

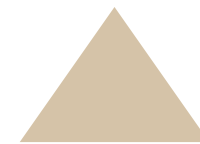
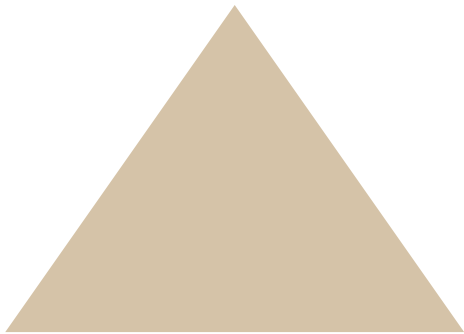
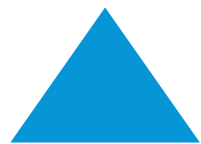
Performance Management Ratings

Frequently Exceeds Expectations

Often exceeds performance expectations and role requirements; achieves goals; impactful contributions are recognized throughout the school or division; often exceeds expected results.

Development Needed

Sometimes meets performance expectations and role requirements; achieves some or all goals; demonstrates inconsistent performance and/or behavior; needs development to produce expected results.



Consistently Surpasses Expectations

Consistently exceeds performance expectations and role requirements; achieves goals; produces high impact results beyond role and team, to the point of being atypical.

Fully Achieves Expectations

Achieves performance expectations and role requirements; achieves goals; solid contributions are recognized throughout the department, school, or division; produces expected results.

Does Not Meet Expectations

Does not meet performance expectations and role requirements; immediate action is required to improve performance and/or behavior; performance improvement plan is required.