

**Ira A. Fulton Schools of Engineering
Office of Academic and Student Affairs**

Per the Staff Performance Evaluation template as revised November 6, 2014, an employee receiving a level 4 overall performance rating:

- Consistently fulfills performance expectations and frequently exceeds them
- Demonstrates performance of a very high level of quality
- Significantly contributes to the success of the services and projects they support

Considerations in ASA when awarding a level 4 performance rating

- *Employee contributes significantly to the success of the organization*
 - Develops new ideas or improves old ones through innovation and creativity
 - Serves the unit in a developmental partnership with others to create opportunities for collaboration, goal achievement and problem solving
 - In consultation with their supervisor, accepts new work assignments inside or outside their functional area in order to benefit the unit
 - Supports the student experience outside the boundaries of their primary job description
- *Exemplifies leadership*
 - Is a role model for others by supporting a culture of teamwork and the promotion of positive change
 - Demonstrates dedicated understanding, support and promotion of the Fulton Schools' and university's mission, vision, goals and priorities, including an understanding of one's own position in the broader context.

Exceptional performers exhibit Fulton values – encouraging innovation and creativity, connecting with others in order to build better solutions (teamwork), demonstrating integrity in the workplace, and supporting a positive outlook.