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| **Effectiveness:** Fulfilling the duties required of the job and making a productive contribution to the success of our schools |
| **1 – Unsatisfactory**Performance is consistently wellbelow requirements and expectations | **2 – Basic**Performance marginal, satisfies only the minimum requirements of the job and needs significant improvement | **3 – Proficient**Performance acceptable to meet the standard established for the job | **4 – Excellent**Performance far superior to the satisfactory standards and expectations established for the job. |
| **1. Unsatisfactory** | **2. Developing** | **3. Proficient** | **4. Excellent** |
|  Employee does not have skill level required for the work andrequires intensive training toattain those skills; and/or Employee has skills to do the job but consistently does not apply that skill to assigned tasks; and/or Quality of work usually does not meet expectations; and/or Employee regularly does not complete assigned responsibilities when they are due. |  Employee skill level is not quitethat required for the work but with time and applied effort employee may attain those skills; and/or Employee has skills to do the job but that skill is not consistently applied to assigned tasks; and/or Quality of work only sometimes meets expectations; and/or Employee does not regularly complete assigned responsibilities when they are due. |  Employee skill level meets that required for the work and that skill is consistently employed in completing assigned tasks; and Quality of work consistently meets expectations; and Employee consistently completes assigned responsibilities when they are due. |  Employee skill level exceeds that required for the work and that skill is uniformly employed in completing assigned tasks; and Quality of work uniformly exceeds expectations; and Employee uniformly completes assigned responsibilities when or before they are due. |

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| **Dependability:** Reliably on task and on post, completing a satisfactory job, without continual instruction and supervision |
| **1 – Unsatisfactory**Performance is consistently wellbelow requirements and expectations | **2 – Basic**Performance marginal, satisfies only the minimum requirements of the job and needs significant improvement | **3 – Proficient**Performance acceptable to meet the standard established for the job | **4 – Excellent**Performance far superior to the satisfactory standards and expectations established for the job. |
| **1. Unsatisfactory** | **2. Developing** | **3. Proficient** | **4. Excellent** |
|  Requires significant and regular supervision in order to perform assigned tasks; and/or Regularly not in place, on time, or prepared to work; and/or Frequently late or absent\*, and rarely takes appropriate steps to notify supervisors and ensure adequate coverage; and/or Evidence of a pattern of abusive (Fridays, Mondays, holidays, etc.) or irresponsible (on days of special events, due dates etc.) tardiness or absence.\*does not include approved benefit time such as FMLA, STD, worker's comp, personal business days, sick days, or vacation. |  Requires regular supervision in order to complete assigned tasks; and/or Requires regular supervision and coaching to ensure employee is at assigned location, on time and ready; and/or Occasionally late or absent\*; inconsistently making appropriate notifications and coordination of work duties.\*does not include approved benefit time such as FMLA, STD, worker's comp, personal business days, sick days, or vacation. |  Consistently completes assigned tasks with moderate supervision; and Consistently at assigned work location, during the assigned time period, prepared to complete duties; and Rarely late or absent\*, consistently making appropriate notifications and coordination of work duties.\*does not include approved benefit time such as FMLA, STD, worker's comp, personal business days, sick days, or vacation. |  Exceptional at completing assigned tasks with minimal supervision; and Exceptional in being at assigned work location, during the assigned time period, prepared to complete duties; and Exceptionally punctual and present\*, always making appropriate notifications and coordination of work duties.\*does not include approved benefit time such as FMLA, STD, worker's comp, personal business days, sick days, sick days, or vacation. |

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| **Professionalism:** Maintaining a service-oriented approach to the work that treats all colleagues, students, and community with respect. |
| **1 – Unsatisfactory**Performance is consistently wellbelow requirements and expectations | **2 – Basic**Performance marginal, satisfies only the minimum requirements of the job and needs significant improvement | **3 – Proficient**Performance acceptable to meet the standard established for the job | **4 – Excellent**Performance far superior to the satisfactory standards and expectations established for the job. |
|  Regularly lacks tact, courtesy, and a service-orientation in dealings with colleagues, students, and community members; and/or Often lacks self-control with colleagues and supervisors and regularly resistant to suggestions for improvement; and/or Rarely communicates and coordinates with co-workers in a tactful and effective manner, requiring consistent supervision; and/or Indifference to Board and School policies. |  Inconsistently service-oriented, courteous, or supportive in disposition to all colleagues, students, and community members; and/or Inconsistently demonstrates self- control with colleagues and supervisors and sometimes resistant to suggestions for improvement; and/ or Inconsistently communicates and coordinates with co-workers in a tactful and effective manner, requiring regular supervision; and/or Inconsistent compliance withBoard and School policies. |  Consistently service-oriented, courteous, and supportive, in disposition to all colleagues, students, and community members; and Consistently demonstrates self- control with colleagues and supervisor and accepts and implements suggestions for improvement; and Consistently communicates and coordinates with co-workers, in a tactful and effective manner, with moderate supervision; and Consistent compliance with Board and School policies. |  Exceptionally service-oriented, courteous, and supportive in disposition to all colleagues, students, and community members; and Demonstrates exceptional self- control with colleagues and supervisors and in accepting & implementing suggestions for improvement; and Exceptional in communicating and coordinating with co-workers, in a tactful and effective manner, with minimal supervision; and Exceptional compliance with Board and School policies. |