

Policy IV.4004.B, Performance Management for Full-Time Faculty, Staff, and Administrators

Purpose

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.

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

Policy

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 activities that accomplish the College's goals and objectives.
- C. To increase productivity.
- D. To assist faculty, staff, and administrators in enhancing their performance through continuous feedback.
- E. To identify opportunities for development.
- F. To provide differentiated compensation based on validated ratings.

The Authority, Applicability, Sanctions, Exclusions, and Interpretation do not differ from Policy II.2000.A, Policy and Procedures Development, Review, Revision, and Rescission.

Associated Procedures

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Effective Date	November 5, 2024
Primary Owner	Vice Chancellor, Human Resources, Organizational and Talent Effectiveness
Secondary Owner	Vice President, Human Resources