



Winchester Fire & Rescue Department
**PERFORMANCE EVALUATION SCORING
SYSTEM**

Score	Description
1	Unacceptable Performance - Performance consistently does not meet standards and expectations.
2	Fair Performance - Performance is inconsistent and may be satisfactory sometimes and unacceptable at others. The individual often needs close supervision, guidance and direction. This level typically describes an individual who needs to show improvement and requires further development.
3	Acceptable Performance - Meets or occasionally exceeds the expected standards, usually able to perform without close supervision. Consistently satisfactory performance. Achievement is at a level normally expected for an individual in the job.
4	Commendable Performance - Performance is clearly above normal expectations for the position. Individuals with solid experience and well-developed skills usually achieve this level.
5	Extraordinary Performance - Performance consistently exceeds standards and requirements. Achievements are well beyond those normally expected of someone in the job. This is a level reserved for the few individuals whose performance has been consistently excellent.