Performance Appraisal

PLEASE PRINT

Employee Name			Title			
Department			Employee Payroll #			
Reason for Review	☐ Annual	□ Promotion	☐ Unsatisfactory Performance			
	☐ Merit	☐ End of Probation	n Period Other			
Date employee began pee	sent position//	Date of last appraisal	_//Scheduled apprais all date//			
indicate the employee's p	erformance. Indicate N/A.	if not applicable. Assign p	the essential functions of the job. Check rating box to points for each rating within the scale and write that	e E		

Definitions of Performance Ratings

O – Outstanding – Performance is exceptional in all areas and Is recognizable as being far superior to others.

V — Very Good — Results clearly exceed most position requirements. Performance is of high quality and is achieved on a consistent basis.

G — Good – Competent and dependable level of performance. Meets performance standards of the job. I — Improve ment Needed – Performance is deficient in certain areas. Improvement is necessary.

U – Unsatisfactory - Results are generally unacceptable require immediate improvement. No merit increase should be granted to individuals with this rating.

N/A - Not Applicable or too soon to rate.

General Factors	Rating	Scale		Supportive Details or Comments
 Quality – The extent to which an employee's work is accurate, thorough and neat 	0>6-9	100-90 89-80 79-70 69-60 Below 60	Points	
 Productivity – The extent to which an employee produces a significant volume of work efficiently in a specified period of time. 	0 0 0 0 0 0	100-90 89-80 79-70 69-60 Below 60	Points	
 Job Knowledge – The extent to which an employee possesses the practical/technical knowledge required on the job. 	00000	100-90 89-80 79-70 69-60 Below 60	Points	
 Reliability – The extent to which an employee can be relied upon regarding task completion and follow up. 	00000	100-90 89-80 79-70 69-60 Below 60	Points	
 Attendance – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. 	00000	100-90 89-80 79-70 69-60 Below 60	Points	
 Independence – The extent to which an employee performs work with little or no supervision. 	00000	100-90 89-80 79-70 69-60 Below 60	Points	

Performance Appraisal Report Par Form

Kathleen Armour

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