

Level 1 - Orientation						
		Indicators of Success				
Components		Excellent (3)	Satisfactory (2)	Unsatisfactory (1)	Score	Notes
Safety						
	Sun/Heat	Employee demonstrates caution during high heat and uses sunscreen and protective clothing to prevent heat-related medical issues	Employee demonstrates some caution during high heat and periodically uses sunscreen and protective clothing to prevent heat-related medical issues	Employee does not demonstrate caution during high heat and does not use sunscreen or protective clothing to prevent heat-related medical issues		
	Eye Protection	Employee always uses eye protection while operating tools requiring eyewear	Employee uses eye protection while operating tools requiring eyewear most of the time	Employee sometimes uses eye protection while operating tools requiring eyewear		
	Ear Protection	Employee always uses ear protection while operating tools requiring protection from excessive noise	Employee uses ear protection while operating tools requiring protection from excessive noise most of the time	Employee sometimes uses ear protection while operating tools requiring protection from excessive noise		
	Rollover	Employee uses caution while using vehicles including cornering at a safe speed and using caution on steep grades	Employee uses caution while using vehicles including cornering at a safe speed and using caution on steep grades most of the time	Employee sometimes uses caution while using vehicles and has required a reminder to corner at a safe speed and use caution on steep grade		
	Road Crossings	Employee always stops at all crossings and demonstrates complete awareness for traffic patterns and courtesy towards pedestrians	Employee stops at crossings generally and demonstrates awareness for traffic patterns and courtesy towards pedestrians	Employee stops at crossings sometimes and demonstrates some awareness for traffic patterns and courtesy towards pedestrians		
	Blades/Reels	Employee is able to describe the difference between the two styles of blades and demonstrates caution and appropriate handling to safely move each piece of equipment	Employee is mostly able to describe the difference between the two styles of blades and demonstrates caution and mostly appropriate handling to safely move each piece of equipment	Employee is not able to describe the difference between the two styles of blades and requires reminding to demonstrate caution and appropriate handling to safely move each piece of equipment		
	Hard Hat	Employee always wears hard hat when performing tasks or handling equipment requiring use of head protection	Employee wears hard hat when performing tasks or handling equipment requiring use of head protection with minimal reminders	Employee requires multiple reminders to use hard hat when performing tasks or handling equipment requiring use of head protection		
	Respirator/PPE	Employee is able to describe the location of PPE and respirator, is able to properly equip themselves with PPE, and demonstrates regular use of PPE without reminding	Employee is able to describe the location of PPE and respirator, is able to properly equip themselves with PPE with minimal direction, and demonstrates regular use of PPE with minimal reminding	Employee requires assistance to describe the location of PPE and respirator, requires direction to properly equip themselves with PPE, and requires reminding to use of PPE		
	Footwear	Employee always uses appropriate footwear for work at the facility	Employee uses appropriate footwear for work at the facility with minimal reminding	Employee uses appropriate footwear for work at the facility with reminding		
Equipment Check						
	Tires	Employee demonstrates awareness of optimal tire pressure for every piece of equipment and ability to use air compressor to adjust tire pressure without supervision	Employee demonstrates awareness of optimal tire pressure for most pieces of equipment and can use air compressor to adjust tire pressure with minimal supervision	Employee demonstrates awareness of optimal tire pressure for some pieces of equipment and can use air compressor to adjust tire pressure but with supervision		
	Oil	Employee demonstrates awareness of optimal oils types, can check oil levels for every piece of equipment, and has ability to add oil without supervision	Employee demonstrates awareness of optimal oils types, can check oil levels for most every piece of equipment, and has ability to add oil with minimal supervision	Employee demonstrates awareness of optimal oils types, can check oil levels of some pieces of equipment, and has ability to add oil with supervision		
	Hoses/Floor	Employee always stores hoses appropriately and keeps floor free of debris and inappropriate equipment	Employee stores hoses appropriately most of the time and keeps floor free of debris and inappropriate equipment	Employee requires direction to store hoses appropriately and requires reminders to keep floor free of debris and inappropriate equipment		
	Fuel	Employee demonstrates awareness of fuel levels for every piece of equipment and is able to adjust fuel levels without direction	Employee demonstrates awareness of fuel levels for most pieces of equipment and is able to adjust fuel levels with minimal direction	Employee demonstrates awareness of fuel levels for some pieces of equipment and requires direction to adjust fuel levels		
	Operation Training	Employee is able to locate operations manuals and demonstrates complete awareness for safe use of facilities	Employee is able to locate operations manuals with minimal direction and demonstrates awareness for safe use of facilities	Employee is able to locate operations manuals with direction and demonstrates some awareness for safe use of facilities		
