Introduction and Navigation

- This course contains audio. To utilize the audio feature, please make sure your headset or speakers are turned on and working at this time.
- The buttons you need to navigate the course are located at the bottom of the screen.

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Overview

Performance evaluations are important opportunities for supervisors (evaluators) and employees to engage in open dialogue concerning employee goals and individual performance.

Overview

The performance evaluation system should:

- Create a mutual understanding between you and your supervisor about your job duties and responsibilities
- Establish performance objectives for the appraisal period
- Identify and resolve performance issues, as necessary
- Provide evaluators with information to aid in the assessment of your job performance
Continual Process

- The performance appraisal is a **continual process**, not restricted to the annual performance appraisal
- Supervisors are encouraged to frequently provide feedback on your progress toward completing the performance goals that were established at the beginning of the appraisal period

Evaluation System

The Commonwealth of Kentucky’s employee performance evaluation system allows you to participate in your own career development and advancement by:

- Discussing your job duties and expectations for the coming year
- Communicating with your evaluator throughout the performance year to discuss your accomplishments and successes as well as concerns or problems
- Reviewing your annual performance at the end of the annual performance period
There are 8 Performance Evaluation Objectives:

1. Fairness and acceptability to employees
2. Improved communication between evaluator and employee
3. Coaching and feedback by the evaluator prior to the annual evaluation
4. Consistency and uniformity throughout state agencies
Performance Evaluation Objectives (continued)

5. Improved productivity, enhanced quality, continuous improvement, and employee development
6. Tangible reward to employees
7. Required evaluator training (Supervisor) and employee orientation on the performance evaluation system
8. Provides a permanent record of performance

Objective Detail 1

Fairness and acceptability to employees

The basic structure of the system was developed by a group of employees.

As such, employee awareness and support to the evaluation process was viewed as critical to system success.

All employees must receive information/orientation to the system.
Objective Detail 2

Improved communication between evaluator and employee

Performance planning between the evaluator and employee regarding job duties and expectations is required.

Planning fosters greater understanding of what is expected of employees in the performance of their jobs.

Such understanding may help employees gauge their own work progress, develop self-confidence, and improve overall job performance.

Objective Detail 3

Coaching and feedback by the evaluator prior to the annual evaluation

Three interim reviews are required during the annual performance period. At each of these reviews, the evaluator must provide the employee with feedback pertaining to performance strengths and areas needing improvement.

The interim review meetings provide the opportunity for employees to discuss accomplishments and successes as well as issues and concerns prior to the annual evaluation.
Objective Detail 4

Consistency and uniformity throughout state agencies

All state agencies must use the same evaluation form.

All eligible employees are evaluated and rated on individual performance based upon job related factors.

Objective Detail 5

Improved productivity, enhanced quality, continuous improvement, and employee development

When used properly, the system helps employees more clearly understand their job duties and expectations.

A solid understanding of the required performance expected along with effective coaching and feedback can translate into improved productivity, enhanced quality, continuous improvement and employee development.
Objective Detail 6

Tangible reward to employees

Annual leave shall be awarded to employees who receive either of the two highest overall ratings.

This allows agencies/evaluators to reward job success that exceeds the required expectations and provides an incentive for employees to improve.

Objective Detail 7

Required evaluator training (Supervisor) and employee orientation on the performance evaluation system

All evaluators must complete training on the employee performance evaluation system prior to completing performance planning, interim review meetings, and annual evaluations on eligible employees.

The training is designed to ensure that evaluations are completed consistently.

Employees are required to complete an orientation to the evaluation system.
Objective Detail 8

Provides a permanent record of performance

The annual evaluation form and supporting documentation shall be a permanent record of performance, and shall be included in the employee’s agency personnel file.

This record shall be considered in determining salary advancements, promotions, and disciplinary actions. Many agencies review evaluations to assist in making hiring decisions.
Statutes and Regulations

- The Commonwealth of Kentucky constitution gives the General Assembly the ability to pass laws, in the form of bills, which then become part of the Kentucky Revised Statutes (KRS).
- These statutes are broad in nature and in most cases give state agencies the authority to promulgate administrative regulations, which become part of the Kentucky Administrative Regulations (KARs). These regulations refer back to a statute, and give more clarity and direction.

The following slides detail the statutes and regulations related to the employee performance evaluation system.

KRS 18A.110

Requires the Secretary of the Personnel Cabinet to promulgate comprehensive administrative regulations for classified service employees, to provide for uniform standards and methods of evaluating work performance of all employees, and for the use of such methods of evaluation in personnel actions involving discretionary salary advancements, promotions, disciplinary actions and for the development and operation of programs to improve work effectiveness of employees.
KRS 18A.110 – Statute

The statute as relates to the employee performance evaluation system reads as follows:

KRS 18A.110 (1)(i)

Employee evaluations.

