

LAND USE COMMISSION
CONFIDENTIAL
PERFORMANCE EVALUATION

Executive Officer: Danile Orodener
Reviewer: Compilation of Commissioner Performance Evaluations
Review Date: June 1, 2025

PERFORMANCE TASKS		EXPECTATION RATING					C
		Doesn't Meet	Meets			Exceeds	
			1	2	3		
1	<u>Job Knowledge</u> Demonstrates understanding of the role, relevant statutes (e.g., HRS 205), and Commission policies.	3- MM 4- NCS, BU, MY, BL, MK 5- DG, KH, KK average = 4.22					
2	<u>Strategic Planning & Policy Implementation</u> Aligns Commission operations with statewide planning frameworks and statutory mandates. Sets realistic goals. Follows through in a timely manner on assignments. Makes efficient use of resources and adjusts them to meet changing requirements. Responds to requests for information in a complete and timely manner, and makes effective use of time.	2.5- BL 3- NCS, BU, MM, KK 4- DG, MY, KH, MK average = 3.39					
3	<u>Public Communication & Transparency</u> Ensures Commission processes are transparent, timely, and accessible to the public. Effective in oral and written communications. Effectively, fairly and responsibly assigns duties. Maintains an open door policy for communication purposes. Conveys information, staff concerns and problems appropriately.	2- BU 2.5- BL 3- MM, MY, KK 4- DG, KH, MK 5- average = 3.19					
4	<u>Team Leadership & Development</u> Fosters a supportive environment, encourages professional development, and maintains staff morale. Effectively motivates and leads committees and staff toward common objectives. Encourages and accepts ideas of others, and is adaptable and open to change.	2- BU 3- MM, MY 4- MK, KK 5- DG, KH average = 3.71					
5	<u>Decision-Making Leadership</u> Aligns Commission operations with statewide planning frameworks and statutory mandates. Is able to form questions, collect information and make decisions in a timely manner. Exercises good judgment in job responsibilities. Knows and uses appropriate lines of authority and refers questionable matters to the LUC chair. Provides clear, sound guidance to Commissioners in quasi-judicial and administrative	2.5- BL 3- DG, NCS, MY, BU, MM 4- KH, KK, <K average = 3.28					
6	<u>Professionalism</u> Operates at the highest level of integrity, and maintains composure in difficult situations. Presents a positive and courteous attitude.	2.5- BL 3- MM, BU, MY, NCS. 4- DG, KH. MK. KK 5- average = 3.39					
7	<u>Commitment to the Commission</u> Demonstrates full understanding of the resaxpnsibility within the context of the Commission. Effectively implements all laws, policies and procedures. Supports the work of the Commission, including legislative representation.	2- 3- MM, MY, BL, NCS, BU. 4- DG, KH, KK. MK 5- average = 3.44					
8	<u>Interagency Coordination</u> Effectively collaborates with other state, county, and private sector stakeholders.	2- BL 3- MM, MY, NCS, DG, BU, KH, KK 4- MK, average = 3.00					
9	<u>Organizational Efficiency</u> Improves workflow, processes, and the use of technology to enhance Commission effectiveness. Prioritizes assignments to minimize crisis situations; shows foresight to prevent potential problems and works in contingencies when making short and/or long-term plans; proposes and reviews benchmarks to monitor work progress and makes work plan adjustments as needed.	2- 2.5- BL 3- MY, MM, BU, NCS, DG, KK 4- KH, MK average = 3.17					

10 Other Comments

11 Evaluator Summary

Final Assessment (Average of Averages) = 3.42

Recommended Goals for Next Evaluation Period:

Commissioner's Signature:
(results compiled by Chair Gioovanni)

Date:

E.O. Signature:

Date:

COMMENTS
