



University Support Personnel System (USPS) Final Probationary Performance Appraisal

Upon hire at UCF, all new University Support Personnel System (USPS – excluding Law Enforcement) employees in a regular, benefits-earning position must serve an initial 12-month probationary period. The probationary period represents the time to be used for orientation and training. The department must submit to Human Resources a Final Probationary Performance Appraisal no later than 30 days following the 12-month probationary period. Thereafter, reviews of employee performance shall be conducted annually.

NOTE: If a Final Probationary Performance Appraisal is not completed and submitted, the employee will automatically attain regular status.

Name: Employee ID: Dept. Name:

Appraisal Period: From To

Instructions

This Final Probationary Performance Appraisal is required by supervisors at the end of the 12-month USPS employee probationary period. The appraisal will evaluate whether the employee has satisfactory performance to achieve regular employment status. This form should also be utilized for final evaluation of any probationary employees recommended for termination at any point during the probationary period.

- All sections of the Final Probationary Performance Appraisal should be completed by the immediate supervisor.
- The review should then be discussed with and approved by the Department Head who may have input to the original content.
- The Department Head and Supervisor must sign the Supervisory Certification section.
- Once the review is approved and signed by both the Department Head and Supervisor, the Supervisor should make arrangements to discuss the completed Final Probationary Performance Appraisal with the staff member.
- Following this discussion, the staff member may make any appropriate written comments in the final section and/or submit a written response as described below.
- Once the Supervisor has discussed the appraisal with the employee, the employee should sign the Final Probationary Performance Appraisal to signify the review was administered.
- If the employee disagrees with their performance evaluation, the supervisor will notify the employee of their option to submit a response/rebuttal within five business days after administering the review. The response/rebuttal should be submitted directly to the supervisor for consideration and inclusion with the appraisal in the personnel file.
- Please provide a copy of the signed appraisal to the employee, retain the original for departmental files, and attach a signed copy with all attachments to the Review Probation Period Workday task in the supervisor’s inbox. You are encouraged to also include a copy of the employee’s Midpoint Probationary Appraisal with the submission.

I. Performance Factor Ratings

Please read through the instructions on the first page. Check the one most appropriate statement for each performance factor.

Job Knowledge: Understanding of present job duties and related work.

Unsatisfactory: Unable to list and describe duties and knows little about related work.

Marginal: Able to list and describe minimum requirements of the position. Knowledge should improve with experience.

Effective: Can list and describe job mechanics. Routine instructions given.

Commendable: Has very good knowledge of job and related work. Rarely needs instruction.

Exemplary: Exceptionally well- informed on all phases of work. Needs no instruction, even in new situations.

Job Skills: Demonstrated skills and abilities necessary for full job performance.

Unsatisfactory: Not able to perform job functions despite training/instruction.

Marginal: Demonstrates minimal skills and abilities.

Effective: Possesses satisfactory skills and abilities to produce acceptable work.

Commendable: Above average competency in use of necessary skills and abilities.

Exemplary: Consistently superior use of skills and abilities.

Quality of Work: The accuracy, completeness, neatness, and effectiveness of work performed.

Unsatisfactory: Consistently below minimum standards. Work is unacceptable. Work must often be redone.

Marginal: Usually meets minimum standards. However, improvement is needed. Work must be redone.

Effective: Produces good work. Meets all expectations of the position.

Commendable: Frequently exceeds expectations. Does above average work.

Exemplary: Consistently exceeds expectations. Does exceptional work.

Quality of Service: Willingness to exhibit a caring attitude and be courteous and timely in responding to the needs of others.

Unsatisfactory: Is often insensitive/ unresponsive to the needs of others.

Marginal: Sometimes responds to the needs of others in an untimely/insensitive manner.

Effective: Responds to the needs of others in a timely/sensitive manner.

Commendable: Takes extra initiative to ensure that the needs of others are met in a timely and sensitive manner.

Exemplary: Is exceptionally conscientious in ensuring that the needs of others are met in a timely and sensitive manner.

Judgment: Ability to organize and achieve logical conclusions in a timely manner.

Unsatisfactory: Makes frequent errors in judgment.

Marginal: Judgment less than adequate in routine situations.

Effective: Exercises satisfactory judgment in nearly all cases.

Commendable: Exercises good judgment and anticipates consequences of actions.

Exemplary: Exercises exceptional judgment. Displays maturity in handling most situations.

Dependability: Performance of job duties in the absence of direct or indirect supervision.

Unsatisfactory: Needs constant direct supervision.

Marginal: Needs frequent direct supervision.

Effective: Needs routine indirect supervision.

Commendable: Seldom needs direct or indirect supervision.

Exemplary: Justifies utmost confidence. A self-starter. Needs no supervision.

Adaptability / Flexibility: The ability to successfully alter activities to cope with demands of new situations that require acceptance and support. For example, being open to ideas and suggestions from others.

Unsatisfactory: Unable / unwilling to adapt to new situations.

Marginal: Shows resistance and delays transition to change.

Effective: Accepts the changing situation.

Commendable: Embraces change and views it as an opportunity for positive improvement.

Exemplary: Initiates and promotes positive change.

Initiative: Resourcefulness, self-reliance, willingness to accept and ability to carry out responsibility.

Unsatisfactory: Needs detailed instructions. Rarely develops more effective ways of handling assignments. Requires constant follow-up.

