



Report of Performance for Probationary Support Staff SUPA Employee

Return to Human Resources before

First Second Final Other From to

Table with 4 columns: Employee Full Name, Position, Division/Department, Date of Appointment

Main performance evaluation table with columns for Not Satisfactory, Satisfactory, Above Satisfactory, and Not Rated. Rows include 32 criteria and a section for employees who supervise others.

SECTION B: Record Job STRENGTHS and superior performance incidents. Must be completed if rating is above satisfactory.

SECTION C: Record specific work performance DEFICIENCIES or job behavior requiring improvement or correction. Must be completed if rating is unsatisfactory.

SECTION D: Record specific GOALS or IMPROVEMENT PROGRAMS to be undertaken during the next evaluation period.

SECTION E: Do you recommend retention or termination at this time? Includes Retention and Termination options.

SECTION F: The last position description on file in this office is dated: Includes question about accuracy of position description.

SECTION G: Overall Performance Rating. Options: Not Satisfactory, Satisfactory, Above Satisfactory.

Signature and certification section. Includes 'I certify this report represents my best judgment.', signature lines for Rater and Administrator, and a comments section.

Once complete, please make a copy for your records and the employee before sending the original to Human Resources.

It is the appropriate administrator's or designated evaluator's responsibility to properly evaluate employees. If, before starting the evaluation process, there are any questions, please contact Human Resources. If an evaluation is going to be negative, please first contact Human Resources. A performance evaluation is considered a draft evaluation until it contains the signature of the appropriate administrator.

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**Article 29 of the SUPA Collective Bargaining Agreement outlines the process for employee performance evaluation.**

- 10.1.** Permanent employees shall be subject to and receive annual performance evaluations. The evaluations must be given annually in accordance with campus procedures and timelines.
- 10.2.** A sergeant or the immediate supervisor may draft and sign the performance evaluation. A sworn MPP (employee in the Management Personnel Plan) shall review the performance evaluation as the approving authority prior to the performance evaluation being presented to the employee. At the completion of the evaluation discussions with the employee, a sworn MPP shall sign the performance evaluation. If the sworn MPP is the immediate supervisor, then a non-sworn MPP shall review and sign the performance evaluation.
- 10.3.** A written record of the performance evaluation shall be placed in the employee's personnel file. The employee shall be provided with a copy of the written performance evaluation.
- 10.4.** If an employee disagrees with the performance evaluation, the employee may submit a rebuttal statement which shall be attached to the record of performance evaluation within thirty (30) days of the employee's receipt of a signed copy of the performance evaluation.
- 10.5.** The content of performance evaluations shall not be subject to the provisions of Article 7, Grievance Procedure.

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**INSTRUCTIONS FOR USE OF THE PERFORMANCE EVALUATION**

- 1.** Due dates must be observed.
- 2.** Performance evaluations provide a written record for employees of a "job well done."
- 3.** Evaluations are also an important document in any disciplinary action. Before taking any action, you must consult with the AVP of Human Resources. Disciplinary action requires evidence of preceding warning and reports bearing the signature of evaluator and employee, or otherwise certified. Unscheduled reports may be filed at any time for any employee.
- 4.** If space for comments is inadequate, similarly dated and signed attachments may be made (either typewritten or in ink.)
- 5.** Follow the instructions and upload the Evaluation Form and Attachments to Adobe Sign. [Learn How Here.](#)

**SECTION A:** Check one column for each factor. If additional explanation is warranted use section B or C as appropriate. Additional spaces have been provided to write any additional factors. Any unsatisfactory check mark requires specific explanation in SECTION C.

**SECTION F:** Please verify that the position description on file in Human Resources is still accurate.

**SECTION G:** You must complete this section.

**If you have questions regarding this form or the evaluation process, please contact Human Resources, extension 3626**