

**Purpose of the PEP**

**Results**

- o Overall Score (17 Evaluations) = 3.28
- o Highest Score – Collaboration/Communication at 3.32.
  - “Best meeting to date.”
- o Lowest Score – Issue Resolution at 3.21.
  - “Need to make time.”
- o Consistency at 3.21
  - “Improvement on state-wide consistency but far to go.”

**Significant Comments**

- o Take Action
  - “Current administrative tasks interfering with efforts to improve future operations.”
  - “Please move task team info. in a location available to members.”
  - “The biggest improvement for the group is the increase, comfort level, and quality of information as related to communication.”
  - “Some team members are cutting off the individual who has been called on to comment.”
  - “All Subteams need to meet regularly to achieve goals. Periodic review of subgroup action plans must occur to assess overlap and when to dissolve the subgroup.”
  - “Some people need to be less rude and more respectful of their peers and superiors.”
  - “Instruct presenters to use only ½ the time on presentation and allow ½ the time for questions.”
  - “At the end of the allotted time, call for a motion or put in parking lot. If we get ahead of schedule, re-discuss parking lot issues at the end of the meeting.”
- o Provide Recognition
  - “This group continues to become increasingly cooperative and collaborative.”
  - “The meeting is a good forum for development and maintaining professional relationships between individuals and departments. Even if we get off schedule, I think the discussions generated by presentations are very important and valuable and I am glad that we are allowing them to happen and not getting them off to the extent that we used to.”
  - “This group has been very successful in transmitting information within the group and beyond. And I think it will continue to get even better.”
  - “These presentations were great.”
  - “Much of what we do is ultimately geared to words improving processes and procedures throughout the Dept. I think we continue to make strides.”
  - “Good job Bruce.”
- o Positive
  - “Paul did an excellent job keeping us on time and covering all items. Like having action teams Day 1.”
  - “Awesome guest speakers, Keep them coming.”
  - “Bruce nailed it with his presentation.”

