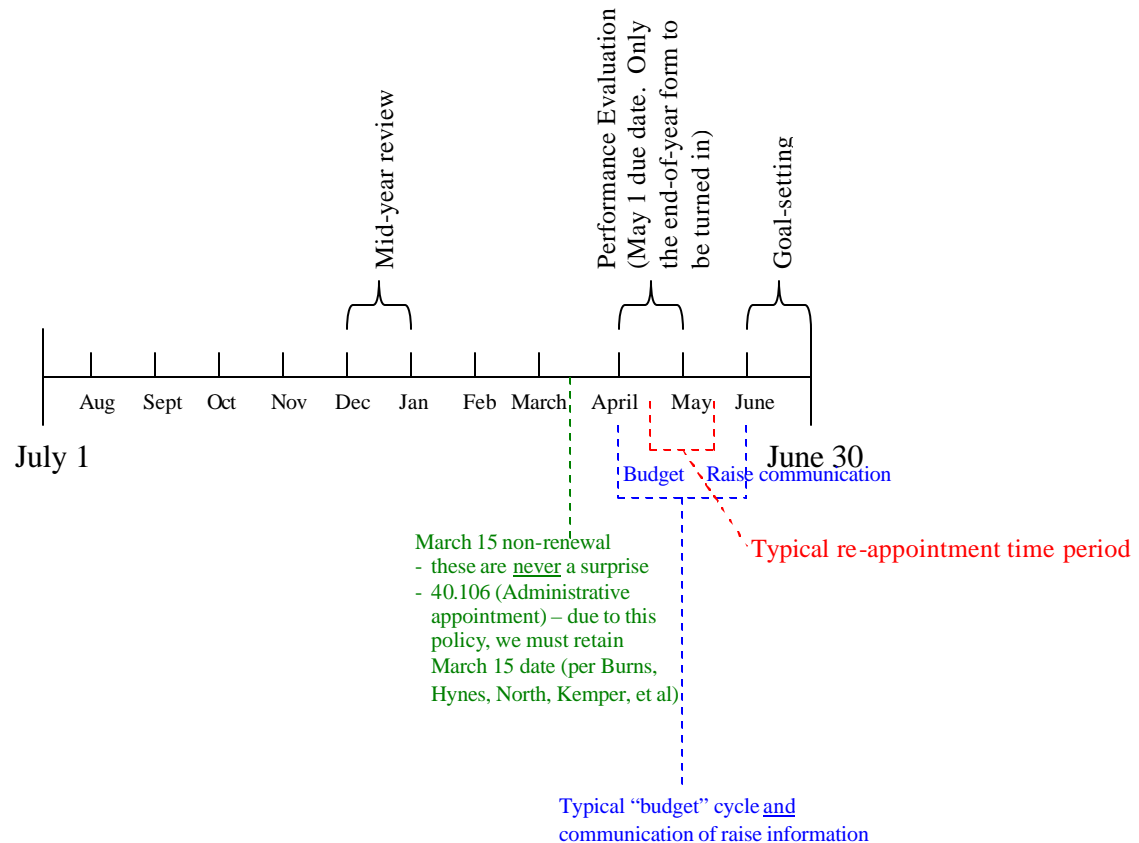


**CLASSIFIED AND IT
PERFORMANCE MANAGEMENT CYCLE
NOVEMBER 2002**

Original Goal:

- That all classified and Administrative staff be on the same review cycle with the same design of Performance Management system



Current Performance Evaluation/Performance Management Policy for Administrators notes 3 primary considerations:

1. annual evaluation
2. in writing
3. by March 1st

[40.106 says: if an administrator does **not** receive an annual evaluation, their performance is deemed satisfactory for re-appointment the following year.]

Issues:

1. Re-appointment process for Administrators:
 - timing
 - March 15 'non-renewal'
2. Budget Cycle
 - decisions on merit
3. Rating Factors
 - core competencies and customized competencies
4. connection to merit - how