

RATING CRITERIA DEFINITIONS

CATEGORY	DESCRIPTION
Outstanding	<ul style="list-style-type: none"> ■ Designates a select group of exceptional and outstanding performers and indicates special or distinguished achievement ■ Continually goes beyond the requirements as defined by the competency model or results-based goals (e.g., significantly surpasses the target goals in quantity and quality; achieves additional goals beyond those established) ■ Employee is performing exceptionally well. Should be considered for accelerated career opportunities (progression/promotion) and/or significant assignments
Exceeds	<ul style="list-style-type: none"> ■ Designates those employees who perform high quality work, exceeding standards/ expectations ■ Exceeds the requirements as defined by the competency model or results-based goals (e.g., substantially exceeds the target goals in quantity and quality) ■ Employee is performing very well. Should be considered for accelerated career opportunities (progression/promotion) and/or significant assignments
Effective	<ul style="list-style-type: none"> ■ Designates employees who effectively meet all standards/expectations ■ Fully meets all requirements as defined by the competency model or results-based goals (e.g., achieves target goals in quantity and quality) ■ Employee is performing well. Should be considered for career opportunities (progression) and/or other assignments
Needs Improvement	<ul style="list-style-type: none"> ■ Designates employees who meet many, but not all standards/expectations ■ Meets a majority of the requirements as defined by the competency model or results-based goals but needs improvement in certain areas (e.g., does not achieve all target goals in quantity and quality) ■ Employee has an ability to progress. Should be placed on a performance plan that is focused on defined development areas

