

Policy IV-F-1: Policy On Performance Management for Full-Time Faculty, Staff and Administrators

1. INTRODUCTION

San Jacinto College District is committed to providing the highest quality service to its external constituent communities and among its internal departments.

2. DEFINITION

Performance management is a continuous process of identifying, evaluating, and developing the performance of individuals and aligning performance with the strategic goals of the College.

3. GOALS

The goals of performance management are:

- A. To align values, vision, and annual priorities throughout the College.
- B. To ensure faculty, staff and administrators are working on critical activities that will allow the College to accomplish its goals and objectives.
- C. To increase productivity.
- D. To help faculty, staff and administrators improve their performance through on-going feedback.
- E. To identify opportunities for development.
- F. To provide differentiated compensation based on validated ratings.

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