

HAWAII NATIONAL GUARD PERFORMANCE MANAGEMENT HANDOUT



15 MAR 24

References:

DoDI 1400.25 Vol 431 (DoD Civilian Personnel Management System: Performance Management and Appraisal), 04 February 2016, incorporating change 2, 1 July 2020.

CNGBI 1400.25 Vol 431 (National Guard Technician and Civilian Personnel Performance Management and Appraisal Program), 20 January 2022.

Applicability:

Title 5 and Title 32 National Guard Employees, Rating Officials (ROs) and Higher Level Reviewers (HLRs)

Purpose:

To provide step by step guidance on how to properly build performance plans, complete progress reviews and annual appraisals for the DoD Performance Management and Appraisal Program.

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PERFORMANCE PLAN- THE BASICS

Staff Responsibilities:

Rating Officials (RO) (Supervisors): The supervisor is responsible for drafting the performance plan every year beginning 1 April. Previous performance plans, the Position Description (PD), and the employee’s input are the three main sources used to draft the performance plan.

Higher Level Reviewer (HLR) (At least one Level Higher than the Supervisor): The Higher-Level reviewer should review and approve the performance plan.

*NOTE: Same RO/HLR? For employees whose immediate supervisor is TAG, TAG serves as both RO and HLR. **No other exceptions are authorized.***

Employee: Work with the supervisor to provide input into the performance plan. Acknowledge the performance plan once it has been approved and returned to the employee for acknowledgement.

Plan Elements:

Critical Elements: Each employee shall have their primary responsibilities or work functions described in their performance plan as a critical element.

- Performance plans shall consist of at least two critical elements, but no more than ten.
- Critical elements may be changed, added or deleted within the current appraisal period, as long as there are at least 90 calendar days prior to the end of the appraisal period.
- Individuals who have an approved telework agreement must have telework standards addressed in their performance plan (see page 6).
- A supervisor’s performance plan must have a mandatory supervisory critical element(s) that addresses the following:
 - o Equal Employment Opportunity
 - o Prohibited Personnel Practices
 - o Performance Management Actions, and
 - o Whistleblower Protection Statement

- Final Decisions regarding performance plans are within the sole and exclusive discretion of management.

Smart Criteria: Performance elements should consist of SMART criteria as follows:

- **Specific.** Describe expected accomplishments
- **Measurable.** Performance element is clear and is quantified or substantiated using objective criteria.
- **Achievable.** Goals are realistic, challenging and accomplishable.
- **Relevant.** Element aligns with organizational mission and success.
- **Timely.** Goals have realistic timeframes.

Supervisor Critical Element (Rating Official)

The Supervisor Critical Element must include statements that address their role as a supervisor, as well as specific statements regarding EEO and Whistleblower Protection. Below are some examples.

- Supervises personnel assigned to (Office Name). Advises and provides counsel to employees regarding policies, procedures, and directives of management. Selects or recommends selection of candidates for vacancies, promotions, details and reassignments in consideration of skills and qualifications, mission requirements, and EEO and diversity objectives.
- Explains performance expectations to employees and provides regular feedback on strengths and weaknesses. Holds employees responsible for satisfactory completion of work assignments. Initiates action to correct performance or conduct problems; prepares documentation to support action taken. Identifies employee developmental needs and provides or arranges for training, formal and informal.
- Hears and resolves employee complaints and refers serious unresolved complaints to higher level management. Periodically reviews position descriptions to ensure accuracy, and the most effective utilization of personnel resources.
- Supports the Whistleblower Protection Program by responding constructively to employees who make protected disclosures under 5 USC 2302(b)(8); taking responsible and appropriate actions to resolve any such disclosures; and creating an environment in which employees feel comfortable making such disclosures.