KRS 18A.110 (7)(j)

For a uniform system of annual employee evaluation for classified employees, with status, that shall be considered in determining eligibility for discretionary salary advancements, promotions, and disciplinary actions. The administrative regulations shall:

1. Require the secretary to determine the appropriate number of job categories to be evaluated and a method for rating each category;
2. Provide for periodic informal reviews during the evaluation period which shall be documented on the evaluation form and pertinent comments by either the employee or supervisor may be included;

3. Establish a procedure for internal dispute resolution with respect to the final evaluation rating;

4. Permit a classified employee, with status, who receives either of the two (2) lowest possible evaluation ratings to appeal to the Personnel Board for review after exhausting the internal dispute resolution procedure. The final evaluation shall not include supervisor comments on ratings other than the lowest two (2) ratings;

5. Require that an employee who receives the highest possible rating shall receive the equivalent of two (2) workdays, not to exceed sixteen (16) hours, credited to his or her annual leave balance. An employee who receives the second highest possible rating shall receive the equivalent of one (1) workday, not to exceed eight (8) hours, credited to his or her annual leave balance; and

6. Require that an employee who receives the lowest possible evaluation rating shall either be demoted to a position commensurate with the employee’s skills and abilities or be terminated.
KRS 18A.095 – Statute

Has been amended in regards to the employee performance evaluation system to read as follows:
KRS 18A.095 (15)
An evaluation may be appealed to the board if an employee has complied with the review procedure established in subsection (7)(j) of Section 1 of this Act.

101 KAR 2:180 – Regulation

NECESSITY, FUNCTION and CONFORMITY:
KRS 18A.110 (1)(i) and (7)(j) requires the Secretary of the Personnel Cabinet to promulgate comprehensive administrative regulations for classified service employees to establish a uniform system of annual employee evaluations for classified employees.
This administrative regulation establishes the uniform employee performance evaluation system.
Section 1. General Provisions

(1) The annual performance period shall be one (1) calendar year beginning on January 1.

(2) Except as provided in subsection (4)(d) of this section, performance evaluations shall be completed no later than January 31 after the end of the annual performance period.

(3) All agencies shall use the Annual Employee Performance Evaluation form.
Section 1 – General Provisions

(4) (a) Except as provided in paragraph (b) or (c) of this subsection, the first line supervisor of an employee at the time the evaluation is due shall be the evaluator.

(b) If the first line supervisor has not supervised the employee for sixty (60) calendar days during the performance year, the next line supervisor who meets the sixty (60) day requirement shall be the evaluator.

(c) If an employee changes jobs or reports to a different supervisor on or before November 1 of the performance year, the agency shall transfer all performance evaluation documentation for the performance year to the new evaluator for incorporation in the annual evaluation.

(d) If an employee changes jobs or reports to a different supervisor after November 1 of the performance year, the annual evaluation shall be completed by the former supervisor prior to the job change.
Section 1 – General Provisions

(5) (a) Except as provided in paragraph (b) of this subsection, the evaluator shall establish a performance plan for each eligible employee no later than January 31 after the start of the performance period.

(6) The evaluator shall meet with the employee when completing the performance plan to discuss job duties and expectations.
Section 1 – General Provisions

(7) Performance evaluations shall be in writing. The evaluator shall:

(a) Present and explain all documentation relevant to an employee’s performance evaluation;
(b) Discuss both the positive and negative aspects of performance with the employee at the annual evaluation;
(c) Elicit the employee's opinions and concerns; and
(d) Discuss measures to improve or enhance performance with the employee.

Section 1 – General Provisions

(8) The Personnel Cabinet or agency personnel shall provide supervisor evaluation training on the performance evaluation system.

(a) The appointing authority shall require that supervisor evaluation training is completed prior to completing performance planning, interim reviews, and annual evaluations of employees.
(b) The Personnel Cabinet shall monitor and validate compliance with supervisor evaluation training requirements.
All evaluators must complete the classroom based training course “Performance Matters” offered by the Performance Management Program Consultants in the Personnel Cabinet or by approved agency personnel.

This course requirement must be fulfilled before evaluators can complete performance plans, interim reviews, or annual performance evaluations.

Section 1 – General Provisions

(9) An employee shall complete orientation to the performance evaluation system prior to January 1 of the employee’s initial performance evaluation period.
Section 2 – Employee Eligibility

Performance evaluations shall be completed for all full-time classified employees with status at the beginning of the performance year who have remained in continuous merit status throughout the performance year.