Marginal: Demonstrates minimal initiative. Seldom exhibits creative thought. Requires some follow-up.

Effective: Takes initiative to solve problems and carry out responsibility.

Commendable: Has drive and resourcefulness to deviate from routines and make effective suggestions.

Exemplary: Frequently makes ingenious suggestions, independently develops ideas and solutions to problems and follows through completely.

Communication Skills: Ability to communicate with others orally and/or writing.

Written:

Unsatisfactory: Frequently unable to communicate clearly.

Marginal: Occasionally unable to communicate clearly.

Effective: Possesses appropriate communication skills for the position.

Commendable: Better than average ability to communicate thoughts and ideas.

Exemplary: Exceptional communication skills.

Spoken:

Unsatisfactory: Frequently unable to communicate clearly.

Marginal: Occasionally unable to communicate clearly.

Effective: Possesses appropriate communication skills for the position.

Commendable: Better than average ability to communicate thoughts and ideas.

Exemplary: Exceptional communication skills.

Attendance: Attendance and punctuality.

Unsatisfactory: Often absent and/or frequently tardy without good excuse.

Marginal: Lax in attendance or reporting on time.

Effective: Attendance and punctuality are satisfactory.

Commendable: Rarely absent or tardy.

Exemplary: Extremely conscientious. Absent only when unavoidable.

Relationship with People: Works harmoniously and effectively with others.

Unsatisfactory: Has difficulty relating to others, which frequently inhibits effectiveness.

Marginal: Relates fairly well to others, works with some better than others.

Effective: Works well with others, which promotes effectiveness in carrying out duties.

Commendable: Gets along extremely well with others, promotes efficiency and productivity.

Exemplary: Demonstrates outstanding interpersonal skills and abilities, which are assets on the job and to others in the workplace.

Promotion of Community and Culture: Work performance that supports a culture of innovation, inclusion, public service, collaboration, or civil discourse.

Unsatisfactory: Does not demonstrate support for the promotion of community and culture.

Marginal: Occasionally demonstrates a lack of support in the fostering of a culture of community and commitment to students and peers.

Effective: Treats people fairly and supports the promotion of community and culture through work performance.

Commendable: Shows extra initiative to support a culture of community, innovation, and inclusion.

Exemplary: Consistently and frequently embodies the University's promotion of community and culture through formal and informal communications/actions such as public service, collaboration, or civil discourse.

II. Supervisory Skills

The following performance factors are to be rated for those who supervise. Check the one most appropriate statement for each performance factor.

Organizational and Administrative Effectiveness and Efficiency: The supervisor's ability to plan, implement and administer.

Unsatisfactory: Unable to plan, implement and administer.

Marginal: Able to plan, implement and administer at a basic level.

Effective: Plans and implements most tasks with minimal direction.

Commendable: Can be relied upon to plan, implement, and administer tasks well.

Exemplary: Plans, implements and administers all tasks and projects very well with little or no direction.

Leadership: The extent to which the supervisor is able and willing to effectively guide, develop and set a positive example for others.

Unsatisfactory: Avoids or neglects leadership; results are based on employee effort, not leadership skills.

Marginal: Leadership skills shows potential for growth.

Effective: Obtains satisfactory results from employee(s) as a result of leadership skills.

Commendable: Obtains good results from employee(s) as a result of good leadership skills.

Exemplary: Obtains outstanding results from employee(s) as a result of exceptional leadership skills.

III. Supervisor Feedback

Strengths / Accomplishments: Briefly describe the staff member's most significant strengths, accomplishments, and training during this rating period. Please support any performance factors rated as "Exemplary" by providing specific examples and justification. (Use additional sheets if necessary.)

Areas of Improvement: List areas in which the staff member should take special care to address areas that need improvement. Please support any performance factors rated "Unsatisfactory" or "Marginal" by providing specific examples and justification. (Use additional sheets if necessary.)

Goals and Objectives: Provide a brief description of the major goals and objectives for the next rating period. (Use additional sheets if necessary.)

IV. Supervisor's Comments

Exemplary: Performance is at least effective or above in all performance factors **and** exemplary in a majority of the performance factors.

Commendable: Performance is at least effective or above in all performance factors **and** commendable in a majority of the performance factors.

Effective: Performance is either effective in a majority of the performance factors **OR** at effective or above in a majority of the performance factors with **one** performance factor rated below effective.

Marginal: Performance is below the effective level in **two** or more performance factors.

Unsatisfactory: Performance is unsatisfactory in a majority of the performance factors.

Comments (use additional sheets if necessary):

V. Supervisor's Recommendation

Discontinue employment based on inability to receive an overall rating of at least "Effective."
Successful completion of the probationary period with an overall rating of "Effective,"
"Commendable" or "Exemplary."

VI. Supervisory Certification

Immediate Supervisor:

Print Name Sign Name Date

Department Head:

Print Name Sign Name Date

VII. Staff Member's Comments

How clearly do you understand what is expected of you regarding your job performance?

- Completely clear. I know exactly what is expected of me.
- Very clear. I generally know what is expected of me.
- Usually clear. I seldom have to ask.
- Somewhat clear. I sometimes have to ask.
- Not clear. I'm never sure of my duties and responsibilities.

To what extent do you agree, or disagree, with this performance appraisal?

- Completely agree
- Agree
- I have some disagreement
- Completely disagree

Do you have a copy of your most recent position description? Yes No

Other comments:

Staff Member's Signature Date