

RATING SCALE

Below Threshold

Does Not Meet Expectations:

Significant aspects of the goal/competency were not accomplished, negatively impacting stakeholders and/or attainment of objective. Specific improvements are expected

Needs Improvement:

Significant (or some) aspects of the goal/competency were accomplished; however, improvements are needed to fully satisfy performance standards

Meets Expectations:

All aspects of the goal/competency were fully accomplished and the staff member's contributions met all established criteria

Exceeds Expectations:

All aspects of the goal/competency were fully accomplished and the staff member's contributions surpassed all established criteria

Outstanding:

All aspects of the goal/competency were fully accomplished and the staff member's contributions surpassed all established criteria with distinction