

Support Employee Evaluations Evaluation Rating Scale

Highly Effective 4.00-3.50

Performance of employee noticeably exceeds established expectations and standards for effectiveness, efficiency and timeliness; outcomes are well above fully competent performance; performs above and beyond job duties, explores improved methods of accomplishing tasks; minimal room for improvement.

Effective: Proficient 3.49-2.50

Performance of employee is acceptable and standard results are achieved.
Employee is fully capable in most aspects of job performance.

Effective: Emerging 2.49-1.50

Performance of employee is occasionally unacceptable.
Counseling and training is necessary.

Ineffective 1.49-1.00

Performance of employee is consistently unacceptable.
Counseling and training has not resulted in improved work performance.