

PERFORMANCE APPRAISAL FORM

Section I: Appraisal Information

Employee Name:	Date:
Title:	Period:
Appraiser Name:	Last Appraisal Date:
Appraisal Type: ☒ Annual ☐ Probationary ☐ Other:	

Section II: Ratings

There are five rating categories (see below) that will be recorded in whole numbers only (1, 2, 3, 4, or 5). The notation "NB" indicates "No Basis" or knowledge to evaluate a particular objective or competency.

- 1 - Unsatisfactory	The employee exhibited significant shortfalls in professional behavior or job knowledge or performance. Performance at this level cannot be allowed to continue. When assigning this rating, provide specific examples of unacceptable behavior or performance, steps to correct the problem, and consequences if the problem is not corrected.
- 2 - Needs Improvement	The employee's performance is not meeting expected levels OR the employee is still training/learning and performance must improve to meet expectations. This area is a development priority until performance deficiencies improve to a satisfactory degree.
- 3 - Meets Expectations	The employee is competent at the expected levels of performance and is making valued contributions to the organization. Performance is consistent with what is routinely expected of the employee in the position, and the employee has successfully completed the goals and challenges outlined during the review period. Performance is good, not average, and the individual is considered a stable and skilled worker by peers and others.
- 4 - Exceeds Expectations	Overall performance of duties and responsibilities exceeded the performance standards established for the position. Performance regularly contributed to the achievement of the agency's mission, goals and objectives. This rating indicates the overall performance of the employee has been at a level that is consistently in excess of stated expectations.
- 5 - Outstanding	Performance significantly exceeded standards and expectations. Performance at this level is recognized by peers, customers, the public, and others. The employee devised and implemented improvements that resulted in major organizational improvements/successes. Performance is generally not equaled by other current and/or former employees performing work of a similar nature.
NB	No basis or knowledge to evaluate a particular objective or competency.

Appraisal Forms Template Answers

Christian Drosten



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