Overview of the instrument

The current performance appraisal form is intended for use for classified and non-teaching administrative and professional staff of the university. It is divided into nine (9) sections as described below.

The First Section includes an area for the date on which the appraisal period ends and the employee name, title, and department.

The Second Section includes a space for the overall purpose of the position. This area is intended to be used to remind the employee and the supervisor of the reason the position exists.

The Third Section includes a column titled: Key Responsibilities. In this section, the supervisor lists the main job expectations, including conduct and interpersonal expectations, developed in collaboration with the employee. This section is the basis for the following rating period’s appraisal. It may also be changed as the job evolves. The Strategic Workforce Solutions (SWS) unit recommends this be reviewed at least annually to ensure the key responsibilities are still accurate.

The Fourth Section includes a column titled: Evaluation of Performance. The Evaluation of Performance section is the area designated for the supervisor, when completing the final appraisal, to include his or her rating of each of the employee's Key Responsibilities. Space is provided for the supervisor to provide the comments and examples to support the rating. This section may also be used by the employee to complete a self-appraisal to submit to the supervisor for consideration before the final appraisal is completed; this is done at the supervisor's request.

The Fifth Section provides a brief description of the five rating levels:

- 5 - Outstanding: Performance consistently exceeds expectations.
- 4 - Commendable: Performance is substantively and significantly above the norm
- 3 - Meets expectations: Performance meets expectations and the purpose of the position. No areas identified that are less than satisfactory.
- 2- Needs Improvement: Performance is generally less than satisfactory and requires improvement in some areas.
- 1- Unsatisfactory: Performance consistently does not meet expectations or the purpose of the position.

The Sixth Section provides space for the supervisor to provide an overall rating for the employee's performance. It also provides space for the supervisor to write an overall assessment of the employee's performance including specific areas for improvement. If there are specific areas for improvement, it includes space for the supervisor to describe the Performance Action
Plan developed to address the deficiencies and the scheduled follow-up for the plan.

The Seventh Section provides a space for the name, title, and signature of the evaluator and the date on which the appraisal was discussed with the employee.

The Eighth Section provides a space for the employee to enter his or her name, title, and signature and the date on which the supervisor discussed the appraisal with the employee.

The Ninth Section includes an area for the department head to provide comments and then sign and date his or her review of the appraisal.

The Tenth Section provides an area for the employee to provide comments on the appraisal.

Instructions for using the instrument

1. The supervisor may request the employee complete a self-appraisal on each Key Responsibility on the appraisal form and submit it to the supervisor.

2. The supervisor reviews self-appraisal (if completed) and completes their appraisal of the employee incorporating data from self-appraisal as appropriate.

3. The supervisor may discuss the completed appraisal with next level supervisor.

4. The supervisor sets the date and time of the appraisal discussion.

5. The supervisor provides copy of completed appraisal to the employee to read and review at or prior to the scheduled meeting.

6. The employee and supervisor meet and discuss appraisal.

7. The supervisor and the employee sign the appraisal at the meeting and the employee is given a copy.

8. The employee may elect to provide comments to the appraisal at the meeting or at a later date.

9. The signed appraisal may be sent to department head for review and signature.

10. The completed appraisal is filed in the employee’s personnel file.