## Partnership: (ESLT) Environmental Services Leadership Team

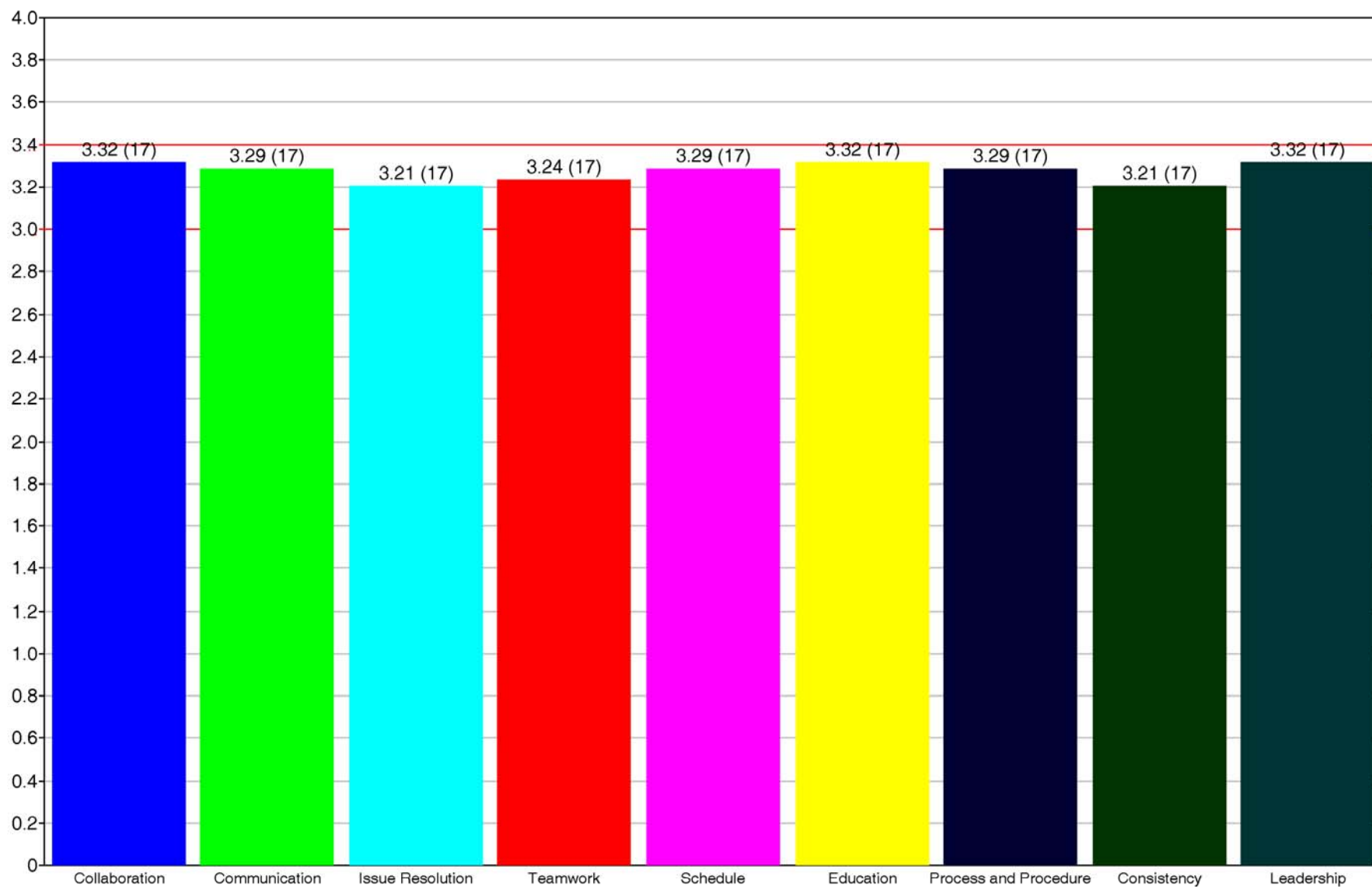
Partnership:		ESLT - Environmental Services Leadership Team			
Evaluator Type	Period	Type	Comment	Eval Type	Eval
EPG	9/2009	PR	This group continues to become increasingly cooperative and collaborative.	Collaboration	3.50
NR	9/2009		A working process.	Collaboration	3.50
DEC	9/2009		Awesome job from all.	Collaboration	3.50
DEC	9/2009	TA	Current administrative tasks interfering with efforts to improve future operations.	Collaboration	2.50
OES Headquarters Staff	9/2009		Best meeting to date.	Collaboration	3.50
OES Headquarters Staff	9/2009		Getting better.	Collaboration	3.50
EPG	9/2009	PR	The meeting is a good forum for development and maintaining professional relationships between individuals and departments. Even if we get off schedule, I think the discussions generated by presentations are very important and valuable and I am glad that we are allowing them to happen and not getting them off to the extent that we used to.	Communication	3.50
NR	9/2009		This appears to be working well.	Communication	3.50
DEC	9/2009		Still some kinks but getting better. Face to face mtg. is really helpful.	Communication	3.50
DEC	9/2009		Need feedback from OES to Districts between ESLT meetings and on policies development.	Communication	2.50
DEC	9/2009	TA	Please move task team info. in location available to members.	Communication	2.50
OES Headquarters Staff	9/2009		Liked having Dallas attend.	Communication	3.50
OES Headquarters Staff	9/2009	TA	The biggest improvement for the group is the increase, comfort level, and quality of information as related to communication.	Communication	4.00
Blank	9/2009	TA	Some team members are cutting off the individual who has been called on to comment.	Communication	3.00
District	9/2009		SEO Reps are at the meetings.	Communication	3.50
NR	9/2009		Its sometimes tough to fully resolve issues with so many issues to discuss.	Issue Resolution	3.00
NR	9/2009		Issues are addressed well. It is slightly combersome at times, but will improve.	Issue Resolution	3.00
DEC	9/2009		Need to make time.	Issue Resolution	3.00
OES Headquarters Staff	9/2009		I love that we resolved the issue around the two subgroups w/out rancor. Majority ruled and was accepted.	Issue Resolution	4.00