	Golf Cart Operation	Employee always uses caution when operating golf cart and obeys all local rules for use	Employee always uses caution when operating golf cart and obeys local rules for use with minimal reminding	Employee most always uses caution when operating golf cart and obeys local rules for use with reminding		
Industry Knowledge						
	Golf Etiquette	Employee can describe the game of golf, most rules, and pertinent information related to the care of the golf course for play	Employee can describe the game of golf, some rules, and some pertinent information related to the care of the golf course for play	Employee can somewhat describe the game of golf, a few rules, and some pertinent information related to the care of the golf course for play		
	Hospitality	Employee is able to verbalize the need for hospitality at the facility and always demonstrates positive engagement with guests	Employee is somewhat able to verbalize the need for hospitality at the facility and most always demonstrates positive engagement with guests	Employee is able to verbalize the need for hospitality at the facility with direction and has demonstrated issues with positive engagement with guests		
	Host-Club Training	Employee has passed all required facility training and has engaged in supplemental training	Employee has passed all required facility training	Employee has not passed all required facility training		
					Total	
Notes						

Level 2 - Golf Course Maintenance Basics						
		Indicators of Success			Score	Notes
Components	Excellent (3)	Satisfactory (2)	Unsatisfactory (1)	Score	Notes	
Mowing						
Rotary mower	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a high level of accuracy	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a moderate level of accuracy	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a low level of accuracy			
String trimmer	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and trims with a high level of accuracy	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and trims with a moderate level of accuracy	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and trims with a low level of accuracy			
Fly mower	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a high level of efficiency	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a moderate level of efficiency	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a low level of efficiency			
Course Care						
Tee setup	Employee is able to quickly and efficiently set up tees in appropriate areas with respect to direction towards hole and rotating for turf recovery with no assistance.	Employee is able to quickly and efficiently set up tees in appropriate areas with minimal assistance to ensure direction towards hole and rotating for turf recovery.	Employee requires regular assistance to quickly and efficiently set up tees in appropriate areas to ensure direction towards hole and rotating for turf recovery.			
Backpack blower	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and quickly and efficiently removes all debris from focus area	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, is able to remove most debris from focus area	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and removes some debris from focus area			
Bunker repair/upkeep	Employee is able to repair washed areas and rake sand surface to a high level of consistency both quickly and efficiently	Employee is able to repair washed areas and rake sand surface to a moderate level of consistency both quickly and efficiently	Employee needs direction to repair washed areas and rake sand surface to a fair level of consistency			
Divot and ball mark repair	Employee consistently scouts for divots and ball marks without prompting, repairs both completely for optimal grow back and playability, and is able to teach colleagues how to do the same	Employee generally scouts for divots and ball marks, repairs them mostly completely for optimal grow back and playability	Employee requires reminding to scout for divots and repairs some divots completely for optimal grow back and playability			
Sod installation	Employee handles sod carefully and works at a high level with a team to lay sod quickly with a high degree of accuracy	Employee handles sod carefully and generally works well with a team to lay sod quickly with a moderate degree of accuracy	Employee handles sod carefully with reminders but has some issues working with a team to lay sod quickly and accurately			
				Total		
Notes						
Level 3 - Golf Course Maintenance Intermediate						
		Indicators of Success			Score	Notes
Components	Excellent (3)	Satisfactory (2)	Unsatisfactory (1)	Score	Notes	
Course Care						
Handwatering	Employee is able to set up hose safely and apply appropriate amount of water to diverse surfaces without direction	Employee is able to set up hose safely and apply appropriate amount of water to diverse surfaces with little direction	Employee is able to set up hose with direction and requires supervision to apply appropriate amount of water to diverse surfaces			
Moisture meter	Employee is able to quickly and efficiently use a moisture meter to probe diverse surfaces and is able to articulate the ideal moisture conditions depending on the surface.	Employee is able to quickly and efficiently use a moisture meter to probe diverse surfaces and is able to articulate the ideal moisture conditions depending on the surface with minimal direction.	Employee requires regular assistance to quickly and efficiently use a moisture meter to probe diverse surfaces and struggles to articulate the ideal moisture conditions depending on the surface.			
