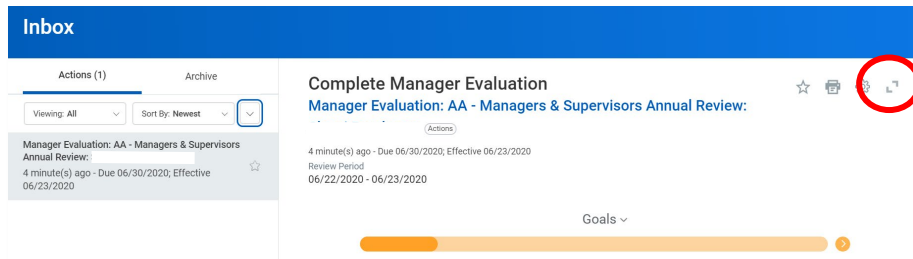




MANAGER GUIDE – ADMINISTRATORS’ ASSOCIATION PERFORMANCE APPRAISAL

MANAGER’S EVALUATION

Navigate to your Workday inbox to access the employee’s self evaluation. Expand the template with the “**Toggle Full Screen Viewing Mode**” button for a full-screen view of the evaluation.



GOALS

For probationary employees, **SKIP THIS STEP**. You will be prompted to develop goals with your employee directly after the 3-month evaluation is complete.

Review (performance) goals* from 2019-2020, if any, added by employee. Select a rating and provide a comment on the employee’s performance as it relates to each goal. If necessary, edit the goal (click the pencil).

*The primary difference between the two types of goals is that performance goals focus on an end result while development goals focus on the attainment of skills and knowledge. Additionally, performance goals are job-oriented, while developmental goals are learning-oriented.

Manager Evaluation	Employee Evaluation
Rating ★ Exceptional	Rating Solid Performer
Consistently exceeds all objectives and demonstrates total mastery	Fully meets expectations
Comment ★ Normal Add a comment.	Comment a

You may also add more 2019-2020 goals, if necessary. **Do not add new goals at this time.** You will be prompted to do this after the evaluation process is complete. In subsequent years, employee goals will automatically populate here for a rating.

- Click Add
- Add the name of the goal in the **Goal** field
- Add a description in the **Description** field
- Add a **Due Date**
- Select a **Status** (add a completion date if you selected Completed)
- **Milestones** break a large goal down into manageable action items. These are optional. Add as desired.
- Select a **Rating**
- Add a **Comment**
- Click **Next** to proceed or **Add** to add another goal

Goal ★

Format ▼ B I U A ▼ :≡≡≡ ≡≡≡ ↗

Description

Format ▼ B I U A ▼ :≡≡≡ ≡≡≡ ↗

Due Date

MM / DD / YYYY 📅

Status

select one ▼



MANAGER GUIDE – ADMINISTRATORS’ ASSOCIATION PERFORMANCE APPRAISAL

COMPETENCIES

- Navigate through each **Competency** of the Evaluation
- Assign a **Rating** to each
 - The last competency Impact on Students/Student Learning Outcomes may not apply to every role. If this competency is not applicable to the role, select Not Applicable in the rating, and note Not Applicable in the Comments section. Not Applicable is not an appropriate rating for any other competency and should not be used.
- Enter **Comments**
- Select the **Checkmark** on the right side of the Competency to save your responses
- Select the **Pencil** to expand the next section
- Select **Next** to navigate to the next section of the evaluation

Competency
Leadership and Supervision

Category
Managers and Supervisors

Description
Providing clear direction to team members, having the courage to take on difficult and complex assignments, having creativity, having inspiration to motivate others, and follow-through and delivery on commitments.

Manager Evaluation

Manager Rating *
select one

Employee Evaluation

Employee Rating
Exceptional

Consistently exceeds all objectives and demonstrates total mastery

Comment *

Format

B I U A

Comment
a

PROFESSIONAL/PERSONAL ENHANCEMENT PLAN

For probationary employees, **SKIP THIS STEP**. It is not necessary for the employee to focus on professional/personal enhancement during their first year.

Review development items*, if any, added by the employee.

*The primary difference between the two types of goal is that performance goals focus on an end result while development goals focus on the attainment of skills and knowledge. Additionally, performance goals are job-oriented, while developmental goals are learning-oriented. These goals are not given a rating.

Although development items can technically be edited or new ones added, this is discouraged. To best support your employee in their professional/personal enhancement, have a discussion about these in the goal-setting conversation after the evaluation process is complete.

Professional/Personal Enhancement Plan

Development Item *

Complete 6 academic units

Additional Information
Attend university and earn 6 academic units.

Relates To

Status *

In Progress

Add



SUPPORTING DOCUMENTS

Attaching supporting documents is optional. Examples of supporting documents might include: an email from a colleague, work product, relevant metrics, etc.

- Navigate to the **Supporting Documents** section
- Select the **Add** button and then select the **Attach** button.
- Select your supporting documents.

The screenshot shows the 'Supporting Documents' section of the Manager Evaluation form. It features a header 'Supporting Documents' with a dropdown arrow. Below the header is a progress bar. The main content area is divided into two sections: 'Employee' and 'Manager'. The 'Employee' section contains a list of supporting documents, including 'Evaluation Supporting Document' and 'Workday Off-Campus Access.pdf'. The 'Manager' section has an 'Add' button, which is highlighted with an orange arrow. At the bottom of the form are 'Back' and 'Next' buttons.