OES Headquarters Staff	9/2009		Improving	Issue Resolution	3.50
Blank	9/2009	TA	All Subteams need to meet regularly to achieve goals. Periodic review of subgroup action plans must occur to assess overlap and when to dissolve the subgroup.	Issue Resolution	2.50
Blank	9/2009		Happy that we resolved some issues at the meeting rather than letting the decision making process drag out.	Issue Resolution	3.00
NR	9/2009		Teams and members are working well	Teamwork	3.50
OES Headquarters Staff	9/2009		Sub-Teams seem to be making progress.	Teamwork	3.50
OES Headquarters Staff	9/2009	TA	Some people need to be less rude and more respectful of their peers and superiors.	Teamwork	2.50
EPG	9/2009		Given how understaffed and overworked most of us are, I think we need to be flexible regarding deliverable due dates. Under the circumstances, I think were doing pretty well.	Schedule	3.00
NR	9/2009		Excellent	Schedule	4.00
DEC	9/2009		Action Team reports good on 1st day and should increase time on day one - start earlier.	Schedule	3.50
DEC	9/2009	TA	Instruct presenters to use only 1/2 the time on presentation and allow 1/2 the time for questions.	Schedule	3.00
OES Headquarters Staff	9/2009		Paul did an excellent job keeping us on time and covering all items. Like having action teams day 1.	Schedule	4.00
OES Headquarters Staff	9/2009		The summary at the end of Day 1 was suspiciously like the round table of day two. This is redundant.	Schedule	3.00
OES Headquarters Staff	9/2009		Paul is doing a great job managing schedule changes and presentations.	Schedule	3.50
OES Headquarters Staff	9/2009		Making very good progress.	Schedule	3.50
Blank	9/2009	TA	At the end of the allotted time, call for a motion or put on parking lot. If we get ahead of schedule, rediscuss parking lot issues at the end of the meeting.	Schedule	2.50
Blank	9/2009		Meeting went over on the 2nd day. Possibly hold questions to the end. Action teams up front on 1st day worked well.	Schedule	3.00
EPG	9/2009	PR	This group has been very successful in transmitting information within the group and beyond. And I think it will continue to get even better.	Education	3.50
NR	9/2009		Good.	Education	3.50
DEC	9/2009		Awesome guest speakers. Keep them coming.	Education	4.00
DEC	9/2009	PR	These presentations were great.	Education	3.50

