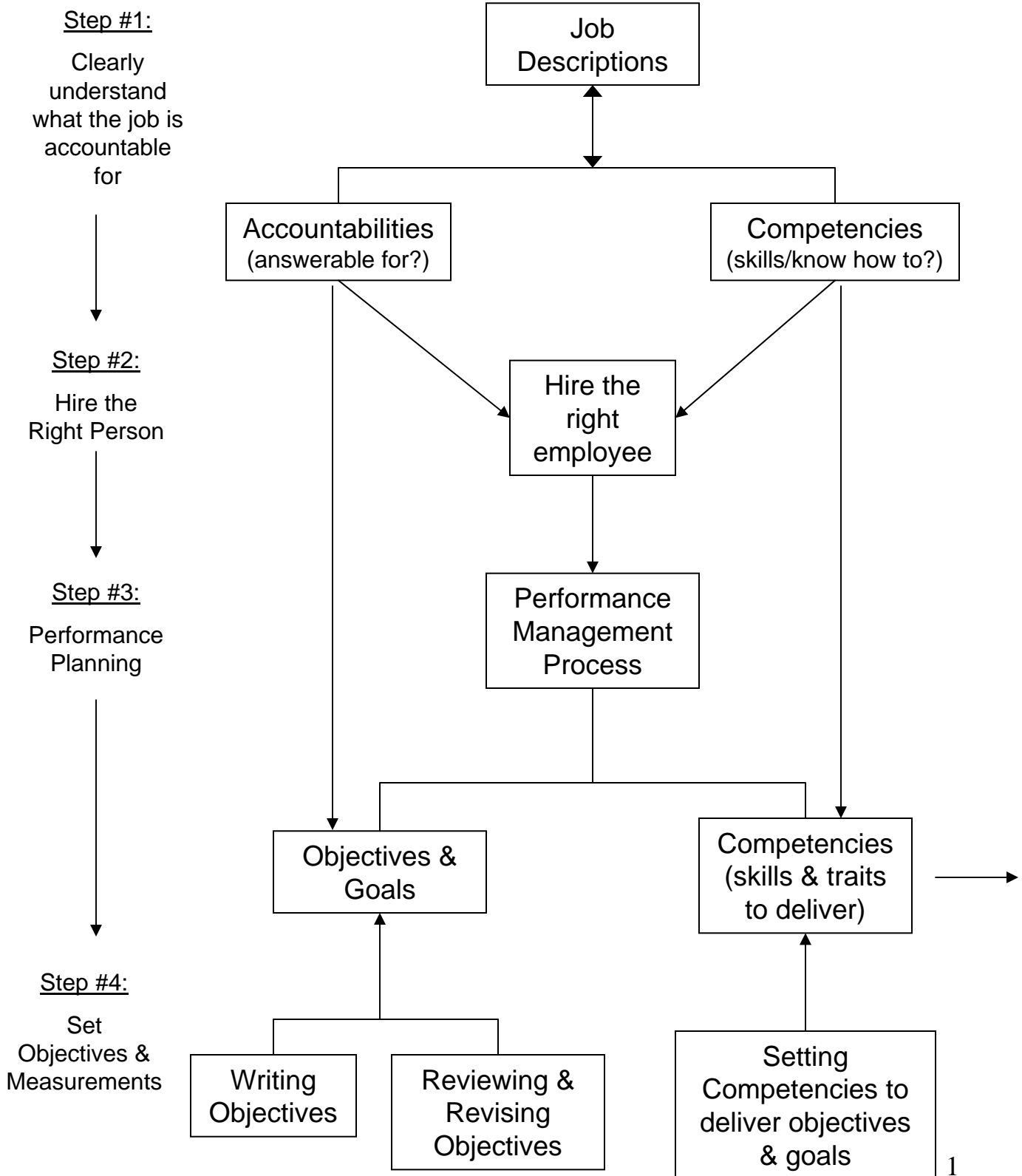
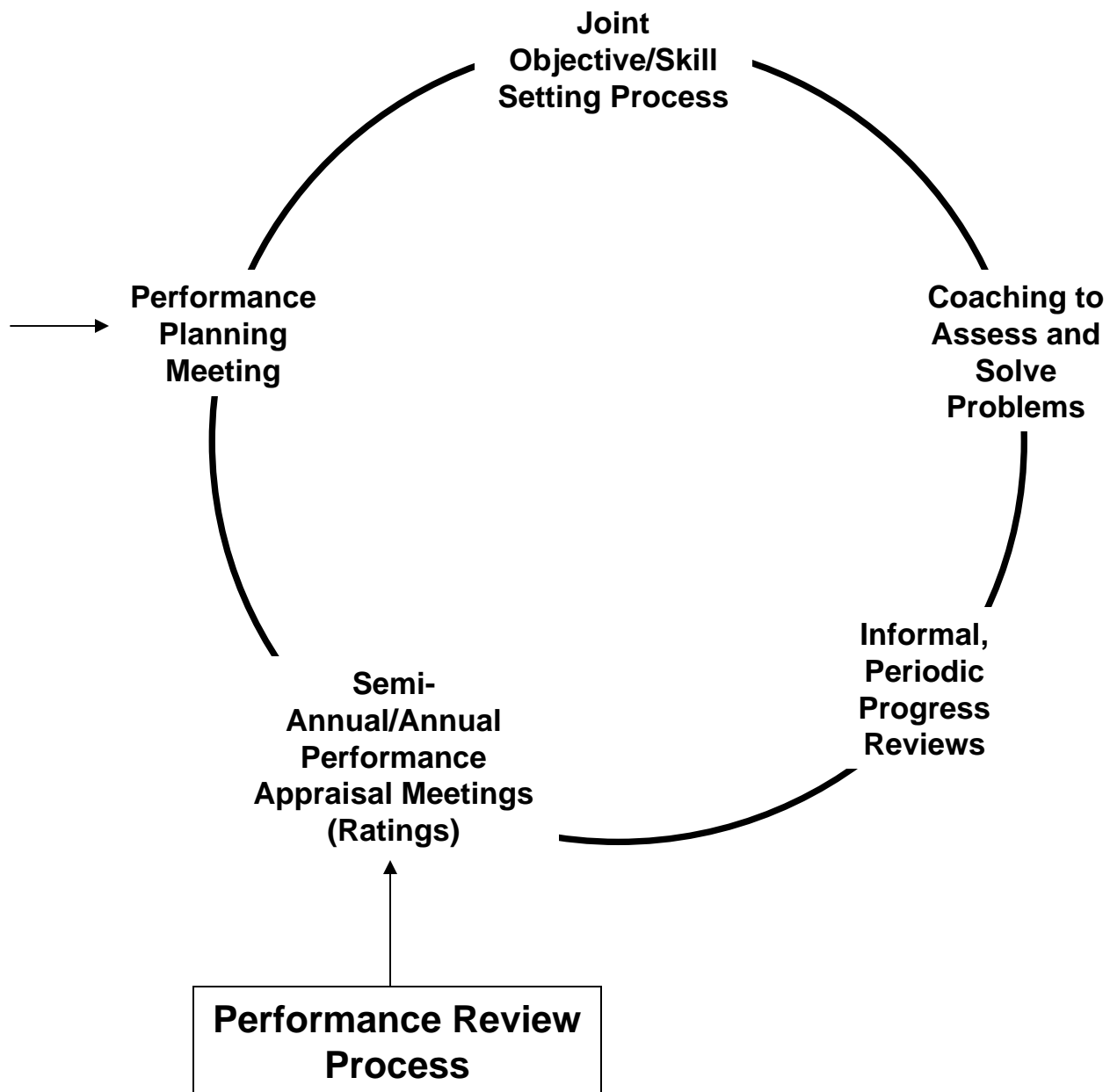


Performance Management Process



Performance Management Process, continued



Performance Management Process, continued

(I) Pre-Performance Review Period Meeting:

A) List Job Accountabilities (from Job Descriptions)	✓ List measurements for each accountability
B) List <u>5</u> Competencies (from Job Descriptions)	✓ List current status of each competency ✓ Identify which they will work on

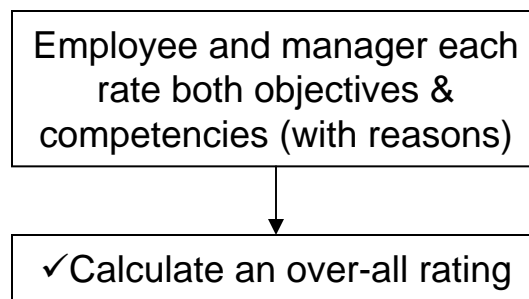
(II) Mid-Performance Review Period Cycle:

	<u>Rate as if at end of review period:</u>
A) Identify “wind-falls” and “catastrophes”	
B) List Results to date	
C) Revise objectives as appropriate	

(III) End of Performance Review Period:

Record all results (include identified wind-falls, etc.)
List Results
Revise objectives for next review period.

(IV) Joint Ratings & Rationale



(V) The Performance review Conference

