

Performance Level	Definition
Distinguished Performance This Year	Served as a role model this year by consistently and significantly going above and beyond what would be considered successful performance. Achieved successful performance in the core responsibilities of the position, accomplished objectives, and exemplified K-State's Values and Standards of Excellence.
Successful Performance This Year	Achieved successful performance in the core responsibilities of the position. Accomplished all or most position objectives and demonstrated K-State's values and standards of excellence.
Variable Performance This Year	Inconsistently met expectations for core responsibilities/objectives and/or demonstrating K-State's values and standards of excellence. Addressing identified performance gaps should increase success in fully meeting performance standards in the year ahead.
Significant Performance Gaps This Year	Overall performance fell well below K-State's standards this year. Addressing identified gaps in core responsibilities and/or demonstrating K-State's values and standards of excellence must be an urgent priority.