If the supervisor also serves as a Higher Level Reviewer (HLR), consider language like the following:

- Ensures equitable application of performance management goals throughout the organization. Explains performance expectations of organization to

supervisors and provides regular feedback on strengths and weaknesses to supervisors annually. Holds supervisors responsible for satisfactory completion of performance management duties, plan, mid-term review, and appraisals. Encourages action to commend and/or correct performance or conduct by the use of awards, PIPs, non-disciplinary actions, and adverse actions.

Telework: Employee's on an approved regular telework agreement must have telework duties addressed within their performance plan. If all duties can be performed on telework, each element should state "All duties remain the same on telework". If only certain duties can be performed while on telework it should be noted accordingly within the plan element.

Timeline:

- Normal annual appraisal period is 01-April to 31-March, which is due 31 May with an effective date of 01-June.
- Performance Plans should be communicated and documented within **30 calendar days** from the start of the rating cycle (NLT 30 April for a standard annual appraisal), entrance on duty as a new employee, or job change.
- Performance Plans **must be approved for 90 days prior to receiving a rated appraisal**. Employees who do not have 90 days under an approved plan will be unable to receive an appraisal and will be ineligible for any appraisal-based awards for that year. Leave without pay may not be applied toward the 90-day minimum.

STEP BY STEP: BUILDING THE INITIAL PERFORMANCE PLAN

DCPDS Portal – Login

<https://compo.dcpds.cpms.osd.mil/>

STEP 1: Login to your MyBiz+ Homepage. Find “Manager Functions” under KEY SERVICES. Click on “Performance Management and Appraisal”

Note: Your homepage may look different due to varying permissions within MyBiz+.

Welcome, [Redacted] The information is current as of 17-Jun-20[Redacted]

Home

Key Services

- Manage Key Services
- MyPerformance
- Request Employment Verification
- Update Contact Information
- Civilian Career Report
- Update Professional Development
- SF50 Personnel Actions
- Update MySupervisor
- Civilian Career Brief
- Manager Functions
 - Performance Management and Appraisal
 - Apply Action(s) to Multiple Employees
 - Manage MyPerformance Trusted Agent Authorization
 - View/Print Performance Management Reports
 - View Previous Requests

Other DCPD

- DCPDS Navigator
- Add HR Region A MyBiz+ for HR Pr

Last Person

Type of Action:

Effective Date:

STEP 2: Find “Create New Plan” drop down menu. Click the arrow and select the option “DOD Performance Management Appraisal System”. Hit “GO”.

MyPerformance Main Page

Warning: This application is designed for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view employee Performance Plans; change the Rating Official and/or Higher Level Reviewer; view and print part or an entire plan after it is created; close a plan, and track the status of a plan.

You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan:

- Select 'Choose a Plan Type'
- Select 'Appraisal Plan Type'
- Select the 'Go' button

To complete other actions described above:

- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Plans/Appraisals In Progress

TIP Only Employees that have a plan in progress are listed below.

Show Me: All Appraisals | Appraisal Year: ALL

Records Displayed: 10

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current Status	Action
			2023	328490	07-Apr-2022	DoD	Approved	Plan Approved	View
			2023	328484	07-Apr-2022	DoD	Approved	Plan Approved	View
			2023	328483	07-Apr-2022	DoD	Approved	Plan Approved	View
			2023	328083	06-Apr-2022	DoD	Approved	Plan Approved	View
			2023	326972	05-Apr-2022	DoD	Approved	Plan Approved	View

Select the link to search for Completed Plans.

Show Completed Plans/Appraisals

STEP 3: Find the employee you are creating the plan for and select the corresponding “Create” on the righthand side of the page. *If the employee is not listed, contact HRO for further information.*

People in Hierarchy

The MyPerformance tool is only available to employees and supervisors whose position is covered by the new DoD Management Policy contained in DoDI 1400.25 Version 430, dated August 5, 2015, and whose organization is scheduled for immediate transition to the new performance program.

Return to Main Page | Need Help?