The screenshot shows the 'Manager' section of the Manager Evaluation form. It features a header 'Manager' and a sub-header 'Evaluation Supporting Document'. Below this is a 'File' section with an 'Attach' button, which is highlighted with an orange arrow. The 'Attach' button is located next to a text input field for the file name. Below the 'File' section are fields for 'Updated By', 'Upload Date', and 'Comment'.

OVERALL

- Assign an overall **Rating**
- Enter **Comments**

The screenshot shows the 'Overall' section of the Manager Evaluation form. It features a header 'Overall' with a dropdown arrow. Below the header is a progress bar. The main content area is divided into two sections: 'Manager Evaluation' and 'Employee Evaluation'. The 'Manager Evaluation' section has a 'Rating' field with a red star icon and a 'Comment' field with a red star icon. The 'Employee Evaluation' section has a 'Rating' field with the text 'Achiever' and a 'Comment' field with the text 'Fully meets and frequently exceeds all expectations of the objective/competency'. There is an 'a' in the comment field. An orange arrow points to the 'Rating' field in the Manager Evaluation section.



SUBMIT COMPLETED MANAGER EVALUATION

- Navigate to the **Summary** section of the template.
- Submit the template. The template routes to the next level manager for review.

SAVE FOR LATER

- Save the evaluation task for later if you are unable to complete all of the sections at one time.
- Navigate to the **Summary** section of the template and select the **Save for Later** button.
- Access the evaluation template in your Workday inbox to continue with the evaluation.

SCHEDULE DISCUSSION

- Navigate to your Workday inbox to access the **Schedule a 1:1 To-Do** task. This is the reminder to schedule a 1:1 meeting with the employee to discuss the evaluation. Scheduling of the 1:1, and notifying the employee of the 1:1 meeting date take place outside of Workday.
- Select **Submit** to route the completed evaluation to the employee.

Complete To Do
Schedule 1:1 Discussion (Actions)

17 second(s) ago - Effective 06/14/2020

For

Overall Process **AA - Managers & Supervisors Annual Review:**

Overall Status **In Progress**

Instructions **Ensure that you schedule the meeting with the employee before submitting the task. This must take place outside of Workday. Submitting will enable the employee to view the full performance review. Note the date of the 1:1 meeting in the comment field below.**

enter your comment

- Navigate to the **Provide Manager Review Comments** task in your Workday inbox. Select **Save for Later**. This task will be completed and submitted after the 1:1 meeting with employee.
- Conduct the 1:1 meeting with the employee. In this meeting, begin conversations about the employee’s goals for the upcoming year. This applies to probationary employees, as well. You will be prompted after the evaluation process to enter them into Workday.

MANAGER ACKNOWLEDGEMENT (After 1:1 discussion)

- Navigate to the **Provide Manager Reivew Comments** task in your Workday inbox after the 1:1 meeting. Enter **I Acknowledge** the review in the **Status** field, and enter any final comments resulting from the 1:1 with the employee.
- Select **Submit**.

Provide Manager Review Comments
[Manager Evaluation: AA - Managers & Supervisors Annual Review:](#)
Evaluated By

4 second(s) ago - Due 06/30/2020; Effective 06/16/2020

Acknowledgement

Manager Acknowledgement

Status *

Comment



FINAL STEPS

Once the employee has made their acknowledgement and HR has reviewed the document two things will happen:

- You will receive a Workday notification that the evaluation process is complete. Click on the link and **View Details** to view.
- You will receive the following task in your Workday inbox: “Prepare to Cascade Next Year's Goals.” Reference the **Administrators’ Guide to Goals** for next steps.

Complete To Do

[Prepare to Cascade Next Year's Goals](#) Actions

5 second(s) ago - Effective 06/14/2020

For [\[Link\]](#)

Overall Process [AA - Managers & Supervisors Annual Review](#)

Overall Status Successfully Completed

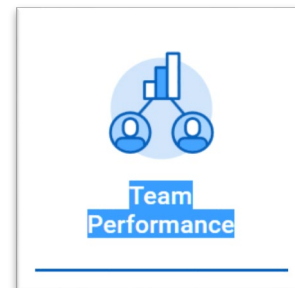
Instructions You have completed the Annual Review. Now is the time to cascade next year's goals to your employees. Click the Task appearing below this message; OR access to the task Add Goals to Employee in the Team Performance worklet.

[Add Goal to Employees](#)

[Submit](#) [Save for Later](#) [Close](#)

ADD TEAM PERFORMANCE WORKLET

Add the Team Performance worklet to your Workday home page.



From the worklet you can:

- View goals and development items
- Completed evaluations

Track My Team's Goals

[No Items Available](#)

[View More](#)

Performance Reviews and Development

- [My Team's Performance Reviews](#)
- [Employee Reviews](#)
- [Add Goal to Employees](#)
- [More \(2\)](#)

Feedback and Career

- [Feedback on My Team](#)
- [Get Feedback on Worker](#)
- [Give Feedback](#)