# 540.070 CLASSIFIED PERFORMANCE MANAGEMENT PROCESS POLICY

To the extent that this policy addresses terms or provisions covered under collective bargaining agreements for represented employees, the terms of the collective bargaining agreement will control for those represented classified employees.

The performance management process is part of a positive, performance-based culture. It provides supervisors and employees an opportunity to discuss and record performance planning, feedback and performance outcomes. It fosters employee competence and productivity, supports achievement of organizational goals and objectives, and provides documentation of employee's strengths and areas in need of improvement. It is the policy of Wenatchee Valley College that classified staff will be evaluated at least annually.

This policy, together with its accompanying procedure, is intended to provide guidance to supervisors in evaluating employee performance in accordance with the requirements of [WAC 357-37](http://apps.leg.wa.gov/WAC/default.aspx?cite=357-37&full=true), and to work in conjunction with associated Chapter 357 WACs and college policies and procedures.

Approved by the president’s cabinet: 2/21/12

Adopted by the board of trustees: 5/16/12

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Policy contact: Human Resources

Related policies and procedures

1540.070 [Classified Performance Management Process Procedure](https://www.wvc.edu/humanresources/policies-procedures/500-human-resources/540.070-classified-performance-management.html)