The third phase in the Performance Management and Development Cycle is Evaluate. During this end-of-cycle phase, supervisors are expected to gather specific examples that support the final evaluation; assess overall performance observed throughout the entire evaluation period; refer to notes collected on the employee’s performance; and present the overall evaluation to the employee during a formal one-on-one meeting.

The resources below are available through Learning on Demand to assist you in exploring more on the topic of Performance Management and Development.

- Planning an Effective Performance Appraisal – course, 20 mins.
- Detecting and Dealing with Performance Problems – course, 26 mins.
- Supporting an Employee’s Ongoing Performance – video, 3 mins.

To learn more about Performance Management and Development, exempt and IT professionals can visit Learning on Demand by clicking the link below.

- Go to MyOhio.gov.
- Sign on with your OH|ID Workforce User ID and Password. User IDs and Passwords are case sensitive. Be sure your Caps Lock key is off.
- Click My Workspace, then select Applications and click Learning on Demand.

Please review and adhere to your agency’s training and development policies, procedures and guidelines regarding the use of Learning on resources and tools.

For more information about Performance Management and Development, email ePerformance@das.ohio.gov or call 614-728-8973.