SOLAR *Strengthening Operations for Learning And Results*

SCORING LEVEL DEFINITIONS

Unacceptable (0)	Limited (1)	Satisfactory (2)	Strong (3)
The rating is **unacceptable** if the staff member demonstrates very poor skill and knowledge associated with the indicator relative to the expectations of the position and/or relative to the length of time in the position.	The rating is *limited* if the staff member demonstrates insufficient skills and incomplete knowledge associated with the indicator.	The rating is *satisfactory* if the staff member demonstrates some skills and developing knowledge associated with the indicator.	The rating is *strong* if the staff member demonstrates very good skills and solid knowledge associated with the indicator.
The staff member's skills related to this indicator are unacceptable. The staff member lacks the skill and knowledge after receiving feedback and/or training. The staff member does not demonstrate the ability or motivation to make appropriate adjustments or corrections related to this indicator.	The staff member's skills related to this indicator are very weak. The staff member's skills related to practice are lacking and reflect insufficient knowledge. The staff member is unable to communicate a rationale about practice related to this indicator.	The staff member's skills related to this indicator are sufficient. The staff member's skills related to practice are inconsistent and reflect emerging knowledge. The staff member is able to communicate an incomplete or partial rationale about practice related to this indicator.	The staff member's skills related to this indicator are sound. The staff member's skills related to practice are very consistent and reflect key knowledge. The staff member can capably communicate a rationale about practice related to this indicator.