

# Rating Structure for the Performance Review

The performance review uses a five-level rating structure to evaluate your performance. The levels are:

<b>Distinguished Performance and Role Model Status</b> Clearly and consistently demonstrates extraordinary and exceptional accomplishment in all major areas of responsibility. Performed above and beyond expectations under exceptional circumstances during the review period. Others rarely equal performance of this caliber in similar roles.  <b>This rating requires specific examples.</b>	
<b>Superior/Highly Effective Performance</b> Performance is continually and consistently superior and regularly goes beyond what is expected. Performance exceeds expectations on a consistent and sustainable basis.	
<b>Fully Successful/Effective Performance</b> Performance consistently meets the critical requirements of the position, continually achieves preset goals and performs with distinction. Performance is reliable and consistent in adding value to the work unit.	
<b>Partially Successful Performance/Needs Improvement</b> Performance does not consistently meet or occasionally falls below what is required of the position; improvement in specific areas is required.  <b>This rating requires specific examples.</b>	
<b>Unsuccessful/Unacceptable Performance</b> Performance fails to meet minimum expectations for this role, and immediate and sustained improvement is required.  <b>This rating requires specific examples.</b>	