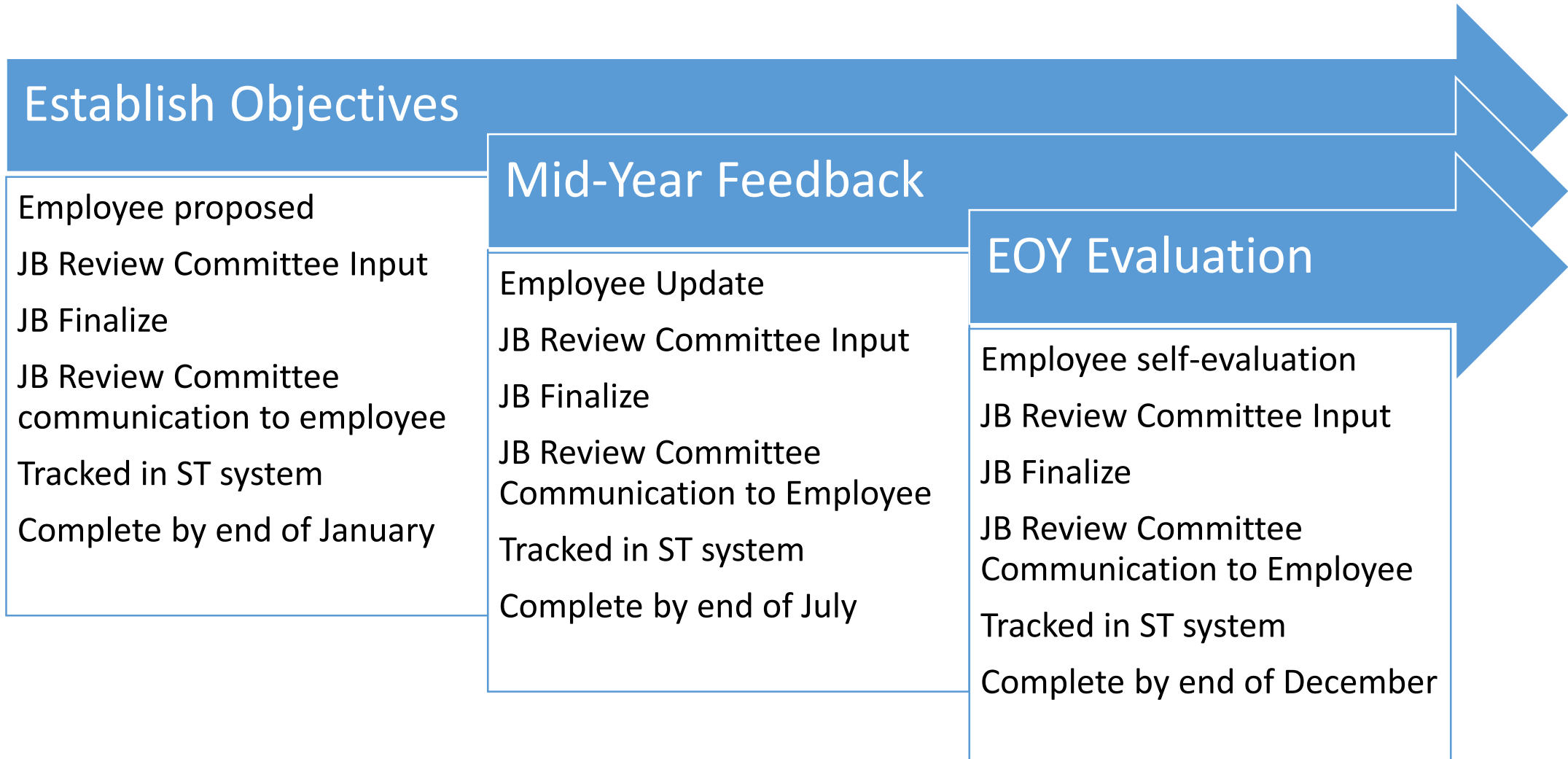


ROOT Director Performance Evaluation Process



Performance Evaluation Components

- Objectives section - SMART goals
- Competency areas:
 - Collaboration
 - Inclusion/Respect
 - Integrity
 - Passenger Focus
 - Quality
 - Safety

Rating Scale

Title	Description
Needs Improvement	Achieves some results but is not contributing at the level expected. May be having repeat conversations about an issue with no consistent improvement in result of behavior.
Developing/New Hire	Demonstrates most responsibilities but needs development in some areas to achieve full success.
Successful	Completes tasks efficiently with the expected levels of autonomy and oversight. Achieves high-quality results day in and day out.
Exemplary	Demonstrates greater independence in achieving outcomes than expected. Is known at ST for exceptional results, approach, and impact. Keeps the bar high for other team members and themselves.