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## Management Evaluation Process

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Performance management at Riverside Community College District is a shared process that is optimized when there is continuous communication between employees and their supervisors about work expectations, goals, and performance. While the process is continuous, supervisors and employees share responsibility for completing the necessary steps to track and evaluate progress throughout the performance evaluation cycle. As defined more fully below, the annual process begins with goal setting and culminates with an annual performance evaluation of the management employee.

The goal of the evaluation committee was to develop an evaluation instrument that 1) promotes and supports appropriate leadership and management skills; 2) improves alignment and overall operations of the organization; and 3) assists the administrator in growth and development of professional abilities. The evaluation process provides timely feedback to administrators regarding their work performance and meeting program/area goals and assists administrators with supporting the organization's mission and values.

RCCD's performance management process emphasizes employee engagement and development as a means to maximize work performance and satisfaction, and it includes several steps throughout the year designed to facilitate an ongoing dialogue between supervisors and employees. The criteria included in the Management Evaluation Process measures employee performance in six distinct competency areas. The core competencies are designed to measure a manager's performance of six core values considered essential to the effective performance of a community college leader.