

# Universal Annual Performance Management Process

## *Performance Rating Scale*

Excels	Consistently delivers high impact outcomes; exceeds performance expectations and competencies routinely; produces outstanding results all the time.
Achieves	Job well done; performs in accordance with expectations; achieved performance goals and competencies.
Developing	Additional growth needed; achieving some goals, competencies and expectations but may be inconsistent or learning something new.
Needs Improvement	Needs improvement immediately; performance improvement plan to be developed.