Large Blower	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and efficiently remove debris and keep sensitive areas clear	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, is moderately efficient when removing debris and keeping sensitive areas clear	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated inconsistent ability to safely use equipment, and often times blows debris into sensitive areas			
Turf Maintenance						
Walk Behind reel mower	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a high level of accuracy	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a moderate level of accuracy	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and mows with a low level of accuracy			
Roller	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and is able to roll turf efficiently without any damage	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and is able to roll turf efficiently with minimal damage	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and rolls with moderate efficiency and periodic turf damage			

	Walk-behind aerifier	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and is able to efficiently aerate target areas on the golf course with no supervision	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and is able to efficiently aerate target areas on the golf course with minimal supervision	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated ability to safely use equipment, and requires supervision to efficiently aerate target areas on the golf course		
	Power Brush	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and is able to efficiently drag in greens post-topdressing with no turf damage	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment, and is able to efficiently drag in greens post-topdressing with minimal turf damage	Employee requires prompting to perform an inspection of the equipment before use, has somewhat demonstrated ability to safely use equipment, and is moderately able to drag in greens post-topdressing with some turf damage		
	Small triplex	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment with respect to slopes and grounds under repair, and mows with a high level of accuracy	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment with respect to slopes and grounds under repair, and mows with a moderate level of accuracy	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated inconsistent ability to safely use equipment with respect to slopes and grounds under repair, and mows with a low level of accuracy		
Transportation						
	Heavy utility vehicle	Employee always uses caution when operating vehicle, obeys all local rules for use, and is able to use dump bed with no supervision	Employee always uses caution when operating vehicle, obeys local rules for use with minimal reminding, and is able to use dump bed with minimal supervision	Employee generally uses caution when operating vehicle, obeys local rules for use with minimal reminding, requires supervision to use dump bed		
	Vehicle with trailer	Employee always uses caution when operating vehicle, obeys all local rules for use, and is able to safely and efficiently park and back up vehicle with trailer attached	Employee always uses caution when operating vehicle, obeys local rules for use with minimal reminding, and with minimal supervision is able to safely and efficiently park and back up vehicle with trailer attached	Employee generally uses caution when operating vehicle, obeys local rules for use with minimal reminding, requires supervision to safely and efficiently park and back up vehicle with trailer attached		
					Total	
Notes						
Level 4 - Golf Course Maintenance Advanced						
Indicators of Success						
Components	Excellent (3)	Satisfactory (2)	Unsatisfactory (1)	Score	Notes	
Turf Maintenance						
	Fairway triplex	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment with respect to slopes and grounds under repair, and mows with a high level of accuracy	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment with respect to slopes and grounds under repair, and mows with a moderate level of accuracy	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated inconsistent ability to safely use equipment with respect to slopes and grounds under repair, and mows with a low level of accuracy		
	Rotary rough mower	Employee always performs an inspection of the equipment before use, has demonstrated ability to safely use equipment with respect to slopes and grounds under repair, and mows with a high level of accuracy	Employee generally performs an inspection of the equipment before use, has demonstrated ability to safely use equipment with respect to slopes and grounds under repair, and mows with a moderate level of accuracy	Employee requires reminding to perform an inspection of the equipment before use, has demonstrated inconsistent ability to safely use equipment with respect to slopes and grounds under repair, and mows with a low level of accuracy		
Course Care						