OES Headquarters Staff	9/2009		Good presentations.	Education	3.50
EPG	9/2009	PR	Much of what we do is ultimately geared to words improving processes and procedures throughout the Dept. I think we continue to make strides.	Process and Procedure	3.50
NR	9/2009		Good.	Process and Procedure	3.50
DEC	9/2009		Paul is doing a fantastic job.	Process and Procedure	3.50
DEC	9/2009		No changes have occurred over time and no indication is apparent that change is being discussed.	Process and Procedure	2.50
OES Headquarters Staff	9/2009		The maint. work order process and from are excellent. Were moving on getting 3 more Construction codes. Were doing great things - making great strides.	Process and Procedure	4.00
NR	9/2009		Will get better with stability.	Consistency	3.00
DEC	9/2009		Still have work to do on this, especially on Permits.	Consistency	3.00
DEC	9/2009		Improvement on state-wide consistency but far to go.	Consistency	3.00
OES Headquarters Staff	9/2009		Improving.	Consistency	3.50
District	9/2009		Need to define notes and goals for DEC Group.	Consistency	3.00
NR	9/2009		Excellent considering all the variables.	Leadership	4.00
DEC	9/2009		Bruce nailed it with his presentation.	Leadership	3.50
DEC	9/2009		Thank you for listening and providing more time for Action Teams and discussion.	Leadership	3.50
OES Headquarters Staff	9/2009		Great presentation Bruce.	Leadership	3.50
OES Headquarters Staff	9/2009		Definately improving.	Leadership	3.50
Blank	9/2009		Bruce did a great job on his presentation.	Leadership	3.00
District	9/2009	PR	Good Job Bruce!	Leadership	3.50
District	9/2009		Great to have Dallas reporting the big picture for the ADOT/ITD impact by the State budget.	Leadership	3.50

