



Talent & Performance Working Group

Date 10/12/2023

Meeting Time: 3:00 – 4:30 PM

Attendance:

Casanova, Cassandra	Bading, Joy	McNair, Becky	Michalak, Alicia
Ramirez, Jody	Pitt, Warren	Prejean, Allie Marie	Steinle, Carly
Chapa, Jessica	Purget, Rebekah	Schramm, Kristi	Foster, Joni
Williams, Patricia	Freeman, Maggie		

1. Review Open Action Items

- Remove Performance Review “due dates”- HAC approved, Completed
- Succession planning- working group decisions made, testing in progress
- Requested updates to Performance Review Acknowledgement Audit report- next step HAC approval
- Requested updates to Worker Education report- next step HAC approval

2. Discussion:

- New business analyst, Christopher Watson
- Video of Talent/Succession tools that are coming soon
 - Overview presentation at Journey conference
 - Presentation for talent partners in December
- We would love to hear what other system schools are doing regarding initial performance reviews: Is everyone using them? Any rules they abide by as far as requiring them, canceling them if appropriate etc.
 - Current integration functionality triggers when the hire date is updated so transfers and promotions get initial reviews when they're not supposed to
 - Integrations working on possible change to resolve this
 - Different members follow different practices regarding performance reviews outside of annual reviews
- Updates on renaming performance reviews every year
 - Not renaming templates would require all previous current active reviews to be cancelled

- Suggesting if templates no longer have fiscal year then add field to Performance Review Process Status report so that it is easier to tell time period of review
 - Vote to add completion date field
 - 10 votes in favor, none opposed
 - Vote to keep year in template name
 - 9 votes in favor, 1 vote opposed

3. Next Steps and Action Items

All: Next meeting December 14, 2023