Total Performance Rating Flow Chart

START HERE

Are there 2 or more Ineffective/At-risk Ratings?

Yes

Total Performance Rating: Ineffective/At-Risk

No

Are there a total of 5 or more Marginal and/or Ineffective/At-Risk Ratings?

Yes

Are there at least 3 Exemplary ratings? *At least 4 for supervisors

No

Are there any marginal or ineffective/at-risk?

Yes

Total Performance Rating: Accomplished

No

No

Are there 5 or more Exemplary and/or Accomplished ratings? *At least 6 for supervisors

Yes

Total Performance Rating: Skilled

No

Are there at least 3 Exemplary ratings? *At least 4 for supervisors

Yes

Total Performance Rating: Exemplary

No

No

Are there 2 or more Ineffective/At-risk Ratings?