	Cup cutting	Employee is able to safely use cup cutting tools to change hole location to appropriate area, ensure ideal playing conditions with proper replacement of plug, and place pin upright with no direction	Employee is able to safely use cup cutting tools to change hole location to appropriate area, ensure ideal playing conditions with mostly proper replacement of plug, and place pin upright with minimal direction	Employee is able to safely use cup cutting tools to change hole location to appropriate area, requires direction to efficiently replace plug, and inconsistently places pin upright		
Irrigation						
	Head adjustment	Employee is able to recognize an irrigation head in need of adjustment, is able to properly shut off the head, is able to quickly and efficiently adjust the head, and is able to repair the surrounding turf with no direction	Employee is often able to recognize an irrigation head in need of adjustment, is able to properly shut off the head, is able to adjust the head, and is able to repair the surrounding turf with minimal direction	Employee is able to recognize an irrigation head in need of adjustment with assistance, is able to shut off the head, is able to adjust the head with moderate accuracy, and is able to repair the surrounding turf with significant direction		
	Line repair	Employee is able to identify an issue with an irrigation line, articulate a plan to repair the line, and carry out a repair with minimal direction	Employee is able to identify an issue with an irrigation line, somewhat articulate a plan to repair the line, and carry out a repair with some assistance	Employee struggles to identify issues with an irrigation line, requires assistance to articulate a plan to repair the line, and can only carry out a repair with significant assistance		
Drainage						
	Bunker drainage	Employee is able to quickly assess drainage issue, efficiently repair drainage components, and repair bunker to playable state with no direction	Employee is able to assess drainage issue, repair drainage components, and repair bunker to playable state with some direction	Employee is able to somewhat assess drainage issue, repair drainage components, and repair bunker to a somewhat playable state with significant direction		
	Turf Drainage Repair	Employee is able to assess a poorly drained area, identify an issue with an existing drain, repair or modify the drain, and repair the area around the drain to be playable with no direction	Employee is able to assess a poorly drained area, identify an issue with an existing drain, repair or modify the drain, and repair the area around the drain to be playable with direction	Employee is able to assess a poorly drained area, identify an issue with an existing drain, repair or modify the drain with direction, and somewhat repair the area around the drain to be playable with significant direction		
Fertilizing						
	Calibration	Employee is able to safely, quickly, and efficiently calibrate all fertilizer application equipment with no assistance	Employee is able to safely, quickly, and efficiently calibrate all fertilizer application equipment with minimal assistance	Employee is somewhat able to safely, quickly, and efficiently calibrate all fertilizer application equipment with significant assistance		

	Push spreader application	Employee is able to load spreader with no spillage and apply correct amount of fertilizer to desired area with no assistance	Employee is able to load spreader with minimal spillage and apply correct amount of fertilizer to desired area with very little assistance	Employee is able to load spreader with some spillage but requires assistance to apply correct amount of fertilizer to desired area		
	Tractor	Employee always uses caution when operating equipment, obeys all local rules for use, and is able to use implements with no supervision	Employee always uses caution when operating equipment, obeys local rules for use with minimal reminding, and is able to use implements with minimal supervision	Employee generally uses caution when operating equipment, obeys local rules for use with minimal reminding, requires supervision to use implements		
Spraying						
	Mixing	Employee is able to recognize an appropriate list of chemical inputs with amounts, wear all appropriate PPE, and both measure out and add inputs to mixing reservoir safely and efficiently with no supervision	Employee is able to recognize an appropriate list of chemical inputs with amounts, wear all appropriate PPE, and both measure out and add inputs to mixing reservoir safely and efficiently with little supervision	Employee is somewhat able to recognize an appropriate list of chemical inputs with amounts, wear all appropriate PPE, and both measure out and add inputs to mixing reservoir safely and efficiently but with significant supervision		
	Application	Employee is able to apply the correct amount of inputs to desired area efficiently and limit all disruption to the turf with no assistance	Employee is able to apply the correct amount of inputs to desired area efficiently and limit all disruption to the turf with minimal assistance	Employee is able to apply the correct amount of inputs to desired area but struggles to do so efficiently and limit all disruption to the turf without assistance		
