

Performance Evaluation & Accountability Framework: AARE AI Engineer Program

This document serves as the official manual for performance measurement at **Aetheria AI Research & Engineering (AARE)**. Our evaluation system is designed to provide an objective, data-driven assessment of an intern's trajectory from a student mindset to a production-ready AI Engineer.

1. The Multi-Dimensional Scoring Model

Intern performance is not measured by code alone. We utilize a weighted multi-dimensional rubric to assess the "Full-Stack Professional."

1.1 Performance Weights

Dimension	Weight	Measurement Tool
Technical Execution	50%	Milestone Projects, Labs, Technical Quizzes.
Engineering Rigor	20%	Documentation, Git Hygiene, Code Reviews.
Communication & Collaboration	15%	Stand-ups, RFC Presentations, Discord Engagement.
Consistency & Reliability	15%	Attendance, Punctuality, Deadline Adherence.

2. Dimensional Criteria Breakdown

2.1 Technical Execution (50%)

- Accuracy:** Precision of mathematical and algorithmic implementations.
- Optimization:** Ability to reduce inference latency and manage GPU/CPU memory footprints.
- Generalization:** Performance of models on unseen "blind" test sets provided by AARE.

2.2 Engineering Rigor (20%)

- Version Control:** Frequency and clarity of commits; successful management of merge requests.
- Modularity:** Adherence to SOLID principles and DRY (Don't Repeat Yourself) code.
- Testing:** Coverage of unit and integration tests within project repositories.

2.3 Communication & Collaboration (15%)

- **Technical Articulation:** The ability to explain complex AI concepts (e.g., Cross-Attention) to both technical and non-technical stakeholders.
- **Peer Support:** Active contribution to the #technical-help channels and constructive peer code reviews.

2.4 Consistency & Reliability (15%)

- **Availability:** Presence during core hours (09:00 - 18:00 IST) and response time to mentor pings.
- **Self-Regulation:** Consistent daily log submissions and proactive identification of blockers.

3. Monthly Performance Reviews (MPR)

At the end of each month, the Program Operations team generates an **Intern Performance Dashboard**.

3.1 The MPR Cycle

1. **Data Aggregation:** Collection of all quiz scores, project grades, and attendance logs.
2. **Mentor Qualitative Feedback:** A summary of the intern's growth in soft skills and architectural thinking.
3. **1:1 Review Meeting:** A mandatory 20-minute session to discuss the dashboard and set KPIs for the following month.

3.2 Performance Tiers

- **High Potential (HP):** Score > 90%. Eligible for the "Lead Intern" role and priority placements.
- **In-Track (IT):** Score 75% – 89%. Meeting all program requirements.
- **At-Risk (AR):** Score 65% – 74%. Requires immediate intervention.
- **Critical (C):** Score < 65%. Triggers immediate entry into the Performance Improvement Plan (PIP).

4. Performance Improvement Plan (PIP)

Interns falling into the **At-Risk** or **Critical** categories are placed on a structured PIP to rectify performance gaps.

4.1 PIP Structure

- **Duration:** 14 calendar days.
- **Mandatory Syncs:** Daily 15-minute check-ins with a designated Lead Mentor.

- **Targeted Deliverables:** Specific technical tasks designed to address identified weaknesses (e.g., a "Git Mastery Lab" if version control hygiene is the issue).

4.2 PIP Outcomes

- **Successful Exit:** Performance returns to >75% at the end of 14 days.
- **Extended Probation:** A one-time 7-day extension if progress is visible but insufficient.
- **Unsuccessful Exit:** Failure to meet targets results in program termination.

5. Termination Criteria

Aetheria AI maintains a high standard of professional excellence. Termination from the program occurs under the following conditions:

5.1 Technical Failure

- Cumulative average score falls below **70%** for two consecutive months.
- Failure to exit a Performance Improvement Plan (PIP) successfully.
- Two consecutive "Unsatisfactory" grades on Monthly Milestone Projects.

5.2 Professional Misconduct

- **Plagiarism/Cheating:** Any instance of submitting code that is not your own without explicit attribution.
- **Attendance:** Unexcused absence exceeding **10%** of total program hours.
- **Environment Violation:** Sharing proprietary AARE datasets or internal documentation with external parties.

6. Graduation & Certification Thresholds

To qualify for the **Certified AI Engineer (Production Grade)** credential, an intern must meet the following cumulative metrics:

1. **Attendance:** > 90%.
2. **Overall Score:** > 75%.
3. **Capstone Grade:** > 80% (Must pass the Technical Defense).
4. **Behavioral Clearance:** No active warnings or ethics violations on file.