Example:

If an employee is on initial probation during a performance year, this employee would not be eligible to be evaluated through the evaluation program because the employee was not in continuous merit status for the entire performance year.

NOTE: Although an employee may not be eligible to be evaluated through the evaluation system, supervisors should still communicate with the employee regarding job tasks, performance expectations, and any concerns.
Section 3 – Performance Planning

(1) The performance plan shall specify job responsibilities and expectations in the four (4) categories established in this subsection:

(a) Job tasks.
   1. The job tasks category shall identify specific duties and expectations of the position held by the employee.
   2. The employee’s job duties shall be consistent with the position description.
   3. Duties and expectations shall be in writing.
   4. The evaluator shall assign points to identified duties and expectations.

Definition:

What is a Position Description (PD)?

A position description is a statement of the major duties, responsibilities, supervisory relationships, organizational location, and any other aspects of a given position that may be necessary for proper classification.
Section 3 – Performance Planning

(b) Adaptability/Initiative.

1. The adaptability/initiative category shall identify job requirements of the agency.
2. The evaluator shall place each requirement under this category in writing and assign points weighted by importance.
Adaptability / Initiative

<table>
<thead>
<tr>
<th>DUTIES</th>
<th>PTS</th>
<th>EXPECTATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstration of Initiative</td>
<td>3</td>
<td>Agrees to take responsibility for job duties and actions. Employee is knowledgeable about what is required and resources available to complete assigned job tasks. Demonstrates the ability to perform job tasks without constant supervision but seeks advice in unfamiliar situations. Accepts change and is willing to respond to new job tasks for the benefit of the agency.</td>
</tr>
<tr>
<td>Management of Job Related Requests/Demands</td>
<td>5</td>
<td>Demonstrates adaptability by managing work related tasks determined by the employee’s work flow, supervisor, agency or cabinet. Employee keeps documentation of job tasks and changes in priorities and makes available upon request by supervisor.</td>
</tr>
</tbody>
</table>

Section 3 – Performance Planning

(c) Communication/teamwork.

1. The communication/teamwork category shall identify requirements of the agency.
2. The evaluator shall place each requirement under this category in writing and assign points weighted by importance.
Section 3 – Performance Planning

(d) Self-management.

1. The self-management category shall identify requirements of the agency relating to workplace standards that shall include:
   
   a. Attendance;
   
   b. Punctuality;
   
   c. Career development;
   
   d. Responsibility; and
   
   e. Dependability.
Section 3 – Performance Planning

2. The evaluator shall place each requirement under this category in writing and assign points weighted by importance.

3. The evaluator shall develop the performance plan after consultation with the employee.

   a. The employee and evaluator shall certify in writing in the performance planning section of the evaluation form that the employee has met with the evaluator and is aware of the performance plan.
Section 3 – Performance Planning

b. The next line supervisor shall certify that he or she has reviewed the duties and expectations of the employee and finds them to be reasonable and appropriate based upon the employee’s job classification.

Form:
Performance Plan Signature Page

This is to acknowledge that I have met with my evaluator to discuss my job duties and expectations.

Jane Employee

Employee Signature

1/17/12

DATE

John Supervisor

Evaluator Signature

I certify that I have completed the training requirement as stated in 101 KAR 2:180 and that I have met with the employee to discuss his/her job duties and expectations.

1/17/12

DATE

I have reviewed the duties and expectations of this employee and find them to be reasonable and appropriate.

Janet Supervisor

Next Line Supervisor Signature

1/19/12

DATE

Witness Signature

DATE
Section 3 – Performance Planning

(2) Total points assigned for all four (4) categories shall equal 100 total points. The evaluator shall distribute points among the four (4) categories as follows:

(a) The job tasks category shall have a minimum of fifty (50) points designated; and

(b) The other three (3) categories shall have a minimum of five (5) points designated to each category.

Section 3 – Performance Planning

(3) To obtain the point total for each category, points assigned to each job duty within each category shall be multiplied by the numerical rating provided by the evaluator, as described in Section 5(3) of this administrative regulation.

(4) Total points in all four (4) categories shall be added to obtain a final performance evaluation score.
Section 4 – Performance Coaching and Feedback

(1) Modification of the performance plan may occur during the performance evaluation period if the changes are consistent with the duties reflected on an employee’s position description.

(a) The employee shall be given written notice of changes to the performance plan.

(b) Changes to the performance plan shall be indicated on the evaluation form or on a supplemental sheet attached to the form.
Section 4 – Performance Coaching and Feedback

(c) Changes to the performance plan shall be initialed and dated by the evaluator and the employee when changes become effective.