Partnership: **(ESLT) Environmental Services Leadership Team**

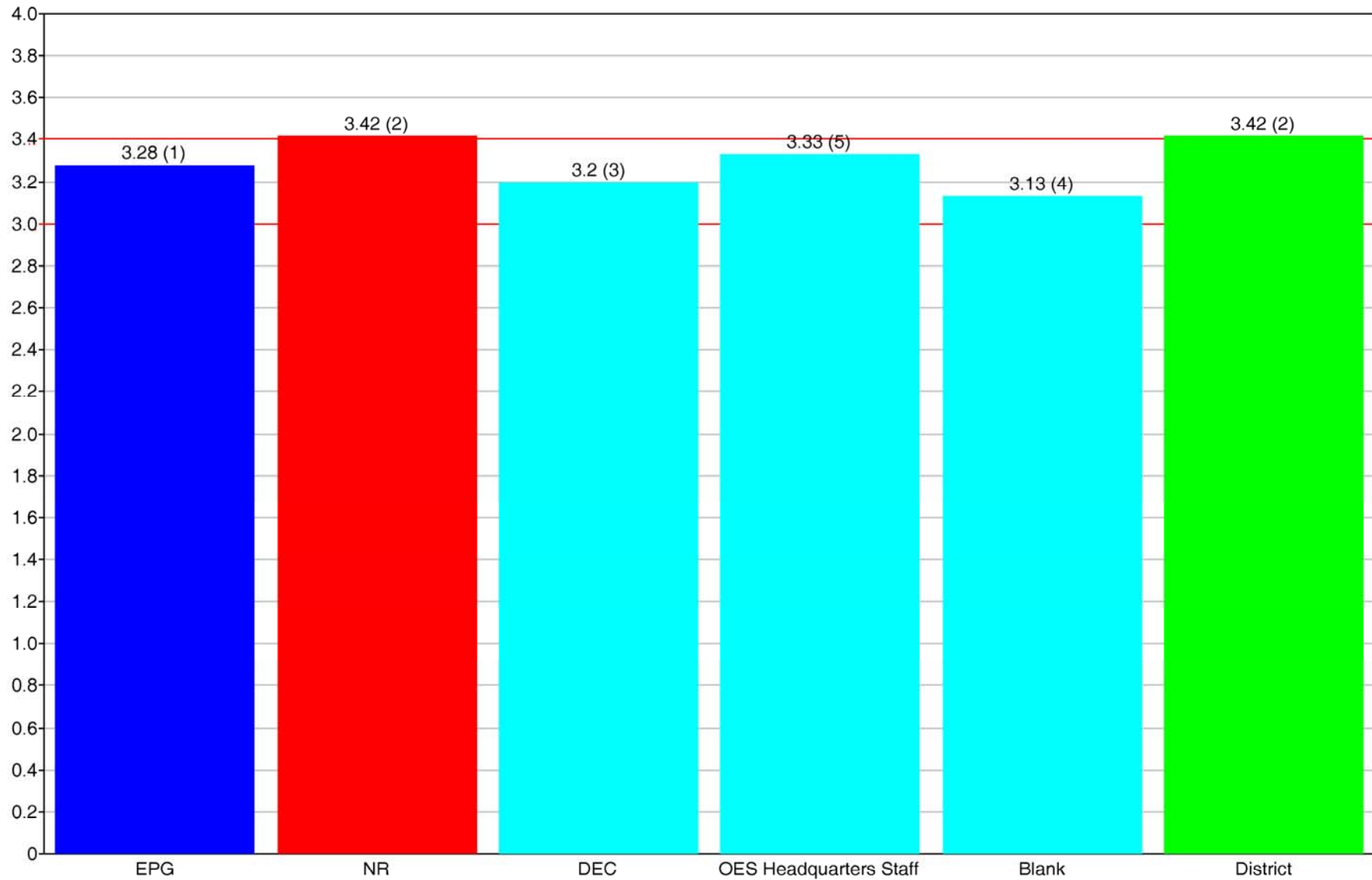
Partnership:		ESLT - Environmental Services Leadership Team									
Evaluator Type	Period	CC	Comm	IR	TW	Schedule	ED	PP	Cons	LSL	Avg
NR	9/2009	3.50	3.50	3.00	3.50	3.50	3.00	3.50	3.50	3.00	3.33
DEC	9/2009	2.50	2.50	3.00	3.00	3.00	3.50	3.00	3.00	3.00	2.94
OES Headquarters Staff	9/2009	3.50	3.50	3.50	3.50	4.00	3.50	3.50	3.50	3.50	3.56
OES Headquarters Staff	9/2009	3.50	3.50	3.00	3.00	4.00	3.50	3.00	3.00	3.50	3.33
OES Headquarters Staff	9/2009	3.00	3.00	4.00	3.00	3.00	3.00	4.00	3.00	3.50	3.28
OES Headquarters Staff	9/2009	3.50	4.00	3.50	2.50	3.50	3.00	3.00	3.50	3.50	3.33
Blank	9/2009	3.50	3.00	2.50	3.00	2.50	4.00	4.00	3.50	4.00	3.33
Blank	9/2009	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Blank	9/2009	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50	3.50
Blank	9/2009	3.00	3.00	3.00	3.00	2.00	2.50	2.50	3.00	2.00	2.67
NR	9/2009	3.50	3.50	3.00	3.50	4.00	3.50	3.50	3.00	4.00	3.50
DEC	9/2009	3.00	2.50	3.50	3.50	3.50	3.00	2.50	3.50	3.50	3.17
EPG	9/2009	3.50	3.50	3.00	3.50	3.00	3.50	3.50	3.00	3.00	3.28
District	9/2009	3.50	3.50	3.50	3.50	3.00	3.00	3.50	3.00	3.50	3.33
DEC	9/2009	3.50	3.50	3.50	3.50	3.50	4.00	3.50	3.00	3.50	3.50
District	9/2009	3.50	3.50	3.00	3.50	3.50	4.00	3.50	3.50	3.50	3.50
OES Headquarters Staff	9/2009	3.50	3.50	3.00	3.00	3.50	3.00	3.00	3.00	3.00	3.17
EPG	3.50	3.50	3.00	3.50	3.00	3.50	3.50	3.50	3.00	3.00	3.28
NR	3.50	3.50	3.00	3.50	3.75	3.25	3.50	3.25	3.50	3.50	3.42
District	3.50	3.50	3.25	3.50	3.25	3.50	3.50	3.25	3.50	3.50	3.42
Development	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
FHWA	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
DEC	3.00	2.83	3.33	3.33	3.33	3.50	3.00	3.17	3.33	3.33	3.20
OES Headquarters Staff	3.40	3.50	3.40	3.00	3.60	3.20	3.30	3.20	3.40	3.40	3.33
Visitor/Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Blank	3.25	3.13	3.00	3.13	2.75	3.25	3.25	3.25	3.13	3.13	3.13
Blank	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Stakeholders	3.32	3.29	3.21	3.24	3.29	3.32	3.29	3.21	3.32	3.28	

