

## Performance Category Descriptors

|                          |  |
|--------------------------|--|
| <u>Outstanding</u>       | Performance levels documented as Exceptional in the Primary Area of responsibility and which Exceed Expectations in most other areas.  |
| <u>Very Good</u>         | Performance levels documented as Exceeding Expectations in the Primary Area of responsibility, which Exceed Expectations in at least one additional area, and which Meet Expectations in other areas.  |
| <u>Satisfactory</u>      | Performance levels documented as Meeting Expectations in the Primary Area of responsibility and which Meets Expectations in other areas.   |
| <u>Needs Improvement</u> | Performance levels documented as Not Meeting All Expectations (marginal) in the Primary Area of responsibility and which Meet Expectations in most others; or, Performance levels documented as Meeting Expectations in the Primary Area of responsibility and which do Not Meet Expectations in most other areas. |
| <u>Unsatisfactory</u>    | Performance levels documented as Deficient in the Primary Area of responsibility and which are Deficient in most other areas.  |

| <b>PERFORMANCE CATEGORY</b> | <b>PRIMARY AREA</b>                       | <b>OTHER CATEGORIES IN APPRAISAL</b>   |
|-----------------------------|---|--|
| <u>Outstanding</u>          | Exceptional                               | Exceeds Expectation in most others   |
| <u>Very Good</u>            | Exceeds Expectations                      | Exceeds Expectations in at least one area: Meets Expectations in other areas |
| <u>Satisfactory</u>         | Meets Expectations                        | Meets Expectations in most other areas                                       |
| <u>Needs Improvement</u>    | Does Not Meet All Expectations (marginal) | Meets Expectations in most other areas                                       |
|                             | or  |  |
|                             | Meets Expectations                        | Does Not Meet Expectations (marginal) in most other areas                    |
| <u>Unsatisfactory</u>       | Deficient                                 | Deficient in most other areas  |