During the calendar year 2021, 10 departments volunteered to pilot our new performance management program. They held initial meetings in the 1st quarter and then their periodic meetings throughout the year. During that year, we conducted regular surveys to see how things were going and how people felt about the program. Below is a selection of comments from those surveys:

**What do you like most about the performance management program?**

Makes you feel the school has an interest in our future

The simplicity of it

The opportunity provided for open communication

Forward focused and employee centered

I enjoyed sharing my career goals with my supervisor; he was very helpful and encouraging with my career plans.

I like that you can meet with your supervisor and speak about concerns, but also be open to learning things that one personally needs to work on to continue making the work environment effective.

The discussions felt more relaxed than a review pointing out how good or bad you did in a given year

This is amazing and we should have done it a long time ago!

I appreciate how the purpose of my position was put into words and then broken down more in the area of how purpose is achieved.

This provides a real opportunity for growth through the goal setting rather than a number that doesn’t provide what to work on to get better.

It makes conversation much easier and comfortable.

The program seems to be less intimidating for employees than traditional performance reviews, allowing for more beneficial, open and honest conversations.

The engagement pulse survey was a nice idea, it offered the opportunity for more insight int the employee’s frame of mind as it relates to their job status.