

COLLEGE OF MICRONESIA-FSM

BOARD POLICY No. 6017

Performance Evaluation

Date Adopted: 1 April 1993

Date Revised: 24 May 2012

Date Reviewed: 30 April 2015

References: Section XIII, 13 May 2013 Personnel Policy and Procedure Manual

Performance Evaluation

1. PERFORMANCE EVALUATION PROGRAM

The performance evaluation program operates on the premise that there is always room for improvement. As such, the ultimate purpose of the program is to guide employees toward highly effective service by identifying areas of their job performance that need improvement or could use enhancement and establishing measurable objectives to make them more efficient in the identified areas. The goal is to encourage employees to work on self-improvement to further in-house capacity at the college and to make meritorious service the standard of job performance. See Appendix E Performance Evaluation (For Classified and Professional Staff), Appendix F Employee Progress Report (for Management) and Appendix G Instructional Faculty Evaluation (for instructors).

Supervisors are the key to the success of the program. Therefore, the program includes training for the supervisors to ensure evaluations are done properly and consistently throughout the system. Supervisors will be rated on how well they conduct evaluations when they are evaluated.

2. USE OF PERFORMANCE EVALUATION REPORT

The evaluation report of the employee's work performance will be used to provide a measure of the employee's level of performance and effectiveness in providing service to the college. The report will be used as the basic document for any of the following personnel-related actions:

- a. Identifying employee improvement programs; (For Classified and Professional Staff both the evaluation form and the development plan will be used to determine areas to develop.)
- b. Determining order of layoffs;
- c. Rating employee's suitability for promotion;
- d. Examining the employee's suitability for the job;
- e. Determining during and at the end of the probationary period if the employee should be moved to permanent employee status or be terminated;
- f. Justifying administrative decision to transfer, demote, or dismiss the employee; and
- g. Granting of pay increments;**
 - (1) Management and Non-Teaching Faculty (No rules at this time. New form needs to be developed.)

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- (2) Teaching Faculty: Granting of pay increments may be received when the employee receives three "needs improvement" or less.
- (3) Classified and Professional Staff: Granting of pay increments may be awarded when the following ratings are received:
 - " E or higher in all items
 - " NI or higher when:
 1. NI ratings do not exceed five throughout the evaluation
 2. NI ratings do not exceed 50% in any one category
 3. NI rating is not received for Skill Base KnowledgeStep increase will not be given when:
 - " Ratings do not meet above criteria
 - " NI rating from the previous formal evaluation is not improved
 - " One or more unsatisfactory rating is received

** When step increase is denied, the supervisor may use his/ her discretion to review the employee in six months to determine if the employee now merits a pay increment. A delay of pay increment will change the employee's anniversary date. The new anniversary date will be the date the pay increment was granted.

3. EVALUATION TIMELINES

The immediate supervisor of each permanent employee shall, during the evaluation, discuss with the employee the objectives, expectations, and priorities to be achieved during the coming year and subsequent years during the contract period. A copy is to be given to the employee and the original is to be retained in the employee's personnel file.

a. Employee on Probation

An employee serving a probationary period will be evaluated twice within the probationary period. The first evaluation report should take place six months from the date of hire or promotion. The second evaluation report will be made no later than **60 days** prior to the expiration of the probationary period. Such report shall recommend continuance of the employee in the service of the college, or dismissal from service. (see policy on termination during probationary period)

b. Permanent Employee

A permanent employee, having successfully completed the required probationary period, shall **be formally evaluated six months prior to the next contract expiration date. Such report shall recommend continuance of the employee in the services of the college or non-contract renewal.**

Employees will be formally evaluated once during the contract period as long as performance is satisfactory. If performance is satisfactory, the employee will be

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granted step increases annually during the contract period, and the expectation is that satisfactory performance will continue during the subsequent contract period.

Supervisors are responsible for monitoring performance at all times during the contract period. This monitoring may be informal as follows: Informal performance evaluation is evaluation that occurs outside of the formal evaluation. Some examples might include, but are not limited to the following: review and discussion regarding student evaluations; discussing a successful classroom instructional, or assessment practice; observing and complimenting an innovative use of technology to facilitate student learning; observing and addressing frequent tardiness to class or to work; observing and addressing missed deadlines for reports.

Even though formal performance evaluations must be completed at least once during the contract period, supervisors may complete formal performance evaluations any time during the contract period, especially in cases where performance has been, or is unsatisfactory.

c. Terminated Employee

An employee whose employment is to be terminated as per section 2. d above must be notified at least 60 days prior to the end of the evaluation period unless the termination occurs while the employee is on probation(see policy on termination during probation).

4. APPEAL

A permanent regular employee may appeal an unsatisfactory performance evaluation through the college's grievance procedure if the employee alleges that the evaluation was unjust, arbitrary or discriminatory.

5. EVALUATION INSTRUMENT & CRITERIA

The board of regents shall cause to be developed respective performance evaluation instruments, including the performance factors, procedures, and evaluation criteria, for the management, faculty and professional/ classified personnel.

See Administrative Procedure 6017