Section 4 – Performance Coaching and Feedback

(2) Three (3) interim reviews shall be required during a performance year.

(a) The evaluator shall document the interim reviews.

1. Interim reviews shall not contain a rating.
2. The interim meeting section of the evaluation form shall contain comments by the evaluator for each category established in Section 3(1) of this administrative regulation.
Section 4 – Performance Coaching and Feedback

(b) The employee and evaluator shall sign the performance evaluation form to certify that the interim reviews occurred.

(c) For consideration in the annual year evaluation, the employee may attach pertinent comments relating to the interim review within five (5) working days of the interim review meeting.
Section 4 – Performance Coaching and Feedback

(d) The evaluator shall schedule interim reviews to discuss performance January 1 through April 30, May 1 through August 31, and September 1 through December 31.
Section 4 – Performance Coaching and Feedback

(e) Interim reviews shall be completed no later than thirty (30) calendar days after the end of each interim review period.
(f) Interim reviews shall document performance to justify the annual performance rating.

Appropriate Documentation

- Work samples
- Letters of commendation
- Emails related to work projects and outcomes
- Certificates of completion
- Quantitative performance records
- Disciplinary notes or forms
- Factual details about work related situations and performance

Examples:
Inappropriate Documentation
- Gossip
- Unsubstantiated comments from others
- Personal feelings or comments
- Accusations that have not been investigated
- Medical diagnosis or comments regarding medical conditions
- Reference to employee being on specified types of leave

Examples:

Section 5 – Performance Evaluations and Ratings
(1) Except as provided in Section 1(4)(d) of this administrative regulation, the evaluator and the employee shall meet no later than January 31 after the performance period ends to discuss the performance ratings.
(2) Eligible employees shall be evaluated in the four (4) categories described in Section 3 of this administrative regulation.
Section 5 – Performance Evaluations and Ratings

(3) All job duties identified within the categories shall be rated on a scale of one (1) to five (5), with five (5) representing superior performance.

Section 5 – Performance Evaluations and Ratings

(4) The final performance evaluation shall consist of a defined numerical rating. Point values for the overall performance rating shall be:

(a) Outstanding: 450 to 500 points;
(b) Highly effective: 350 to 449 points;
(c) Good: 250 to 349 points;
(d) Needs Improvement: 150 to 249 points;
(e) Unacceptable: less than 150 points.
Section 5 – Performance Evaluations and Ratings

(5) Unresolved disagreements on ratings or any aspect of the performance evaluation shall be reviewed through the reconsideration process established in Section 7 of this administrative regulation.

(6) Signatures of the evaluator, employee, and next line supervisor shall be required on the final evaluation.

(a) The next line supervisor shall sign the evaluation after it is completed, signed, and dated by the evaluator and the employee.
Section 5 – Performance Evaluations and Ratings

(b) For the purpose of evaluating or managing the performance of the evaluator, the next line supervisor’s signature shall certify that he or she is aware of the evaluation and has reviewed it.
Section 6 – Performance Incentives

Annual leave shall be awarded as a performance incentive at the following rates:

(1) Two (2) workdays, not to exceed sixteen (16) hours, for an "Outstanding" rating; or
(2) One (1) workday, not to exceed eight (8) hours, for a "Highly Effective" rating.

Section 7 – Reconsideration and Appeal Process

(1) Within five (5) working days of a performance evaluation, an employee may request initial reconsideration of the performance evaluation by the evaluator.
(2) Within five (5) working days of the receipt of the request for reconsideration, the initial reconsideration shall be conducted by the evaluator.
Reconsideration Request

Section 7 – Reconsideration and Appeal Process

(3) If the employee refuses to sign the form in the employee response section, the evaluation shall not be eligible for reconsideration.
Section 7 – Reconsideration and Appeal Process

(4) Within five (5) working days after the initial reconsideration by the evaluator, an employee may submit a written request for reconsideration of the evaluation by the next line supervisor. If neither the evaluator nor the next line supervisor respond to the request for reconsideration in the designated time period, the employee may submit a written request to the appointing authority for response to the request for reconsideration and compliance with this administrative regulation.

(5) The next line supervisor shall:

(a) Obtain written statements from both the employee and the evaluator; or
(b) Meet individually with the employee and the evaluator.

(6) The next line supervisor shall inform both the employee and evaluator in writing of the decision no later than fifteen (15) working days after receipt of the employee’s request.
Section 7 – Reconsideration and Appeal Process

(7) Within sixty (60) calendar days after an employee has received the written decision from the next line supervisor, the employee who has complied with this administrative regulation may appeal a final evaluation which has an overall rating in either of the two (2) lowest overall ratings to the Personnel Board.
Section 8 – Evaluation Based Agency Action

If an employee receives an overall rating of “Unacceptable”, the agency shall:

(1) Demote the employee to a position commensurate with the employee's skills and abilities; or

(2) Terminate the employee.

