



LIFT Rating Scale for Overall Evaluation

Rating and Definition	Performance Indicators
<p>5: <u>Significantly Exceeds Expectations</u></p> <p>Makes exceptional contributions through superior performance on key goals. Is a role model for others.</p>	<ul style="list-style-type: none"> Models shared core values Leads at appropriate level and consistently drives high impact results and/or exceptionally high impact in key result areas Catalyst for change; demonstrates strategic thinking with a high sense of urgency in driving DPS' goals Clear leader and culture change champion among peers and stakeholders Communicates a compelling vision for work and engages others around it Takes on and delivers against the most challenging assignments; proactively identifies and pursues opportunities to expand impact Clear focus on broader district goals; identifies the broader connections in their work Focuses on innovative, break-through solutions Highly effective in working across boundaries and around barriers to accomplish results Builds team capacity and drives team inclusiveness and effectiveness; mentors and inspires others to be their best Viewed as a subject matter expert; relied upon for unique expertise <p><i>Note: Standard is not perfection. Consistent high impact, but could have done some things better</i></p>
<p>4: <u>Exceeds Expectations</u></p> <p>Makes significant contributions and impact. Consistently goes above and beyond expectations for role.</p>	<ul style="list-style-type: none"> Executes consistently, effectively and with high quality results Creates meaningful change; focuses on impact versus completion Thinks strategically about how to work differently and deliver high-impact results Takes systems perspective in analyzing issues and identifying linkages Initiates and consistently follows through; self-directed and motivated Demonstrates strong leadership consistent with expectations at their level Continuous learner; proactively shares learning with others Effectively engages and influences other team members and key stakeholders Resilient in the face of obstacles and change Takes full ownership for results; willing to be "public face" for area of accountability Demonstrates commitment to the success of others; builds upon the ideas of others Models shared core values



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<p>3: <u>Meets Expectations</u></p> <p>Solid contributor who meets expectations for the role. Demonstrates the willingness and ability to grow.</p>	<ul style="list-style-type: none"> • Demonstrates shared core values • Solid contributor who demonstrates focus on execution and task completion • Has positive impact on organization; delivers on expected goals and results • Solves problems effectively and escalates appropriately • Collaborative and supportive team member; demonstrates ability to manage conflict effectively • Opportunity may exist to further expand impact • If new to role, is still developing skills and knowledge for the role; however is meeting the expectations associated with their tenure in role
<p>2: <u>Needs Improvement</u></p> <p>Results do not yet consistently meet expectations and impact is currently below that expected for the role. May require development in a key skill area for role. Targeted performance improvement plan may be necessary.</p>	<ul style="list-style-type: none"> • Capable of meeting expectations for role, but requires higher than expected support, coaching and on-going follow-up to reach goals • Has yet to develop key skills or knowledge necessary for the role; performance development/improvement is advancing, but is slower than expected for experience in role • May require additional initiative, focus, consistency and/or follow-through to achieve results • Impact is below that expected for the role; may not achieve key goals • May demonstrate frequent resistance to change or inflexibility in dealing with issues and people; behaviors and/or affect negatively affect individual or team performance
<p>1: <u>Unsatisfactory</u></p> <p>Did not meet key goals and/or does not demonstrate proficiency in critical job skills. Immediate and significant performance improvement needed. Performance improvement plan with specific outcomes or other immediate action is necessary.</p>	<ul style="list-style-type: none"> • Requires consistent oversight/supervision in order to achieve results • Demonstrates minimal improvement despite repeated feedback/coaching or other support • May exhibit limited motivation; does not appear engaged in the work itself or DPS' mission • Produces limited results; frequent work-arounds and re-work are required, and/or work products do not meet standards for level of role • Demonstrates critical deficiencies in key skill areas • Impedes team progress, negatively impacts peers and/or openly resists change