· Give an overall rating in the space provided, using the definitions below as a guide.

Performance Rating Definitions

The following ratings must be used to ensure commonality of language and consistency on overall ratings: (There should be supporting comments to justify ratings of "Outstanding" "Below Expectations, and "Unsatisfactory")

Outstanding	Performance is consistently superior
Exceeds Expectations	Performance is routinely above job requirements
Meets Expectations	Performance is regularly competent and dependable
Below Expectations	Performance fails to meet job requirements on a frequent basis
Unsatisfactory	Performance is consistently unacceptable

PERFORMANCE FACTORS(use job description as basis of this evaluation).

Administration - Measures effectiveness in planning, organizing and efficiently handling activities and eliminating unnecessary activities	Outs tanding Ex ceeds Expectations Me ets Expectations Below Expectations Unsatisfactory NA
Knowledge of Work - Consider employee's skill level, knowledge and understanding of all phases of the job and those requiring improved skills and/or experience.	Outs tanding Ex ceeds Expectations Me ets Expectations Below Expectations Unsatisfactory NA
Communication - Measures effectiveness in listening to others, expressing ideas, both orally and in writing and providing relevant and timely information to management, co-workers, subordinates and customers.	Outs tanding Ex ceeds Expectations Me ets Expectations Below Expectations Unsatisfactory NA
Teamwork - Measures how well this individual gets along with fellow employees, respects the rights of other employees and shows a cooperative spirit.	Outs tanding Ex ceeds Expectations Me ets Expectations Below Expectations Unsatisfactory NA
Decision Making/Problem Solving - Measures effectiveness in understanding problems and making timely, practical decisions.	Outs tanding Exceeds Expectations Me ets Expectations Below Expectations

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