Section 9

(1) Except as requested in writing by the appointing authority and authorized by the Secretary of Personnel, all agencies shall comply with the provisions of this administrative regulation. An evaluator shall complete required performance planning, interim reviews, and annual evaluations for each eligible employee. If the Secretary of Personnel approves an exception, written justification for the decision shall be placed in the employee's personnel file.
Section 9

(2) The exception decision shall be sent, in writing, to the appointing authority within ten (10) days of receiving the request for exception.

Evaluation Liaison Responsibilities
Responsibilities

I. Each cabinet/agency in state government has an agency liaison for employee performance evaluation. Liaison responsibilities are as follows:

A. To distribute information to employees and evaluators as requested by the Personnel Cabinet.
B. To remind all evaluators of the Performance Plan, Interim Review Meetings, and the Annual Evaluation prior to the date each should occur.

C. To provide necessary employee performance evaluation forms, handbooks, standardized agency expectations, and/or other agency management directives.
Responsibilities

II. To coordinate all employee performance evaluation training within the agency. This will involve the following:

A. Identification of all staff person(s) who train or assist in training of evaluators in the agency.

B. To attend required training on employee performance evaluation given by the Personnel Cabinet. This training is also required for any persons who will assist in training.

C. To maintain a current listing of evaluators who have completed performance evaluation training.

D. To monitor the supervisory staff changes and performance evaluation training conducted within the agency to ensure the following:
   1. that all persons who evaluate receive the required training.
   2. that all training be consistent with information explained in 101 KAR 2:180.
Responsibilities

III. To monitor evaluator compliance in all meetings required by the employee performance evaluation process.

IV. To counsel and advise evaluators as needed on issues relating to the evaluation of employees.

V. To submit to the Personnel Cabinet the year-end rating information on all employees eligible for annual performance evaluations.

Responsibilities

VI. To maintain all employee evaluation documents in the agency’s central personnel file.

VII. To complete reports and assist in the auditing of evaluation documents as requested by the Personnel Cabinet to be used in monitoring the performance evaluation system.
Performance Management: The Employee’s Role

- Actively participate in the evaluation process. Performance management is a continuous, two-way process between the employee and the supervisor.
- Provide evaluator/supervisor with input on skills and interests.
- Document job performance, accomplishments, and successes and share with evaluator.
- Be open to feedback and continuous improvement.
- Discuss both positive aspects and potential areas of enhancement.
Performance Plan:

- A performance plan will be developed consisting of duties in the categories of Job Tasks, Adaptability/Initiative, Communication/Teamwork, and Self-Management.
- The job tasks on the performance plan should be consistent with the position description.
- Each job task should have expectations that are specific, measurable, attainable, and relevant.

Interim Reviews:

- The evaluator is required to schedule interim reviews to discuss the following performance periods: January 1–April 30, May 1–August 31, and September 1–December 31.
- Interim review meetings are to be conducted no later than May 30, September 30, and January 30.
- Interim reviews should document performance that supports the annual performance rating.
- Interim reviews should document accomplishments and successes as well as areas of improvement.
- Interim review meetings should be interactive and involve discussion and feedback from both the evaluator and the employee.
Annual Performance Review:

- The evaluator is required to meet with eligible employees no later than January 31 after the end of the annual performance period to discuss performance ratings.
- Final annual performance rating should be supported with work performance examples and documentation.
- Examples of appropriate documentation may include emails related to work projects, letters of commendation, work samples, quantitative records, and certificates of completion.
- Unresolved disagreements on any aspect of the evaluation are required to be reviewed through the reconsideration process established in regulation.

Resources:

If you have questions regarding the employee performance evaluation program, please contact your agency evaluation liaison.

Personnel Cabinet Performance Management website:
https://personnel.ky.gov/Pages/learning-PerfEval.aspx

Kentucky Law
http://www.lrc.ky.gov/Law.htm

KRS 18A.110
101 KAR 2:180

NOTE: Click the above links to access the agency liaison list and the Personnel Cabinet and Kentucky law websites.
Employee Acknowledgement Form

Upon completion of this course, please print and sign the Acknowledgement Form and forward the completed form to your supervisor.

Click this link to access the form:
Acknowledgement Form

End of Course
Congratulations!
You have completed the Employee Performance Evaluation Orientation.
We hope you found the content informative and helpful.

Thank you for completing this course.