



**Clinton River Watershed Council
Seasonal Employee Performance Evaluation Form**

When contacted for reference checks, CRWC will provide confirmation of the term of employment through the Executive Director. CRWC has developed the following form to describe, evaluate, and highlight the work done by our seasonal employees. Completed & signed forms will be provided to seasonal employees and can be shared with prospective employers.

Name of Employee: Riley Demond

Position Title: Environmental Science Intern

Dates of Employment: 4/29/2025-8/28/2025

Summary of position responsibilities

- Assist with CRWC ecological fieldwork related to water quality monitoring and sampling, macroinvertebrate sampling, habitat assessments and inventories, basic surveying, and site assessments.

- Assist with environmental education and stewardship programs (Adopt-A-Stream, Stream Leaders, Keeping It Clean, River Day, Water Festivals) working with K-12 students and the public.

- Assist with macroinvertebrate identification, data analysis and entry, equipment maintenance and inventory, and general office tasks.

- Assist with additional CRWC programs and initiatives as needed. Examples include residential site visits, invasive species management, trash cleanups, and native plant installations and maintenance.

Performance Ratings:

5. Excellent: Did a first-rate job
4. Good: Better than average
3. Satisfactory: Performed adequately
2. Below average: Did not meet expectations
1. Unsatisfactory: Did poor work, much below expected level

Characteristic	Rating (1-5)	Comments
Ability to follow directions	5	<i>Riley demonstrated her ability to follow directions and protocols.</i>
Adaptability, flexibility in responding to new situations or ideas	5	<i>Riley was very adaptable to changing field plans and schedules.</i>
Ability to communicate verbally	5	<i>Riley was a great communicator – both with the project team/CRWC staff and with the public.</i>
Demonstrates knowledge to complete required tasks	5	<i>Riley has a background and interest in environmental science.</i>
Ability to work independently, resourcefully, and with initiative	5	<i>Riley was a quick learner and took initiative to complete fieldwork and assigned tasks.</i>
Actively demonstrates skills required to conduct fieldwork in outdoor conditions	5	<i>Riley demonstrated her ability to complete varied fieldwork activities in a wide range of field conditions</i>
Reliability, punctuality in work habits	5	<i>Riley was consistently on time & reliable.</i>
Overall assessment	5	<i>Excellent!</i>
<u>Additional Comments:</u> <i>Riley was an excellent addition to the CRWC team in 2025. She demonstrated her interest in ecology/environmental science and showcased her ability to learn and apply new skills-such as water quality monitoring techniques and identification of aquatic macroinvertebrates. She consistently came to work with a positive attitude, even when plans shifted or weather changed. She has a strong work ethic, is organized, and works well in teams and independently.</i>		

Reviewed by: Jennifer Hill
Executive Director Signature

5/1/2026
Date