



# Performance Management and Development Spotlight for Supervisors

**January 2019**

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](mailto:ePerformance@das.ohio.gov) or call 614-728-8973.

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