

# Performance Appraisal

PLEASE PRINT

Employee Name \_\_\_\_\_

Title \_\_\_\_\_

Department \_\_\_\_\_

Employee Payroll # \_\_\_\_\_

Reason for Review ☐ Annual

☐ Promotion

☐ Unsatisfactory Performance

☐ Merit

☐ End of Probation Period

☐ Other

Date employee began present position \_\_\_\_/\_\_\_\_/\_\_\_\_ Date of last appraisal \_\_\_\_/\_\_\_\_/\_\_\_\_ Scheduled appraisal date \_\_\_\_/\_\_\_\_/\_\_\_\_

**Instructions:** Carefully evaluate employee's work performance in relation to the essential functions of the job. Check rating box to indicate the employee's performance. Indicate N/A if not applicable. Assign points for each rating within the scale and write that number in the corresponding points box. Points will be totaled and averaged for an overall performance score.

## 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 – Improvement 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
<b>1. Quality</b> – The extent to which an employee's work is accurate, thorough and neat.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>2. Productivity</b> – The extent to which an employee produces a significant volume of work efficiently in a specified period of time.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>3. Job Knowledge</b> – The extent to which an employee possesses the practical/technical knowledge required on the job.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>4. Reliability</b> – The extent to which an employee can be relied upon regarding task completion and follow up.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>5. Attendance</b> – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>6. Independence</b> – The extent to which an employee performs work with little or no supervision.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60

# Performance Appraisal Report Par Form

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**Managing Teacher Appraisal and Performance** Carol Cardno,David Middlewood,2002-11-01 The biggest single issue currently facing school managers is how they should appraise their staff and what the implications of the process are This edited collection brings together the latest thinking on the subject from both the UK and overseas and places it directly in the context of school management Issues discussed include the role of appraisal in school leadership and the role of appraisal in developing teachers The importance of this combined with the lack of published material on the subject make this book an essential purchase for all headteachers heads of department INSET co ordinators and postgraduate educational management students *The SAGES Manual for Navigating a Successful Military Surgical Career* Andrew T. Schlussel,Danielle B. Holt,Robert B. Lim,Tamara J. Worlton,E. Matthew Ritter,2025-07-02 The aim of this manual is to offer a comprehensive framework for both present and future military surgeons enabling them to effectively navigate and build a successful career within the military while also providing them with transferable skills upon completion of their military service The military healthcare system operates within a unique framework with distinct challenges and opportunities By acquiring knowledge

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