Expand All | Collapse All

Focus Name	Occupational Code	Position Name	Organization	Performance Plan
	0201 Human Resources Management (0201)	T5036000 HUMAN RESOURCES SPECIALIST (EMPLOYEE BENEFITS):927802.NGAR.APPR	ILARNG FULL TIME SUPPORT NGARW00WAA 01	Create
	0201 Human Resources Management (0201)	T5025000 HUMAN RESOURCES SPECIALIST.822612.NGAF.APPR	IL ANG HQ T5 NGAF C82IFQW201	Create
	0201 Human Resources Management (0201)	T5036000 HUMAN RESOURCES SPECIALIST (EMPLOYEE BENEFITS):825737.NGAF.APPR	IL ANG HQ T5 NGAF C82IFQW201	Create
	0201 Human Resources Management (0201)	T5029000 HUMAN RESOURCES SPECIALIST (HUMAN RESOURCE DEVELOPMENT):706022.NGAR.APPR	ILARNG FULL TIME SUPPORT NGARW00WAA 01	Create
	0201 Human Resources Management (0201)	T5036000 HUMAN RESOURCES SPECIALIST (EMPLOYEE BENEFITS):949773.NGAR.APPR	ILARNG FULL TIME SUPPORT NGARW00WAA 01	Create
	0203 Human Resources Assistance (0203)	T5515000 HUMAN RESOURCES ASSISTANT.825735.NGAR.APPR	ILARNG FULL TIME SUPPORT NGARW00WAA 01	Create
	0201 Human Resources Management (0201)	T5036000 HUMAN RESOURCES SPECIALIST (EMPLOYEE BENEFITS):860723.NGAR.APPR	ILARNG FULL TIME SUPPORT NGARW00WAA 01	Create

STEP 4: Acknowledge the Supervisory Commitment Statement



Confirmation Acknowledge

Supervisory Commitment Statement

I acknowledge my role as a supervisor is vital in fostering a fair, credible, and transparent performance system. It is important that I ensure performance elements are linked to organizational performance goals; establish open communication; monitor and evaluate employee performance; recognize and reward performance, and appropriately address deficient performance.

STEP 5: Set Appraisal Start, End, and Effective Dates. Fill in RO name and HLR name. When selecting the RO and HLR, type the last name and the search button to ensure you select the correct account for each role. *See page 4. Timeline for further information on dates. See page 3. Staff Responsibilities for further information on RO and HLR.*

Create Performance Plan

Employee Information

Employee Name
▶ Show Employee Details

Setup Details

* Indicates required field

Appraisal Type Annual Appraisal - DoD

TIP The Appraisal Period Start Date represents the start of the employee's performance evaluation period under this plan. Please review and change, if necessary.

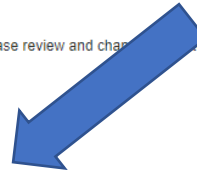
* Appraisal Period Start Date 01-Apr-2022
(dd-mmm-yyyy)

* Appraisal Period End Date 31-Mar-2023
(dd-mmm-yyyy)

Appraisal Effective Date 01-Jun-2023
(dd-mmm-yyyy)

* Rating Official Name

* Higher Level Reviewer Name



NOTE: If you plan to base the new plan on an existing plan (like the prior year's plan), at this step go to the description on Page 13 for step-by-step instructions on copying an existing plan.

STEP 6: Select “Build New Plan”

Create Performance Plan

Cancel and Return to Main Page
Need Help?

Employee Information

Employee Name
▶ Show Employee Details

Setup Details

* Indicates required field

Appraisal Type Annual Appraisal - DoD

TIP The Appraisal Period Start Date represents the start of the employee's performance evaluation period under this plan. Please review and change this date, if necessary.

* Appraisal Period Start Date 01-Apr-2022 (dd-mmm-yyyy)

* Appraisal Period End Date 31-Mar-2023 (dd-mmm-yyyy)

Appraisal Effective Date 01-Jun-2023 (dd-mmm-yyyy)

* Rating Official Name

* Higher Level Reviewer Name

Build New Plan Copy from Existing Plan

STEP 7: Select “Step 2: “Mission Goals” Tab and insert your mission goals in the empty box. When done select “Save and Continue at the bottom. Note: Mission Goals are overall comments on how the position supports the organization, which are supported by the Performance Elements in the next section.

