

Performance Evaluations

Performance Factor Ratings APC and Unit 9 Technical Classifications

Academic Professionals of California

Numerical Rating	Rating	Definition
1	Unacceptable Performance	Performance is clearly inadequate. Employee has demonstrated an inability or unwillingness to improve or meet expectations. Performance is not acceptable for position held. Specific deficiencies should be noted either in Section D ["Record specific REQUIRED IMPROVEMENT or CORRECTION needed in performance or behavior], or in a signed and dated attachment.
2	Below Expectations	Total performance periodically or regularly falls short of expectations. Specific deficiencies should be noted in Section D ["Record specific REQUIRED IMPROVEMENT or CORRECTION needed in performance or behavior], or in a signed and dated attachments.
3	Meets Expectations	Meets all normal requirements of the position in a competent manner.
4	Exceeds Expectations	Consistently competent performance exceeding normal standards in all critical factors for the position.
5	Outstanding	Total performance is far above normal standards for the position.

Performance Evaluations

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APC and Unit 9 Technical Classifications

Unit 9 Technical Classifications

Numerical Rating	Rating	Definition
1-3	Needs Improvement	Achievement below expected level
4	Meets Expectations	Achievement at expected level
5-6	Very Good	Achievement above expected level
7	Excellent	Achievement above expected level