### PEP Goals By Partnership - (ESLT) Environmental Services Leadership Team



Data Is Based Upon 17 Evaluations (Sep 2009 - Sep 2009)

### PEP Ratings By Partnership - (ESLT) Environmental Services Leadership Team



Data Is Based Upon 17 Evaluations (Sep 2009 - Sep 2009)

**PEP Flags By Partnership - (ESLT) Environmental Services Leadership Team**  
*(Sep 2009 - Sep 2009)*

Partnership	Period	EPG Evals	EPG Avg	NR Evals	NR Avg	Dist Evals	Dist Avg	Deve Evals	Deve Avg	FHWA Evals	FHWA Avg	DEC Evals	DEC Avg	OES Evals	OES H Avg	Visi Evals	Visit Avg	Blan Evals	Blank Avg	Evals	Avg	Proj Avg	High Eval	Low Eval	Rate
ESLT Environmental Services Leadership Team	9/2009	1	3.28	2	3.42	2	3.42					3	3.20	5	3.33			4	3.13			3.28	4.00	2.00	

Partnership Flags Report Represents The Standard Five Goals

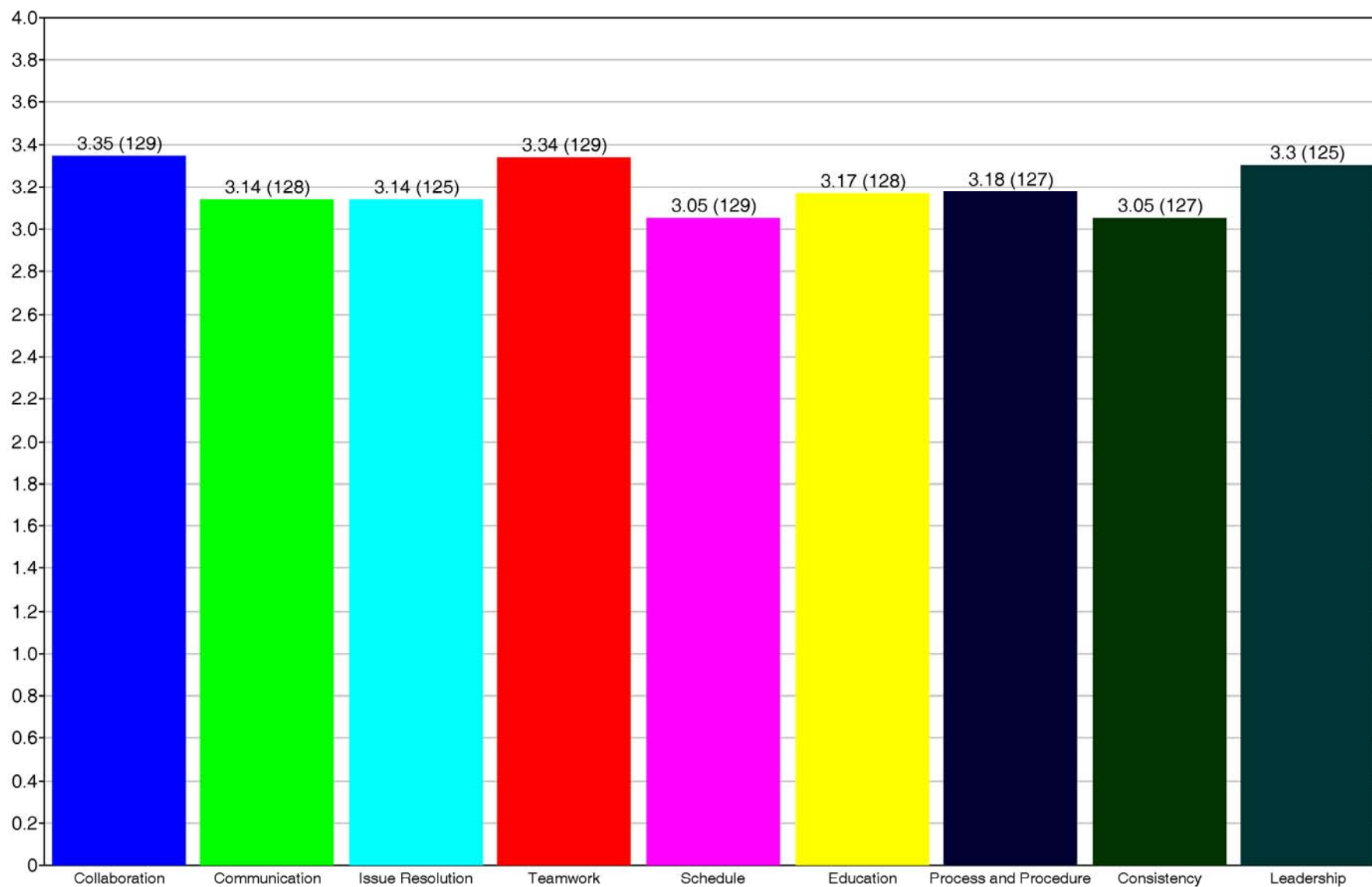
Partnership Needs Help Criteria

- a) Ratings Fall Below 3.0 Per Team For 2+ Months. (PEP Software Capability)
- b) Negative Comments (Partnership Leader Review)
- c) Low Stakeholder Participation (Partnership Leader Review)

Partnership Excelling Criteria

- a) Ratings Are Above 3.4 Per Team for 2+ Months. (PEP Software Capability)
- b) Neutral or Provide Recognition Comments (Partnership Leader Review)
- c) Good Stakeholder Participation (Partnership Leader Review)

### PEP Goals By Partnership - (ESLT) Environmental Services Leadership Team



Data Is Based Upon 129 Evaluations (Feb 2008 - Sep 2009)

