



Attachment A

PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION
EMPLOYEE PERFORMANCE REVIEW

EPR Factor Links

Form Applies to AFSCME, OPEIU, PDA, PSSU & SPFPA

Form with sections: GENERAL INFORMATION, EMPLOYEE NAME, SUPERVISOR, DEPARTMENT, TYPE REPORT, JOB TITLE, SUPERVISOR NAME, RATING PERIOD, FROM, TO, EMPLOYEE PERSONNEL NUMBER, CAMPUS.

GENERAL INSTRUCTIONS

- Complete General Information. Indicate whether employee is a supervisor or non-supervisor.
Review with the employee the employee's job description, job standards (expectations/objectives/duties) for the rating cycle to ensure the appraisal relates to the specific responsibilities, job assignments, and standards that were conveyed to the employee for the rating cycle.
Base the appraisal on the employee's performance during the entire review period, not isolated incidents or performance prior to the current review period. Obtain/review necessary input and supporting data.
Rate each factor in relation to the standards established and the guidelines listed on the form for each rating.
Provide an overall rating based on the rating of the individual factors, adherence to significant performance standards, and accomplishment of essential functions. Each factor need not be of equal weight but comments should justify significant differences impacting on the overall rating.
Assess employee strengths and identify opportunities where the employee could improve or requires additional knowledge or skill. Include projected development needs to meet anticipated assignments during the next rating period. Obtain employee input regarding their training needs. When rating employees, consider their participation and willingness to participate in employee development opportunities.
The comments sections should be used to: support performance ratings, indicate problem areas and provide guidance to employees on how to improve performance. Comments MUST be provided for outstanding, needs improvement, and unsatisfactory ratings, and are highly recommended for all other ratings. Supervisor, reviewing officer, and employee comments are to be relevant and job related. (Additional comments for any sections should be placed on Page 5 of this form or by attaching additional 8 1/2 by 11 paper in similar format.)
Discuss/obtain comments and signature/date of reviewing officer before discussion with employee.
Sign/date the form, meet with employee to discuss the rating, and obtain the employee's signature/date/comments. Arrange for reviewing officer discussion if requested.
Update with the employee the job description, essential job functions, and performance standards/objectives for the next rating cycle.

COMMUNICATION OF PERFORMANCE STANDARDS

Indicate when you conveyed job standards to the employee and when progress review(s) was conducted:

- Performance standards (objectives, duties, expectations, etc.) for this rating period were conveyed to employee on \_\_\_\_\_ date(s)
2. Progress Review(s) was conducted on \_\_\_\_\_ (at least one during rating cycle) \_\_\_\_\_ date(s)

EMPLOYEE NAME:

EMPLOYEE NUMBER:

## JOB FACTORS

1. **JOB KNOWLEDGE/SKILLS:** Measures employee's demonstrated job relevant knowledge and essential skills, such as work practices, policies, procedures, resources, laws, customer service, and technical information, as well as the relationship of work to the organization's mission. Also measured are the employee's self-improvement efforts to enhance skills and knowledge and to stay current with changes impacting the job.

OUTSTANDING <input type="checkbox"/>	COMMENDABLE <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Possesses superior job skills and knowledge; effectively applies them to work assignments.</li> <li>• Willingly mentors staff; shares knowledge.</li> <li>• Seeks/applies innovative and relevant techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Work reflects thorough and current knowledge/skill of job and impact on agency activities/related resources.</li> <li>• Uses opportunities to expand knowledge/skills, sharing information with staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Work reflects adequate knowledge/skills for job.</li> <li>• Has some knowledge of related work.</li> <li>• Stays current with major changes impacting on knowledge or skill. Accepts change.</li> </ul>	<ul style="list-style-type: none"> <li>• Often demonstrates a lack of basic or sufficient job knowledge/skills to perform routine functions of the job.</li> <li>• Occasionally is resistant to changing knowledge and/or skill requirements or processes, including opportunities for knowledge/skill enhancement.</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently demonstrates a lack of basic job knowledge and/or skills to perform job.</li> <li>• Rarely takes advantage of available skill enhancement or training opportunities.</li> <li>• Often is resistant to changing requirements.</li> </ul>

Comments:

2. **WORK RESULTS:** Measures employee's results in meeting established objectives/expectations/standards of quality, quantity, customer service, and timeliness both individually and in a team.

