, etc.	40%	50%	0%	0%	10%	0%
Punctuality/Dependability – e.g. Student reports to work as scheduled and on-time, arranges for lateness or time off in advance, etc.	50%	30%	0%	20%	0%	0%
Job Performance						
Accuracy - e.g. Student produces work that is accurate and neat, etc.	30%	30%	30%	0%	10%	0%
Creativity/Problem Solving - e.g. Student breaks down complex tasks/problem into manageable pieces, brainstorms/develops options and ideas, demonstrates an analytical capacity, etc.	30%	10%	40%	10%	10%	0%
Initiative – e.g. Student asks for additional work when tasks are complete, etc.	40%	30%	10%	10%	0%	10%
Judgement - e.g. Student is able to think independently, makes good decisions, etc.	40%	30%	20%	0%	10%	0%
Quality/Quantity of Work – e.g., Student shows thoroughness in work, grasps instructions quickly produces the expected volume of work, etc.	30%	40%	20%	10%	0%	0%
Planning/Time Mgt./ Organizational Skills – e.g., Student shows thoroughness in work, grasps instructions quickly produces the expected volume of work, etc.	30%	30%	20%	10%	10%	0%
Willingness to Learn – e.g., Student asks pertinent and purposeful questions, seeks out and utilizes appropriate resources, accepts responsibility for mistakes and learns.	50%	20%	20%	0%	10%	0%

Interpersonal Skills

Adaptability/Flexibility – e.g. Student is adaptable to changes in the work environment, etc.	30%	60%	0%	0%	10%	0%
Conflict Management – e.g., Student manages and resolves conflict in an effective manner, demonstrates assertive but appropriate behavior, etc.	20%	40%	20%	0%	10%	10%
Human Relations – e.g., Student brings a sense of values and integrity to the job, behaves in an ethical manner, respects diversity (religion, culture, race) of co-workers, is courteous and friendly, applies appropriate emotional reactions, etc.	40%	30%	20%	0%	10%	0%
Teamwork - e.g., Students supports and contributes to a team atmosphere, is willing to work with and for others, cooperates with co-workers and supervisors, etc.	40%	30%	10%	0%	10%	10%

Communication

Listening – e.g. Student listens to others in an active and attentive manner, etc.	40%	40%	10%	0%	10%	0%
Oral Communication – e.g., Student demonstrates effective verbal communication skills, speaks well and shows good choice of words, etc.	30%	50%	10%	0%	10%	0%
Written Communication – e.g. Student communicates ideas and concepts clearly in writing, etc.	30%	20%	20%	0%	10%	20%

Technology

Computer Literacy – e.g., Student is familiar with common computer programs, can navigate basic computer applications, applies technology to a task, etc.	10%	20%	20%	0%	10%	40%
Technical Knowledge – e.g., Student uses industry-specific software/technology, effectively uses computer skills related to business needs, understands the technology of the discipline, etc.	20%	10%	10%	0%	10%	50%

Industry Specific Skills

- Student has trouble being assertive, which I believe is holding her back. I also believe that with proper coaching and mentoring it's an obstacle that she can overcome. After a few discussions regarding her lack of confidence and assertiveness, I think she has "turned a corner." I noticed a tremendous improvement in her quality of work as well as her speed and attention to detail, all of which are essential in our industry. In closing I wish to reiterate how important it is that she continues to receive coaching and mentoring, fostering further development of assertiveness and confidence.
- Student is growing by leaps and bounds. Her knife skills are getting better every day, and she is eager to learn. She is stepping out of her comfort zone, trying new foods and dishes. She is a pleasure to have in the kitchen.

- Student showed continuous signs of disrespect, lack of communication skills, leadership or teamwork. Discussing her pay with other employees, complaining about management, without discussing it with management first. She refused to take any ownership of mistakes or wins. After offering her leadership, she declined and asked not to have any. When offered extra hours, she declined. When scheduling required flexibility to accommodate her second job, she let it get in the way of her work with us.

Course Recommendations

- Read Cookbooks> A lot of them!
- Stress + life management skills workshops on behavior in the workplace.

Additional Comments

- Student is probably the best overall employee I've worked with in my 30-year restaurant career.
- Student has been a great asset to our establishment. She will take a challenge and run with it to perfection. She works well with others and respected by everyone. Glad to be a part of her training and happy to help her reach for her dream.
- Student's knife work is improving every day. She is applying school lessons to real-world applications. She is eager to learn tricks and try new ideas. She is great to have in the kitchen, and besides the hair cap she wears she is pleasant and personable.

We will be working more on testing measuring verbiage, fruit + vegetable names, usage, and properties. We will also focus the next few months on different types of diets and ways we can create delicious food and still stay in the boundaries for the specific diets.

I have offered her to come and work with us full time and would be happy if she would. I believe if she could spend more time in the kitchen beyond the 2 days a week she will improve faster.

- Student became a cancer in our work environment subsequently leading to a written warning shortly before she turned her notice in. Her behavior the last few months she spent with us were appalling and unprecedented. We gave her respect, and she did not return it.
- Student co-oped with me when I was in Nashville Tennessee and from that point her knowledge and skills increased dramatically. I then moved back to Cincinnati and brought Mica with me to finish her co-op at stone creek. She is an amazing chef and will do great things in this industry.

