

The meaning of different grades under a six-level performance scale

Outstanding	Applies to a performance which has been exceptionally effective and which has far exceeded the standard required in quality and quantity
Very Effective	Means that although not positively outstanding, the performance has been consistently above the standard required in quality and quantity
Effective	Means that the performance has met the standard required and has occasionally exceeded it in quality or quantity or both
Moderate	Means the lowest acceptable standard of performance, without serious deficiencies
Poor	Means that there have been definite performance deficiencies
Very Poor	Means that the performance has been of an unacceptable standard