CED Proposed Performance Evaluation Process

Commission Meeting
Thursday, January 12, 2023

Presented by: B.J. Rogers
• Proposed Process Review
• 2022 Process Recommendations
• Questions & Discussion
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