**UMB School of Social Work  
Office of Diversity, Equity, and Inclusion  
Core Values Evaluation Scale**

The University of Maryland School of Social Work (UMSS) is exploring the idea of including the University of Maryland, Baltimore’s (UMB) core values as a domain under which employees can be rated. This is practiced informally now, and below is a proposed rating structure for how this can be incorporated into current Performance Development Plans.

**UMB Core Values**  
1. Respect and Integrity  
2. Well-Being and Sustainability  
3. Equity and Justice  
4. Innovation and Discovery

**Outstanding**

**A UMSSW employee who receives an Outstanding rating under the Core Values domain would:**

* Exceptionally display behavior and attitudes that embody the UMB core values *(core values 1, 2, 3, and 4)*
* Go above and beyond to integrate justice, equity, diversity, and inclusion in all the work they do. *(core value 3)*
* Create and identify innovative concepts and frameworks that elevate the work *(core value 4)*
* Lead, practice, and support open and honest communication that uplifts the work and their team *(core value 1)*
* Foster and advance a working environment that ensures the well-being and health of UMSSW and surrounding communities *(core value 2)*

**Above Standards**

**A UMSSW employee who receives an Above Standards rating under the Core Values domain would:**

* Exceedingly display behavior and attitudes that embody the UMB core values *(core values 1, 2, 3, and 4)*
* Consistently foster an environment that supports and centers the health of UMSSW and surrounding communities *(core value 2)*
* Proactively seeks and engages in professional and personal self-development and improvement opportunities *(core values 2 and 4)*
* Create new ideas that improve the services UMSSW offers to our students and surrounding communities *(core value 4)*
* Exceptionally contribute to their team with their ideas and proposed solutions *(core values 1 and 3)*
* Consistently practice or support open and honest communication *(core value 1)*

**Meets Standards**

**A UMSSW employee who receives a Meets Standards rating under the Core Values domain would:**

* Successfully display behavior and attitudes that embody the UMB core values *(core values 1, 2, 3, and 4)*
* Respect, embrace, and celebrate diverse identities, cultures, abilities, and interests on and off UMB’s campus *(core value 1 and 3)*
* Model open and honest communication with co-workers and UMSSW community members *(core value 1)*
* Seek opportunities for professional and personal self-development and improvement *(core values 2 and 4)*
* Contribute ideas to continually improve the services UMSSW offers to our students and surrounding communities *(core value 4)*
* Demonstrate creativity and the ability to improve how UMSSW approaches its work by sharing new and innovative ideas *(core value 4)*
* Contribute to the support within their team for their ideas and proposed solutions *(core values 1 and 3)*

**Below Standards**

**A UMSSW employee who receives a Below Standards rating under the Core Values domain would:**

* Display behavior and attitudes that rarely embody the UMB core values *(core values 1, 2, 3, and 4)*
* Rarely take accountability for actions and sometimes be open to challenging current approaches, knowledge, or ideas *(core values 1 and 4)*
* Frequently exhibit behaviors and attitudes that are biased or discriminatory in nature *(core values 2 and 3)*
* Require extrinsic motivation to seek opportunities for professional and personal self-development and improvement *(core values 2 and 4)*
* Be rarely consistent, honest, or transparent in their communication *(core value 1)*
* Perform or behave in a manner that does not prioritize justice, equity, diversity, and inclusion for their UMSSW co-workers and surrounding community *(core value 3)*

**Unsatisfactory**

**A UMSSW employee who receives an Unsatisfactory rating under the Core Values domain would:**

* Display behavior and attitudes that fail to embody the UMB core values *(core values 1, 2, 3, and 4)*
* Never take accountability for actions and not be open to challenging current approaches, knowledge, or ideas *(core values 1 and 4)*
* Engage in ongoing biased and discriminatory behaviors *(core values 2 and 3)*
* Not practice or support open, transparent, and honest communication *(core value 1)*
* Not seek opportunities for professional and personal self-development and improvement *(core values 2 and 4)*

*If any of the information in this document is used or shared in a professional capacity, please be sure to credit the University of Maryland School of Social Work’s Office of Diversity, Equity, and Inclusion.*