Plan View/Print Form

Step 1: Plan Details Step 2: Mission Goals Step 3: Performance Elements and Standards Step 4: Approvals and Acknowledgments

-- Choose an Action -- Go

Employee Information

Employee Name

▶ Show Employee Details

DoD Core Values: Leadership, Professionalism, and Technical Knowledge through dedication to duty, integrity, ethics, honor, courage, and loyalty.

This screen allows you to enter your employee's Component organizational values, mission statements, or goals which apply to their performance elements and standards.

Step 2: Mission Goals

- Enter your Component's organizational values, mission statement, or goals directly in the text box or copy and paste from another document.
- Select Save and Continue button at the bottom right corner to move to Step 3: Performance Elements and Standards.
- Select Save and Go Back button at the bottom right corner to go back to Step 1: Plan Details.

For additional guidance, select Need Help?

Suggestion: User verbiage from Position Description under title: Position Duties

(Limit to 1000 characters)

Spell Check Counter

Save and Go Back Save and Continue

STEP 8: Step 3: Performance Elements and Standards, Select “Add Performance Element”

Plan View/Print Form

Step 1: Plan Details Step 2: Mission Goals **Step 3: Performance Elements and Standards** Step 4: Approvals and Acknowledgments

Employee Information -- Choose an Action -- Go





Employee Name [Redacted]
► Show Employee Details

This screen allows you to add or update a performance element and view approved performance elements for your employee. Performance elements should be written using the SMART criteria. Select [Need more information?](#) link to view the SMART criteria.

Step 3: Performance Elements and Standards


- Select Add Performance Element button to add a new performance element and standard(s)
- Select Update button under the Details Action column to update an unapproved performance element.
- Select Delete icon under the Details Delete column to delete a performance element.
- Select Save and Continue button at the bottom right corner to move to Step 4: Approvals and Acknowledgments.
- Select Save and Go Back button at the bottom right corner to go back to Step 2: Mission Goals.

For additional guidance, select [Need Help?](#)

Add Performance Element |    

Details Number	Title	Status	Element Type	Action	Delete
No results found.					


Save and Go Back Save and Continue



STEP 8: Insert Title of the Element under “Performance Element Title” and insert SMART standard in the box “Performance Element and Standard(s)”

Performance Element Number 1

* Performance Element Title

* Performance Element Start Date 01-Apr-2023 
(dd-mmm-yyyy)



Performance Element Status Pending

Date Last Modified 21-Jun-2022

* Performance Element Type Critical

Performance Element and Standard(s)

(Limit to 1500 characters) **Spell Check** Counter

STEP 9: Click “Click Save and Add Another Performance Element”. (Repeat step 9. until all performance elements are added.)

Add Performance Element and Standard(s)

* Indicates required field

This screen allows you to add performance element and standard(s)

[Save](#) [Save and Add Another Performance Element](#) [Go Back to Performance Elements](#)

- Enter the Performance Element title and verify the Performance Element Start Date.
- Enter your performance element and standard(s) in the text box or copy and paste from another document.
- Select Save button at top right corner to periodically save your work.
- Select Save and Add Another Performance Element button to save and add a new performance element and standard(s).
- Select Return to Performance Elements button to go back to Step 3: Performance Elements and Standards.
 - If you select Return to Performance Elements button without saving, a warning message will display.

For additional guidance, select **Need Help?**

Performance Element Number 1

* Performance Element Title

* Performance Element Start Date 01-Apr-2023

Performance Element Status Pending

Date Last Modified 21-Jun-2022

* Performance Element Type Critical

Performance Element and Standard(s)



STEP 10: Step 4: Approvals and Acknowledgements, Find Step 1: Rating Official – Request or Document Higher Level Review (if required) and select “Start” under Action.