**PEP Flags By Partnership - (ESLT) Environmental Services Leadership Team**  
(Feb 2008 - Sep 2009)

Partnership	Period	EPG Evals	EPG Avg	NR Evals	NR Avg	Dist Evals	Dist Avg	Deve Evals	Deve Avg	FHWA Evals	FHWA Avg	DEC Evals	DEC Avg	OES Evals	OES H Avg	Visi Evals	Visit Avg	Blan Evals	Blank Avg	Evals	Avg	Proj Avg	High Eval	Low Eval	Rate
ESLT	9/2008	3	3.08	4	3.14	3	3.31			1	3.00	5	3.30	3	3.04	6	3.12					3.17	4.00	1.00	
Environmental	11/2008	3	3.19	5	3.19	3	3.24			2	3.26	7	3.16	3	3.35	4	3.13					3.20	4.00	0.50	
Services Leadership Team	2/2009	3	3.04	2	3.06	4	3.22			1	3.06	4	3.27	5	3.20	2	3.22					3.18	4.00	2.00	
	5/2009	1	2.89	1	3.28	3	3.15			1	3.00	4	3.29	3	3.11			5	3.05			3.13	4.00	1.50	
	7/2009	3	3.09	2	3.53	3	3.06			1	3.22	3	3.35	4	3.29	1	2.83	4	3.10			3.20	4.00	2.00	
	9/2009	1	3.28	2	3.42	2	3.42					3	3.20	5	3.33			4	3.13			3.28	4.00	2.00	

Partnership Flags Report Represents The Standard Five Goals

Partnership Needs Help Criteria

- a) Ratings Fall Below 3.0 Per Team For 2+ Months. (PEP Software Capability)
- b) Negative Comments (Partnership Leader Review)
- c) Low Stakeholder Participation (Partnership Leader Review)

Partnership Excelling Criteria

- a) Ratings Are Above 3.4 Per Team for 2+ Months. (PEP Software Capability)
- b) Neutral or Provide Recognition Comments (Partnership Leader Review)
- c) Good Stakeholder Participation (Partnership Leader Review)