* 0.0 Below Threshold
* 1.0 Does Not Meet Expectations:

Significant aspects of the goal/competency were not accomplished, negatively impacting stakeholders and/or attainment of objective. Specific improvements are expected

* 2.0 Needs Improvement:

Significant (or some) aspects of the goal/competency were accomplished; however, improvements are needed to fully satisfy performance standards

* 3.0 Meets Expectations:

All aspects of the goal/competency were fully accomplished and the staff member’s contributions met all established criteria

* 4.0 Exceeds Expectations:

All aspects of the goal/competency were fully accomplished and the staff member’s contributions surpassed all established criteria

* 5.0 Outstanding:

All aspects of the goal/competency were fully accomplished and the staff member’s contributions surpassed all established criteria with distinction