	PPE	Employee is able to identify all PPE required for tasks at facility and can explain the role of each piece of PPE to a colleague	Employee is able to identify all PPE required for tasks at facility and can explain the role of each piece of PPE to a colleague with minimal assistance	Employee is able to identify most of the PPE required for tasks at facility and can only explain the role of each piece of PPE to a colleague with significant assistance		
					Total	

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Level 5 - (Personnel and Facility Management)

		Indicators of Success				
Components		Excellent (3)	Satisfactory (2)	Unsatisfactory (1)	Score	Notes
Personnel Management						
	Task assignment	Employee is able to develop a list of tasks for course maintenance, assign tasks based on crew member skillsets, and assign tasks each day quickly and efficiently with no direction	Employee is able to develop a list of tasks for course maintenance, assign tasks based on crew member skillsets, and assign tasks each day quickly and efficiently with some direction	Employee struggles to develop a list of tasks for course maintenance and cannot assign tasks or assign tasks each day without significant direction		
	Task evaluation	Employee is able to quickly and efficiently identify the completion of a task objective attempted by a crew member based on quality and timeliness without any direction	Employee is able to identify the completion of a task objective attempted by a crew member based on quality and timeliness with some direction	Employee is not able to identify the completion of a task objective attempted by a crew member without significant direction		
	Crew mediation	Employee is able to quickly and effectively identify and remediate a dispute between crew members or respond effectively to a crew member complaint without any direction	Employee is able to identify and remediate a dispute between crew members or respond effectively to a crew member complaint with some support	Employee is not able to identify or remediate a dispute between crew members and is not able to respond effectively to a crew member complaint without significant support		
Facility Management						
	Tree removal	Employee is able to safely and efficiently prune and or fell a tree with no supervision and with no damage to surrounding area.	Employee is able to safely and efficiently prune and or fell a tree with minimal supervision and with little to no damage to surrounding area.	Employee is not able to safely and efficiently prune and or fell a tree without supervision and causes damage to surrounding area.		
	Trencher operation	Employee is able to lay out cutting line, mark underground lines, and safely and efficiently operate trencher to dig a trench with no supervision	Employee is able to lay out cutting line, mark underground lines, and safely and efficiently operate trencher to dig a trench with some supervision	Employee is not able to lay out cutting line, mark underground lines, or safely and efficiently operate trencher to dig a trench without significant supervision		
	Excavator	Employee is able to safely and efficiently operate excavator to dig and move material without supervision.	Employee is able to safely and efficiently operate excavator to dig and move material with minimal supervision.	Employee is not able to safely and efficiently operate excavator to dig and move material without supervision.		
	Dump truck	Employee is able to operate a dump truck safely and efficiently including driving, dumping, and observing safe loading without direction	Employee is able to operate a dump truck safely and efficiently including driving, dumping, and observing safe loading with minimal direction	Employee is not able to operate a dump truck safely and efficiently including driving, dumping, and observing safe loading without significant direction and supervision		
	Bedknife sharpening	Employee is able to identify damage to reels and backlap reels quickly and efficiently for daily use on mowers with no supervision	Employee is able to identify damage to reels and backlap reels quickly and efficiently for daily use on mowers with some supervision	Employee is not able to identify damage to reels and backlap reels quickly and efficiently for daily use on mowers with without supervision		
	Reel sharpening	Employee is able to identify damage to bedknife and is able to quickly and efficiently grind the bedknife evenly so that it is able to cut paper at every point of meeting with a reel with no supervision	Employee is able to identify damage to bedknife and is able to grind the bedknife evenly so that it is able to cut paper at every point of meeting with a reel with little supervision	Employee is not able to identify damage to bedknife and is not able to grind the bedknife evenly so that it is able to cut paper at every point of meeting with a reel without significant supervision		
	Equipment maintenance	Employee is able to conduct regular maintenance on all equipment in the shop that is used regularly including fluid level adjustment, tire maintenance, winterizing, and balancing with no supervision	Employee is able to conduct regular maintenance on all equipment in the shop that is used regularly including fluid level adjustment, tire maintenance, winterizing, and balancing with some direction	Employee is not able to conduct regular maintenance on all equipment in the shop that is used regularly including fluid level adjustment, tire maintenance, winterizing, and balancing without significant supervision		
