

CORRECTIONAL SECURITY AND SAFETY FUNCTIONS

Understands and performs the job of a correctional professional and/or performs as appropriate and required within a correctional environment; is knowledgeable of and follows agency policies and directives; ensures custodial responsibilities are met; performs duties in a manner that protects public safety.

NEEDS IMPROVEMENT	MEETS EXPECTATIONS	EXCEEDS EXPECTATIONS
<p>Security and Safety Practices Does not demonstrate current and complete knowledge of the security and safety requirements of the agency</p>	<p>Demonstrates good knowledge of security and safety requirements for the agency.</p>	<p>Demonstrates Increased knowledge and application of security and safety requirements for the agency and is viewed by management and peers as a 'go-to' employee in the correct performance of duties.</p>
<p>Post / Work Area Assignment Cannot or does not complete duties as required by General Order, Post Order, or agency designated policies/procedures for the assigned post or work area</p>	<p>Consistently performs duties in compliance with General Order, Post Order, or agency designated policies/procedures.</p>	<p>Performs assigned duties with few to no errors and is available to be assigned additional duties</p>
<p>Inmate (or committed juvenile) Management Fails to hold inmates (or committed juveniles) accountable for compliance with Department Orders or agency designated policies/procedures and to supervise inmates (or committed juveniles) properly</p>	<p>Supervises inmates (or committed juveniles) properly utilizing a fair, firm and consistent approach to ensure compliance with Department Orders or agency designated policies/procedures.</p>	<p>Demonstrates advanced skills and knowledge in managing inmates (or committed juveniles) on a daily basis</p>
<p>Follows Directions Does not follow directions from supervisors or is inconsistent in performance of duties / tasks given by a supervisor; does the minimal amount of work possible or takes shortcuts in assigned work.</p>	<p>Completes duties / tasks assigned by supervisors and follows supervisory directions consistently</p>	<p>Consistently completes tasks / duties assigned by supervisors, often beating deadlines. Is viewed by peers as a mentor and an expert in the performance of correctional safety and security duties.</p>