Overview of the Performance Management Process at Texas A&M

Plan Coach Evaluate Reward

The PCER Model

The performance management process is intended to create an ongoing dialogue between the supervisor and employee. After reviewing and acknowledging the position description, the supervisor creates the performance plan and discusses it with the employee, which helps to establish mutual understanding of performance and behavioral expectations. During the evaluation process, the supervisor may rely on multiple sources, such as employee self-assessment, progress notes added during the year, accolades, and customer feedback, to assess the employee’s performance. At the end of the review period, the supervisor meets with the employee to discuss the evaluation, explain the ratings, and provide feedback about strengths and areas for improvement. The supervisor then completes the evaluation and sends it to the employee to acknowledge before formally closing the review in PATH. The supervisor recognizes and rewards employee performance as merited.