OUTSTANDING <input type="checkbox"/>	COMMENDABLE <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Work consistently exceeds expectations of quality, quantity, customer service, and timeliness.</li> </ul>	<ul style="list-style-type: none"> <li>• Work frequently exceeds expected quality, quantity, customer service, and timeliness standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Work usually meets expectations of quality, quantity, customer service, and timeliness.</li> </ul>	<ul style="list-style-type: none"> <li>• Often has difficulty meeting expected quality, quantity, customer service, and/or timeliness standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently fails to meet expected quality, quantity, customer service, and/or timeliness standards.</li> </ul>

Comments:

3. **COMMUNICATIONS:** Measures employee's performance in exchanging information with others in an effective, timely, clear, concise, logical, and organized manner. Communications include listening, speaking, writing, presenting, and sharing of information. Consideration is given to client/data complexity/sensitivity.

OUTSTANDING <input type="checkbox"/>	COMMENDABLE <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Consistently communicates in clear, effective, timely, concise, and organized manner.</li> <li>• Is articulate and persuasive in presenting, soliciting complex or sensitive data.</li> </ul>	<ul style="list-style-type: none"> <li>• Frequently communicates in an effective, timely, clear, concise, and organized manner.</li> <li>• Proficiently organizes and presents difficult facts and ideas orally and in writing.</li> <li>• Seeks/provides feedback.</li> </ul>	<ul style="list-style-type: none"> <li>• Usually communicates effectively and exchanges relevant information in a timely manner.</li> <li>• Speaks and writes clearly.</li> <li>• Keeps others informed.</li> <li>• Listens with understanding.</li> </ul>	<ul style="list-style-type: none"> <li>• Often fails to communicate effectively or in a timely manner.</li> <li>• Lacks clarity of expression orally or in writing.</li> <li>• Is inconsistent in keeping others informed. At times, fails to listen effectively.</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently fails to communicate effectively or timely.</li> <li>• Often does not keep others informed.</li> <li>• Is an ineffective listener and/or frequently interrupts.</li> </ul>

Comments:

4. **INITIATIVE/PROBLEM SOLVING:** Measures the extent to which the employee is self-directed, resourceful, and creative in performing job duties individually or in a team. Also measures employee's performance in identifying and resolving problems; following through on assignments; and initiating or modifying ideas, methods, or procedures to provide improved customer service, redesign business processes, and accomplish duties.

OUTSTANDING <input type="checkbox"/>	COMMENDABLE <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>
<ul style="list-style-type: none"> <li>• Consistently resolves unit/team problems and promotes improvements.</li> <li>• Maximizes resources, innovation/technology to streamline/improve.</li> <li>• Analyzes full dimension of complex problems.</li> <li>• Requires minimal supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Prevents/resolves unit/team problems.</li> <li>• Suggests innovations to improve operations or streamline procedures.</li> <li>• Defines and analyzes complex problems.</li> <li>• Develops/implements solutions with moderate supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Addresses existing and significant potential problems.</li> <li>• Suggests or assists in developing solutions individually or in a team.</li> <li>• Carries through solution implementation with routine supervision or follow-up.</li> </ul>	<ul style="list-style-type: none"> <li>• Resolves routine problems.</li> <li>• Exhibits little initiative in identifying problems, solutions, or improvements and/or working proactively as part of a team to address issues of concern.</li> <li>• Requires more than routine supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Consistently fails to recognize or seek help in resolving routine problems.</li> <li>• Demonstrates inability to work individually or in a team.</li> <li>• Rarely suggests improvements.</li> <li>• Requires frequent reminders and supervision.</li> </ul>

Comments:

EMPLOYEE NAME:

EMPLOYEE NUMBER:

5. **INTERPERSONAL RELATIONS/EQUAL EMPLOYMENT OPPORTUNITY (EEO)** Measures employee's development and maintenance of positive and constructive internal/external relationships. Consideration should be given to the employee's demonstrated willingness to function as a team player, give and receive constructive criticism, accept supervision, resolve conflicts, recognize needs and sensitivities of others, and treat others in a fair and equitable manner. Supervisors and team leaders also are to be assessed on their demonstrated commitment to Equal Employment Opportunity, diversity, and proactive actions to prevent/address all forms of discrimination.

Table with 5 columns: OUTSTANDING, COMMENDABLE, SATISFACTORY, NEEDS IMPROVEMENT, UNSATISFACTORY. Each column contains a list of performance criteria and a checkbox.

Comments:

6. **WORK HABITS** Measures employee's performance relative to efficient methods of operation, customer service, proper conduct, speech, ethical behavior, and Commonwealth/agency/work unit policies and procedures, such as attendance, punctuality, safety, security, proper care and maintenance of assigned equipment, and economical use of supplies.

