

Out with the Old Performance Management and In with the New

PRESENTATION TO CSC
TUESDAY, MARCH 21, 2017



MARICOPA
COMMUNITY COLLEGES

Charge

To design a comprehensive district wide performance evaluation system for classified and non-classified employees.

The project establishes a business model that promotes regular dialogue and feedback between the supervisor and employee about the employee's professional development and performance milestones. It also promotes supervisory accountability for performing critical engagement conversations with their direct reports to assess employee's contributions to district-wide goals, college and department goals.

Branding

Not what it has been

- Not focused on what has been wrong
- Not about an annual evaluation

Future focused

- Quarterly with preference for monthly conversations
- Focused on performance goals
- Goals connected to strategic commitments and local site goals
- Job competencies that reflect the knowledge and skills needed

Competencies

Job competency profile for each position

- Used to communicate the knowledge and skills needed
- Position could be the current position or the future

Talent Management

- Employees can develop competencies needed for future position
- Employees can self assess against the competencies

Training

Currently

- Infomercials on performance (www.youtube.com/user/maricopaceod)
- Lunch and learn webinars
- Essentials of Managing Performance course

Additionally

- Job Description training
- E-Performance end user
- Performance modules

Timeframe

Class and Compensation

- New job titles
- New job descriptions

Training on New Performance Review Process

- Training for supervisors role
- Training for employees

Timeline

2017 Fall – Training and establishing performance goals

2018 Spring – Training and establishing performance goals cont.

2018 Summer/Fall - Conducting reviews

2018 Fall – Complete 1st review cycle

2019 January – December – 2nd Review Cycle

- First set of results available for pay for performance
- Process could support pay adjustment Summer of 2020
- Decision of the Governing Board

Committee Members:

Co-Chairs: Pat Honzay and Brachelle McMurry

Members:

- Martha Anderson
- Barb Basel
- Nancy Boyer
- Sherrie Faulkner
- T J Ferrer
- Lori Lindseth
- Alicia Martindale
- Azra Mahmood
- Megan Tormey
- Cassandra Wells

Summary

- Looking at Performance Management
through a new lens
- Ongoing discussion, dialogue and development
- Training – Employee and Supervisors
- Timeline – 2018