Irrigation						

	Operation/scheduling	Employee is able to articulate the irrigation requirements for all turf areas on-site and can set up a schedule for application using the site-specific system with no assistance	Employee is able to articulate the irrigation requirements for most turf areas on-site and can set up a schedule for application using the site-specific system with minimal assistance	Employee is able to articulate the irrigation requirements for a few turf areas on-site and can only set up a schedule for application using the site-specific system with significant assistance		
	Installation	Employee is able to safely and efficiently install a new quick coupler and/or irrigation head according to manufacturer specifications with no direction	Employee is able to safely and efficiently install a new quick coupler and/or irrigation head according to manufacturer specifications with minimal direction	Employee is able to safely and efficiently install a new quick coupler and/or irrigation head according to manufacturer specifications only with significant direction		
	Records audit	Employee is able to direct auditor to records and is able to articulate average application rates with total gallons applied for specified windows	Employee is able to direct auditor to records and is able to articulate average application rates with total gallons applied for specified windows with minimal assistance	Employee requires significant assistance to direct auditor to records and articulate average application rates with total gallons applied for specified windows		
	System repair	Employee is able to identify an issue with the irrigation system, articulate a plan to repair the system, and carry out a system repair with minimal direction	Employee is able to identify an issue with the irrigation system, somewhat articulate a plan to repair the system, and carry out a system repair with some assistance	Employee struggles to identify issues with the irrigation system, requires assistance to articulate a plan to repair the system, and can only carry out a system repair with significant assistance		
Fertilizing						
	Tractor application	Employee is able to load spreader with no spillage, apply correct amount of fertilizer to desired area, and limit all disruption to the turf with no assistance	Employee is able to load spreader with minimal spillage, apply correct amount of fertilizer to desired area, and limit all disruption to the turf with very little assistance	Employee is able to load spreader with some spillage but requires assistance to apply correct amount of fertilizer to desired area and limit disruption to the turf		
	Scheduling	Employee is able to develop a site-specific fertility plan including inputs, rates, and timing according to climate and soil test results with no assistance	Employee is able to develop a site-specific fertility plan including inputs, rates, and timing according to climate and soil test results with minimal assistance	Employee is somewhat able to develop a site-specific fertility plan including inputs, rates, and timing according to climate and soil test results with significant assistance		
Spraying						
	Calibration	Employee is able to safely, quickly, and efficiently calibrate all application equipment including nozzles and flow rates with no assistance	Employee is able to safely, quickly, and efficiently calibrate all application equipment including nozzles and flow rates with minimal assistance	Employee is somewhat able to safely, quickly, and efficiently calibrate all application equipment including nozzles and flow rates with significant assistance		
	Scheduling	Employee is able to develop a site-specific application plan including inputs, rates, and timing according to climate, turf conditions, and disease/pest pressure with no assistance	Employee is able to develop a site-specific application plan including inputs, rates, and timing according to climate, turf conditions, and disease/pest pressure with minimal assistance	Employee is somewhat able to develop a site-specific application plan including inputs, rates, and timing based on turf conditions, and disease/pest pressure with significant assistance		
	BMP plan	Employee is able to articulate all State and site specific best management practices and explain BMP impact on facility operations	Employee is able to articulate most State and site specific best management practices and explain BMP impact on facility operations	Employee is only able to articulate some State and site specific best management practices and explain BMP impact on facility operations		
License						
	NC Applicator	Employee has obtained all required and preferred applicator licenses for employment at the facility	Employee has obtained all required applicator licenses for employment at the facility	Employee has not obtained all required applicator licenses for employment at the facility		
					Total	
Notes						
Levels	Level 1	Level 2	Level 3	Level 4	Level 5	Total
Scores						