Plan [View/Print Form](#)

Step 1: Plan Details | Step 2: Mission Goals | Step 3: Performance Elements and Standards | **Step 4: Approvals and Acknowledgments** | [-- Choose an Action --](#)

Employee Information

Employee Name [REDACTED]

[Show Employee Details](#)

This screen allows you to start the approval process or view approval information and status of the employee's performance plan.

Step 4: Approvals and Acknowledgments

- Select Show All Details link to see approvals and acknowledgment information (dates, method, etc.) and Hide All Details link to collapse all steps.
- Select Show link to see approvals and acknowledgment information for each step and Hide link to collapse step.
- Select Start button under Action column for the step that needs to be completed.
- Select Save and Go Back button at the bottom right corner to move to Step 3: Performance Elements and Standards.

For additional guidance, select **Need Help?**

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
▶	Step 1: Rating Official - Request or Document Higher Level Review (If required)	Not Started	Start
▶	Step 2: Higher Level Reviewer - Review (If required)	Not Started	Not Started
▶	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
▶	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed



STEP 11: Select “Transfer to Higher Level Reviewer with E-mail Notification

TIP There are two options available to complete this step. If you are both the rating official and higher level reviewer, use Option B to document the approval.

Option A - Transfer to the Higher Level Reviewer

Name	Title
[Redacted]	Rating Official
[Redacted]	Higher Level Reviewer

Message to Higher Level Reviewer

This screen provides space for you to send a Higher Level Reviewer a message regarding an employee's Performance Plan. After writing the message, select the 'Transfer to Higher Level Reviewer with E-mail Notification' button to send the message.

Please review this performance plan and take the appropriate action under the Approvals and Acknowledgments tab.

[Text Area]

[Spell Check]

Notice: You are about to contact SCHWEICKERT, JR., JOSEPH J by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-public information such as social security numbers or privacy act information in your e-mail.

[Cancel] [Transfer to Higher Level Reviewer without E-mail Notification] [Transfer to Higher Level Reviewer with E-mail Notification]



STEP 12: HLR will review and transfer the approved plan back to the RO. Note: HLR can also suggest changes when necessary.

STEP 13: Step 4: Approvals and Acknowledgements, Find Step 3: Rating Official – Document Communication to Employee and select “Start” under Action.

Plan View/Print Form

Step 1: Plan Details Step 2: Mission Goals Step 3: Performance Elements and Standards **Step 4: Approvals and Acknowledgments**

-- Choose an Action --

Employee Information

Employee Name [Redacted]
 ▶ Show Employee Details

This screen allows you to start the approval process or view approval information and status of the employee's performance plan.


Step 4: Approvals and Acknowledgments

- Select Show All Details link to see approvals and acknowledgment information (dates, method, etc.) and Hide All Details link to collapse all steps.
- Select Show link to see approvals and acknowledgment information for each step and Hide link to collapse step.
- Select Start button under Action column for the step that needs to be completed.
- Select Save and Go Back button at the bottom right corner to move to Step 3: Performance Elements and Standards.

For additional guidance, select **Need Help?**

Show All Details | Hide All Details

Details Tasks	Status	Action
▶ Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	[Start]
▶ Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
▶ Step 3: Rating Official - Document Communication to Employee	Not Started	[Start]
▶ Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed



STEP 14: After meeting with the employee or reviewing the plan in some other format, fill in Communication Date and Communication Method. Then select “Save and transfer to Employee for acknowledgement.”

Step 1: Plan Details Step 2: Mission Goals Step 3: Performance Elements and Standards **Step 4: Approvals and Acknowledgments**

-- Choose an A

Employee Information

Employee Name [Redacted]
▶ Show Employee Details

This screen allows you to start the approval process or view approval information and status of the employee's performance plan.