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Culinary Program Evaluations**



	Outstanding	Very Good	Average	Needs Improvement	Unsatisfactory	N/A
CUL 1 - Consistency	20%	50%	0%	20%	0%	10%
CUL 2 - Accuracy	20%	40%	10%	20%	0%	10%
CUL 3 - Safety	30%	40%	20%	0%	0%	10%
CUL 4 - Waste	20%	30%	30%	10%	0%	10%
CUL 5 – Please give any specific feedback regarding knife skills	<ul style="list-style-type: none"> • Student demonstrates her knife skills daily. Her product/task always meets expectations, she maintains a safe work zone, and helps utilize product in other ways to limit our waste. • Her Knife skills are improving every day. Watch the amount of time spent on one task. After the first time completing you should improve on time spent. Practice practice practice. Build up your knife callous and you will improve. • She is slow and could speed her timing up considerably. She also was not accurate with vegetable pieces varying in size consistently. She was not able to cut in a straight line very often. 					
CUL 6 - Personal Presentation	40%	20%	30%	10%	0%	0%
CUL 7 - Station/Workplace Cleanliness	30%	20%	30%	20%	0%	0%
CUL 8 - Understanding Shift Responsibilities	40%	30%	20%	0%	10%	0%
CUL 9 - Demonstrates uses/cares for tools and equipment which includes proper breakdown, cleaning and safety	40%	20%	40%	0%	0%	0%
CUL 10 - Please give specific feedback regarding organization	<ul style="list-style-type: none"> • Student is very self-conscious when it comes to organization and cleanliness. Her work station and tools are always in top shape. She is great under pressure and understands her responsibilities as a prep cook. • Student wears a cap during her shift, if she could either switch it for a headwrap, bandana or other item she would look more like she belonged in the kitchen. She cares for the tools and items we use and is consistently wiping down her station and staying sanitary. • Student would consistently have her cell phone on her work area, even after being asked to remove it. When given a leadership role, she would have to be reminded to lead and was not able to fulfill the duties, and had to be removed from the leadership role. 					

CUL 11 - On time for work and tasks	50%	30%	0%	20%	0%	0%
CUL 12 - Demonstrates a sense of urgency	30%	40%	10%	10%	10%	0%
CUL 13 - Demonstrates high standards	30%	30%	30%	10%	0%	0%
CUL 14 - Ready to learn	40%	40%	10%	0%	10%	0%
CUL 15 - Open minded	30%	40%	20%	0%	10%	0%
CUL 16 - Please give specific feedback on personal qualities.	<ul style="list-style-type: none"> • Student is a very driven individual. She is a pleasure to work with, comes in ready to work/learn, open to trying new things, and sets her standards over the top. • Student is learning and asking a lot of questions. Questions are good, keep them up and dont be afraid to ask. Show your voice and keep up the willingness to learn. • Student was consistently late. Even after moving her shift time 30 minutes she rarely clocked in on time. She would forget tasks as soon as she would be asked to complete them. She stopped listening and became very closed minded and bitter. When she was asked to take some paid/earned vacation time she refused and proceeded to become very dramatic. 					
CUL 17 - Understands recipes and cooking fundamentals	40%	30%	10%	10%	0%	10%
CUL 18 - Appearance of finished product	30%	40%	30%	0%	0%	0%
CUL 19 - Timeliness of production	20%	40%	20%	20%	0%	0%
CUL 20 - Demonstrates ability to perform multiple tasks at a time	20%	40%	10%	20%	10%	0%
CUL 21 - Shows growth in technical skills	<ul style="list-style-type: none"> • 40% 	40%	10%	10%	0%	0%
CUL 22 - Please give specific feedback on quality of work	<ul style="list-style-type: none"> • Student has taken direction and ran with it, when given challenge she always exceeds expectation. She is able to manage her day in order to complete all tasks by the time her day comes to an end. I can give Toni a task and a couple of shifts to work on it, but it is always complete with in hours. • Student is learning new techniques and recipes every shift. When given a dish to create, she does so a little slowly, but it ends up being delicious. We are testing her with basic cooking knowledge during her shift and she is creating and making dishes in ways she didn't know she could. With a list/flow to follow she is great but may need some guidance on other items that can be completed. • Student has an eye for color and texture. She also understands cooking and skills. Multi-tasking was not a strong suit and she would often shut down when asked to do more than one thing at a time. She did not show any improvement in technical skills in the 1 1/2 years with me. 					
CUL 23 - Time and temperature guidelines are followed	20%	50%	20%	0%	0%	10%

CUL 24 - Proper handwashing techniques are used	40%	50%	10%	0%	0%	0%
CUL 25 - Proper washing and sanitizing methods are used.	30%	50%	20%	0%	0%	0%
CUL 26 - Please give any specific comments on Sanitation/Cleanliness.	<ul style="list-style-type: none"> • Student is on top of her work station at all times. She demonstrates proper sanitation methods through out her day. • Student is good about washing hands/tools and checking temperatures. We constantly talk about what proteins need to be at what temperature and how long food items can be out of refrigeration. Keep up the great work! • Student was fine in this category. She followed proper cleaning methods for hands & dishes. She would fill in the time & temp logs daily but would have to be reminded to fill in any other paperwork. 					