

# **CED Proposed Performance Evaluation Process**

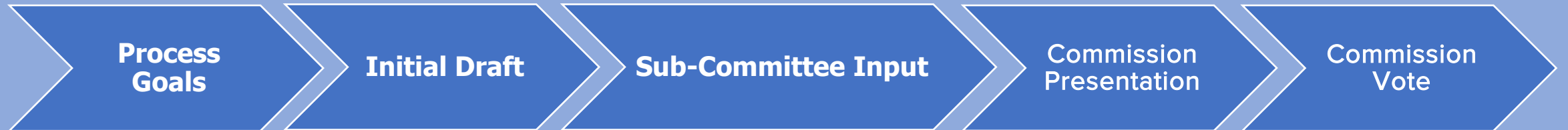
**Commission Meeting  
Thursday, January 12, 2023**

**Presented by: B.J. Rogers**

# TODAY

- **Proposed Process Review**
- **2022 Process Recommendations**
- **Questions & Discussion**

# Process Overview



# Process Design Intentions

- Reduce/compress review timeline (4-6 weeks start to finish)
- Remove subjectivity
- Align future performance evaluation with Focus Item progress
- Provide opportunity for on-going/periodic progress check-ins
- Reduce/eliminate need for Commission Subcommittee

# Annual Review Process

- **Facilitator: design, distribute, analyze questionnaires (E-Team, ELC, Commission)**
- **Facilitator: conduct E-Team interviews (post-questionnaire)**
- **CED: draft self-assessment re: professional development goal progress**
- **CED: compile final year-end dashboard (Q1-Q4)**
- **Facilitator: compile cumulative findings (questionnaires, interviews)**
- **Facilitator: present full findings to Commission**

# Periodic Updates (Quarterly/Monthly)

- **Update dashboard to reflect current progress (Qtrly/Focus Item-directed)**
- **Brief quarterly narrative/notes to provide additional context**
- **Discussion with full Commission on general Focus Item progress (monthly)**
- **Focus Item adjustments as needed (based on landscape changes)**

# 2022 Next Steps/Process Recommendations

- **Commission vote**
- **Create 1-page process overview**
- **Michael/Mike to share process with ELC during regularly scheduled mtg**
- **Add agenda item to All Plant meeting to share out that a new process has been created and that details are available from HR**
- **2022 Process: sub Focus Items for 2022 budget highlights and include review of 2022 professional development action plan progress**
- **Kick-off 2022 process February 6, 2023 (completion March 17, 2023)**

# Questions & Discussion