Step 4: Approvals and Acknowledgments

- Select Show All Details link to see approvals and acknowledgment information (dates, method, etc.) and Hide All Details link to collapse all steps.
- Select Show link to see approvals and acknowledgment information for each step and Hide link to collapse step.
- Select Start button under Action column for the step that needs to be completed.
- Select Save and Go Back button at the bottom right corner to move to Step 3: Performance Elements and Standards.

For additional guidance, select **Need Help?**

Show All Details | Hide All Details

Details	Tasks	Status	Action
▶	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
▶	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
▲	Step 3: Rating Official - Document Communication to Employee	Not Started	Start

Communication Date
(dd-mmm-yyyy)

Communication Method
Other

▶	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed
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STEP 15: Employee must acknowledge the plan for it to be completed.

STEP BY STEP: HOW TO DUPLICATE THE PREVIOUS PLAN

STEP 1: Follow Steps 1-5 above.

STEP 2: Select “Copy from Existing Plan”

Create Performance Plan

Cancel and Return to [?]

Employee Information

Employee Name
▶ Show Employee Details

Setup Details

* Indicates required field

Appraisal Type: Annual Appraisal - DoD

TIP The Appraisal Period Start Date represents the start of the employee's performance evaluation period under this plan. Please review and change this date, if necessary.

* Appraisal Period Start Date: 01-Apr-2022 (dd-mmm-yyyy)

* Appraisal Period End Date: 31-Mar-2023 (dd-mmm-yyyy)

Appraisal Effective Date: 01-Jun-2023 (dd-mmm-yyyy)

* Rating Official Name: []

* Higher Level Reviewer Name: []

Build New Plan Copy from Existing Plan

STEP 3: Type in the Appraisal Effective Date you wish to duplicate. Select Find. Then select “Copy” next the plan once it populates.

Copy Performance Plan

Return to Plan Setup
Need Help?

TIP Rating Officials and employees can copy a performance plan from one year to the next. Rating Officials can copy a plan from one employee to another. Once copied, the performance plan can be altered accordingly.

Search

Note that the search is case insensitive

Please enter your search criteria in the search box to see the result.

Select the "Magnifying glass" icon to search for the employee name. You must enter a search criteria value in either employee name or appraisal effective date.

Employee Name: []

Appraisal Effective Date: 01-Jun-2022 (dd-mmm-yyyy)

Find Clear

Appraisal ID	Employee Name	Employee Number	Appraisal Effective Date	Plan Approval Date	Appraisal Type	Plan Status	View	Copy
274245	[]	326455	01-Jun-2022	08-Nov-2021	Annual Appraisal - DoD	Approved	[]	Copy

STEP 4: Select “Yes”

Appraisal Program

Information

Do you wish to copy the plan [] into the Appraisal ID: 274245?

No Yes

STEP 5: Review prepopulated “Step 1: Plan Details”, “Step 2: Mission Goals”, “Step 3: Performance Elements and Standards” as detailed above in steps 7 – 9. Make any changes as necessary.

STEP 6: Complete Steps 10-15 above.

PROGRESS REVIEW- THE BASICS

Staff Responsibilities:

Rating Officials (RO) (Supervisors): The supervisor is responsible for completing at minimum one progress review midway through the appraisal cycle. Multiple progress reviews can be completed as necessary based on need for performance feedback.

NOTE: RO should request employee to provide a self-assessment. If employee does not provide self-assessment within a reasonable timeframe the supervisor should retrieve the plan and provide the progress review, and note the employee declined to provide employee feedback.

Higher Level Reviewer (HLR) (At least one Level Higher than the Supervisor): The Higher-Level Reviewer has the option to review and approve the progress review. This is not required.

Employee: The employee should provide a self-assessment midway through the rating cycle and transfer to the RO. Upon receipt of progress review employee is to acknowledge the progress review.

Timeline:

There must be at least one progress review during the appraisal period. The progress review should be completed approximately half-way through the rating period.

