



PERFORMANCE DEVELOPMENT

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PERFORMANCE DEVELOPMENT OBJECTIVES

- ❑ Create alignment and focus on annual goals for the upcoming year**
- ❑ Reinforce the desired culture of the University through feedback on the Fisher Competencies and achievement of goals in the performance cycle**
- ❑ Support open discussion and feedback to enable employees to contribute to their fullest**
- ❑ Determine eligibility for a pay increase effective September 1st 2023**



PART A – DEVELOPMENT CONVERSATION

- **Discuss Development over the last year incorporating the Fisher Competencies (plan for a 30-45 minute discussion)**

ST. JOHN FISHER UNIVERSITY DEVELOPMENT AND COACHING SETTING

Employee Name: _____ Job Title: _____

Competencies is enacted by all employees. Insert comments and have a discussion.

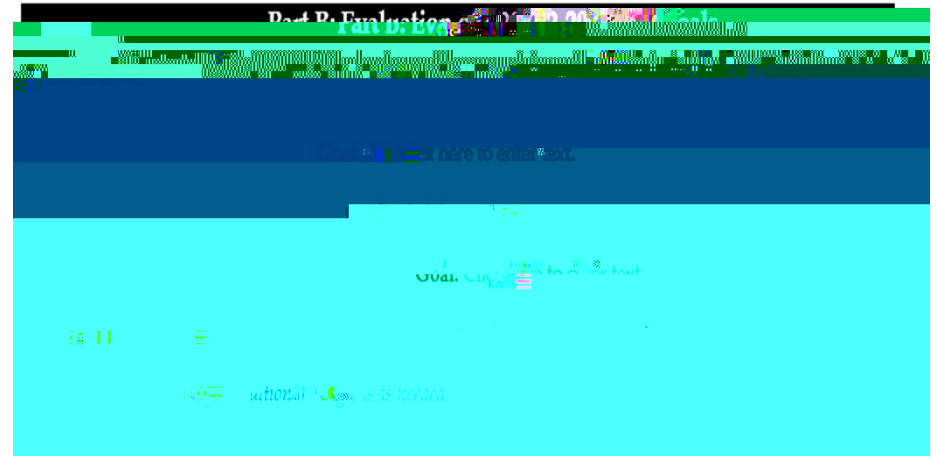
Demonstration of the Fisher

Displays foundational Fisher values. Employee comment

Collegial: Supervisor Feedback

PART B – 2022-23 GOAL ACHIEVEMENT

- **Discuss Goal Achievement leveraging the goals established at the outset of the performance cycle**



ESHERCOMPETENCIES

- Student-Centered/Customer Service Focused**
- Collegial (teamwork, collaboration, inclusion)**
- Accountable**
- Job Knowledge and Technical Ability**
- Supervisory Skills (as appropriate)**

ESTABLISHING GOALS (CONTINUED)

- ❑ No set number of goals required
- ❑ As in previous years, each employee is **required** to have one goal focused on staying current in their profession and/or improving/advancing skills required in their current job
- ❑ Some goals may be so integral to the position that they are appropriate to repeat each year:
- ❑ Goals should cover primary outcomes expected for the fiscal year
 - Multi-year projects identify the outcomes for this year
- ❑ Goals do not need to be documented in priority order
- ❑ Best practice – put in a goal relative to supporting Belonging and DEI efforts at Fisher

TRACKING PROGRESS (ONGOING)

- Goals can and should be modified/added/cancelled during the year due to changing department priorities**
- Use Part D portion of form during 1:1 meetings throughout the year to discuss goal status**
 - **Mid year check in is especially important if not discussed in 1:1 meetings**



□ Employee & supervisor:

- **Review Development including any job specific competencies**
- **Provide any feedback to date verbally**
- **Employee and supervisor establish and document goals for the year**

QUESTIONS? CONTACT VALERIE BENJAMIN (VBENJAMN@SEEDU)

