

Staff Performance Evaluation Taskforce

Purpose

The primary purpose of evaluating the staff performance evaluation process is to ensure that our organization's method of evaluating and developing employee performance is fair, transparent, and aligned with our strategic goals. The task force aims to ensure that the performance evaluation system is fair, effective, and aligned with the strategic goals of the organization.

Primary Responsibilities

The Task Force on Employee Performance Evaluation Process review is established to evaluate, analyze, and recommend improvements to the existing performance evaluation processes within our institution. The revised procedures will align with applicable laws and Minnesota State policies and procedures, ensure that evaluations are collaborative, transparent and inclusive.

The procedure may include additional elements deemed necessary by the taskforce.

Cabinet Liaison

Vice President of Human Resources

Meeting Schedule

The chair will set the meeting schedule in consensus with the taskforce.

Membership and Terms

Vice President of Human Resources (Chair)
Human resources specialist (1)
MAPE Representative (1)

AFSCME Representative (1)
MMA Representative (2)

Every individual has intrinsic value, and every voice deserves to be heard. Our differences enrich our community. Students and employees who are active-duty service members, Asian, Black, English language learners, female, immigrants, Indigenous, individuals with disabilities, Latina/o, people with various religious beliefs, and veterans are encouraged to volunteer. Members who serve in their individual capacity, applying their unique perspectives, do not represent or speak for any group of employees or students.

Norms

The taskforce will uphold the College's Shared Beliefs.

- Education empowers individuals and transforms generations.
- Every individual has intrinsic value, and every voice deserves to be heard.
- Our differences enrich our community.
- An antiracist and antidiscrimination ethos is necessary for advancing social justice and equity.
- It is our responsibility to ensure equitable outcomes for our students. Each student can succeed.
- Innovation, flexibility, and life-long learning are critical for our community to thrive.
- Mutually accountable relationships built on trust are essential for our success.
- Community partnerships strengthen and sustain us.

Members will participate in all phases of the taskforce's work.

Date Adopted

Date Revised