STEP BY STEP: HOW TO COMPLETE A PROGRESS REVIEW- Employee

DCPDS Portal – Login
<https://compo.dcpds.cpms.osd.mil/>

STEP 1: Login to your MyBiz+ Homepage. Click “My Performance” under KEY SERVICES.

Note: Your homepage may look different due to varying permissions within MyBiz+.

Welcome, [Redacted] The information is current as of 17-Jun-2022

Home

Key Services

- MyPerformance
- Request Employment Verification
- Update Contact Information
- Civilian Career Report
- Update Professional Development
- SF50 Personnel Actions
- Update MySupervisor
- Civilian Career Brief
- Manager Functions
 - Performance Management and Appraisal
 - Apply Action(s) to Multiple Employees
 - Manage MyPerformance Trusted Agent Authorization
 - View/Print Performance Management Reports
 - View Previous Requests

Other DCPD

- DCPDS Navigator
- Add HR Region A MyBiz+ for HR Pr

Last Person

Type of Action:

Effective Date:

STEP 2: Find “Action” category and select “Update” from the drop-down menu. Hit “GO”.

Important: To become familiar with the columns, select the "Need Help?" link.

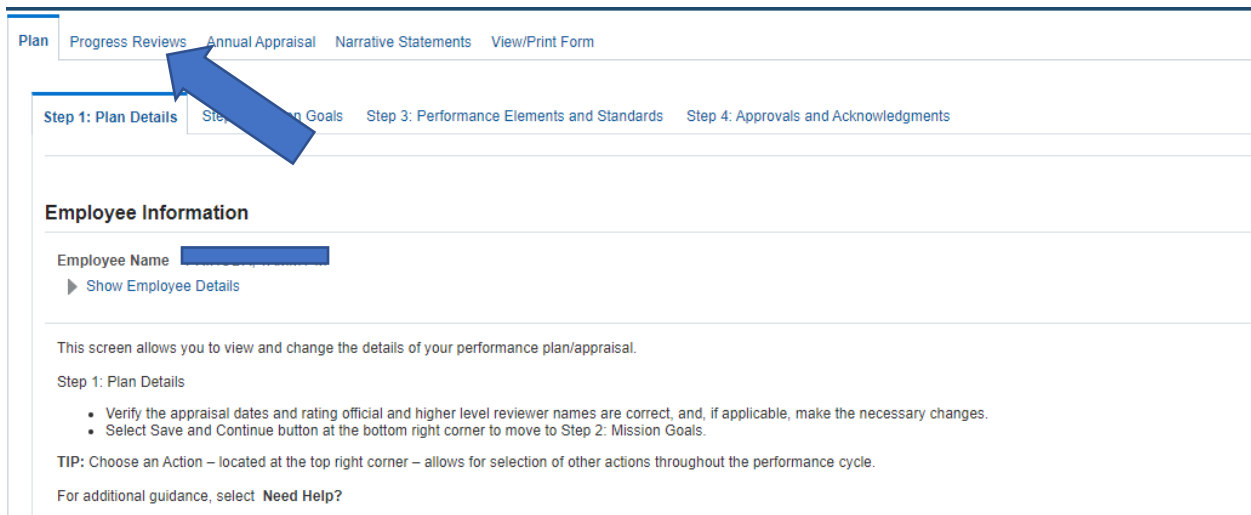
Appraisals of [Redacted]