Table with 5 columns: OUTSTANDING, COMMENDABLE, SATISFACTORY, NEEDS IMPROVEMENT, UNSATISFACTORY. Each column contains a list of performance criteria and a checkbox.

Comments:

7. **SUPERVISION/MANAGEMENT** (Required for all supervisors/managers) Measures leadership, judgment, initiative, and achievement of expectations. Effectively manages program/projects, employees, budget, technology, and organizational change to produce positive results. Engages in strategic planning and measurement, performance management, teamwork, staff development, and recognition of accomplishments. Promotes customer service, diversity, inclusiveness, collaboration, effective communication, and positive labor/management relations. Uses innovation and fulfills administrative requirements.

Table with 5 columns: OUTSTANDING, COMMENDABLE, SATISFACTORY, NEEDS IMPROVEMENT, UNSATISFACTORY. Each column contains a list of performance criteria and a checkbox.

Comments:

EMPLOYEE NAME:

EMPLOYEE NUMBER:

**OVERALL RATING**

**INSTRUCTIONS:** Provide an overall rating based on the rating of the individual factors, adherence to significant performance standards, and accomplishment of essential functions. This rating provides an overall impression of job performance that is *supported* by the job factor ratings, not necessarily an average of those ratings. Thus, each factor need not be of equal weight but comments should justify significant differences impacting on the overall rating.

OUTSTANDING <input type="checkbox"/>	COMMENDABLE <input type="checkbox"/>	SATISFACTORY <input type="checkbox"/>	NEEDS IMPROVEMENT <input type="checkbox"/>	UNSATISFACTORY <input type="checkbox"/>
<ul style="list-style-type: none"> <li>Employee consistently and significantly exceeds job expectations and standards and demonstrates a high degree of initiative, customer service, and quality of work.</li> </ul>	<ul style="list-style-type: none"> <li>Employee meets and frequently exceeds job expectations and standards and demonstrates a high degree of initiative, customer service, and quality of work.</li> </ul>	<ul style="list-style-type: none"> <li>Employee meets the expectations and standards of the employee's job in a fully adequate way.</li> </ul>	<ul style="list-style-type: none"> <li>Employee meets many of the expectations of the job in a satisfactory manner but often fails to adequately meet some of the expectations or standards. Improvement is required.</li> </ul>	<ul style="list-style-type: none"> <li>Employee fails to meet many job expectations and standards. Performance deficiencies must be corrected.</li> </ul>

**Overall Comments:**

**EMPLOYEE STRENGTHS:** (Identify strong attributes, abilities, or proficiency in an area, to maximize the employee's contribution to the organization in utilizing these abilities and skills and to identify potential mentor relationships.) Comments:

**OPPORTUNITIES FOR DEVELOPMENT:** (Identify knowledge, skills, and abilities that may need improvement. Address developmental activities to assist the employee in addressing either areas of concern or opportunities for professional growth.) Comments:

Rater's Signature:

Date:

**REVIEWER'S COMMENTS**

Comments:

Reviewer's Signature:

Date:

**EMPLOYEE'S COMMENTS**

I AGREE WITH THIS RATING

I DISAGREE WITH THIS RATING

I WOULD LIKE TO DISCUSS THIS RATING WITH MY REVIEWING OFFICER

DISCUSSION WITH MY REVIEWING OFFICER OCCURRED \_\_\_\_\_

(DATE)

I ACKNOWLEDGE THAT I HAVE READ THIS REPORT AND I HAVE BEEN GIVEN AN OPPORTUNITY TO DISCUSS IT WITH THE EVALUATOR; MY SIGNATURE DOES NOT NECESSARILY MEAN THAT I AGREE WITH THE REPORT.

Comments:

Employee's Signature:

Date:

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EMPLOYEE NAME:	EMPLOYEE NUMBER:
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ADDITIONAL RATER'S COMMENTS
JOB KNOWLEDGE/SKILLS:
WORK RESULTS:
COMMUNICATIONS:
INITIATIVE/PROBLEM SOLVING:
INTERPERSONAL RELATIONS/EQUAL EMPLOYMENT OPPORTUNITY:
WORK HABITS:
SUPERVISION:
OVERALL RATING:
EMPLOYEE STRENGTHS:
OPPORTUNITIES FOR DEVELOPMENT:

ADDITIONAL REVIEWER'S COMMENTS

ADDITIONAL EMPLOYEE'S COMMENTS