

## Performance Category Descriptors

<u>Outstanding</u>	Performance levels documented as Exceptional in the Primary Area of responsibility and which Exceed Expectations in most other areas.
<u>Very Good</u>	Performance levels documented as Exceeding Expectations in the Primary Area of responsibility, which Exceed Expectations in at least one additional area, and which Meet Expectations in other areas.
<u>Satisfactory</u>	Performance levels documented as Meeting Expectations in the Primary Area of responsibility and which Meets Expectations in other areas.
<u>Needs Improvement</u>	Performance levels documented as Not Meeting All Expectations (marginal) in the Primary Area of responsibility and which Meet Expectations in most others; or, Performance levels documented as Meeting Expectations in the Primary Area of responsibility and which do Not Meet Expectations in most other areas.
<u>Unsatisfactory</u>	Performance levels documented as Deficient in the Primary Area of responsibility and which are Deficient in most other areas.

<b>PERFORMANCE CATEGORY</b>	<b>PRIMARY AREA</b>	<b>OTHER CATEGORIES IN APPRAISAL</b>
<u>Outstanding</u>	Exceptional	Exceeds Expectation in most others
<u>Very Good</u>	Exceeds Expectations	Exceeds Expectations in at least one area: Meets Expectations in other areas
<u>Satisfactory</u>	Meets Expectations	Meets Expectations in most other areas
<u>Needs Improvement</u>	Does Not Meet All Expectations (marginal)	Meets Expectations in most other areas
	or	
	Meets Expectations	Does Not Meet Expectations (marginal) in most other areas
<u>Unsatisfactory</u>	Deficient	Deficient in most other areas