

PERFORMANCE MANAGEMENT PLANS

for State Classified Staff



Start with a Discussion

Supervisor and employee should review the position's current PDQ. Then, discuss standards / goals / objectives, methods of measure, and what will distinguish effective performance from exceptional performance.

Core Competencies

Select behaviors directly related to the employee's job duties that will be evaluated during this cycle of the management plan.



Performance Objectives

List the significant duties and behaviors required for successful job performance based on the current PDQ.



Training & Development

What training and/or development the employee/supervisor would assist in completing job duties?

* Starting with the FY23 evaluation cycle, employee "Core Competencies" will be rated on a five point scale: exceptional (5), highly effective (4), effective (3), needs improvement (2), unacceptable (1).

* Performance objectives can also include goals/objectives that align with UNC's Rowing, Not Drifting vision (for example employees are encouraged to take UNITE training and participate in strategic planning committees).