



Performance and Development Plan (PDP) Expectations SKAGIT VALLEY COLLEGE

Has Position Description been reviewed <input type="checkbox"/> Yes <input type="checkbox"/> No		Position Description Updated <input type="checkbox"/> Yes <input type="checkbox"/> No		Performance Period From _____ To _____	
Purpose of Plan and Review <input type="checkbox"/> Annual <input type="checkbox"/> Trial Service <input type="checkbox"/> Probationary <input type="checkbox"/> Transitional <input type="checkbox"/> Other (specify)					
Employee Last Name		Employee First Name		Employee Middle Name (Initial)	Employee ID Number
Position Class Title		Working Title		Position Number (Object Abbrev.)	
Employer (Business Area)		Division (ORG Unit)		Evaluator's Name	

Position Linkage With Organizational Mission and Strategic Plan

What is the organization's mission and how do the duties and responsibilities of this position link or contribute to the achievement of the mission goals, and objectives of the organization? Provide brief summary.

Part 1: Performance Expectations

Based on the position's major responsibilities, outline the key results and competencies expected of the employee during this performance period. Limit the list to those that are key. Check with your Human Resources office regarding any special instructions around determining what competencies to use.

Key Results Expected

What are the most important objectives, outcomes, and/or special assignments to accomplish in order to be successful during this time period?

Key Competencies Expected

What are the most important knowledge, skills, abilities, and behaviors that the employee should demonstrate in order to be successful?

Part 2: Training & Development Needs/Opportunities

What training and development needs and opportunities should the employee focus on during this performance period?

Part 3: Organizational Support (Optional)

Part 3 is optional and to be completed **only by the employee**, at the beginning of the performance period.

What suggestions do you have as to how your supervisor, co-workers, and/or agency management can better support you in your present job and future career goals?

Acknowledgement Of Performance Plan

The signatures below indicate that the supervisor and employee have discussed the performance expectations, training and development needs outlined at the beginning of the performance period.

Date	Evaluator's Signature	Date	Employee's Signature
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NOTE: Typically, once the performance expectations is completed and signed by all parties, the supervisor provides the employee a copy and the original is forwarded to Human Resources to be placed in the employee's personnel file. Supervisors should check with their Human Resources office for organization specific instructions.