Create New Plan
--Choose a Plan Type-- Go

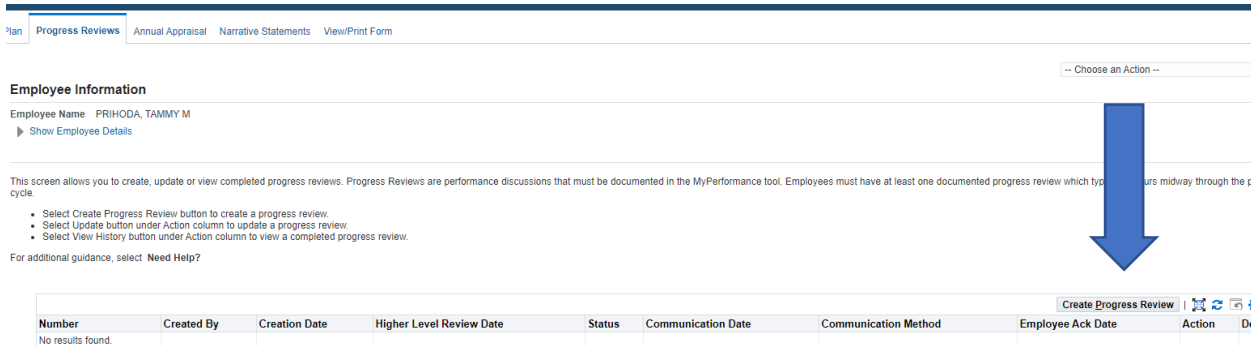
Records Displayed 10

Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current Status	Action
2023	344769	07-Jun-2022	DoD	Approved	Plan Approved	Update Go

STEP 3: Select “Progress Reviews” tab.



STEP 4: Click the “Create Progress Review” button



STEP 5: Provide Self-assessment under “Employee Input” and click “Go to Next Performance Element”. Complete “Employee Input” on each Performance Element.

Assessments | Approvals and Acknowledgments

This screen allows you to view your performance elements and standards and provide input.

- Select Radio button next to the performance element and standard(s) you want to view and enter input.
- Select Show My Journal link located below the Employee Input heading to refer to or copy and paste any information for your progress review input.
- Select Go to Next Performance Element button at bottom right corner to go to the next performance element and standard(s).
- Select Go Back to Top of Page button at bottom right corner to go back to the top of the page.
- Select Approvals and Acknowledgments tab to go to Approvals and Acknowledgments page.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select **Need Help?**

Performance Elements

Order	Performance Element Title	Status	Performance Element Type
<input checked="" type="radio"/> 1	Supervisory	Approved	Critical
<input type="radio"/> 2	Employee Relations	Approved	Critical
<input type="radio"/> 3	Employee Benefits	Approved	Critical
<input type="radio"/> 4	USERRA	Approved	Critical

Performance Element and Standard(s)

Supervises personnel assigned to HR/O Employee Relations Section. Advises and provides counsel to employees regarding policies, procedures, and directives of management. Selects or recommends selection of candidates for vacancies, promotions, details and reassignments in consideration of skills and qualifications, mission requirements, and EEO and diversity objectives.

Explains performance expectations to employees and provides regular feedback on strengths and weaknesses. Holds employees responsible for satisfactory completion of work assignments. Initiates action to correct performance or conduct problems, prepare disciplinary action taken. Identifies employee developmental needs and provides or arranges for training, formal and informal.

Hears and resolves employee complaints and refers serious unresolved complaints to higher management. Periodically reviews position descriptions to ensure accuracy and the most effective utilization of personnel resources.

Supports the Whistleblower Protection Program by responding constructively to employee disclosures under 5 USC 2302(V)(8); taking responsible and appropriate actions to resolve any such disclosures and creating an environment.

All tasks are performed also while in telework status.

Employee Input

Show My Journal

(500 to 2000 characters)

Rating Official Assessment

[Go to Next Performance Element](#) | [Go](#)

STEP 6: When completed with all Employee Input click the “Go Back to Progress Reviews” button.

Progress Reviews Information area

[Go Back to Progress Reviews](#)

Employee Information

Employee Name

[Show Employee Details](#)

Progress Review Information

A progress review should acknowledge achievements to date and suggested areas for improvement. The supervisor and employee should engage in meaningful communications throughout the appraisal cycle to assess performance against the performance elements and standards.

Progress Review Initiator PRIHODA, TAMMY M
Progress Review Status Initiated

Progress Review Number 1

Assessments | Approvals and Acknowledgments

This screen allows you to view your performance elements and standards and provide input.

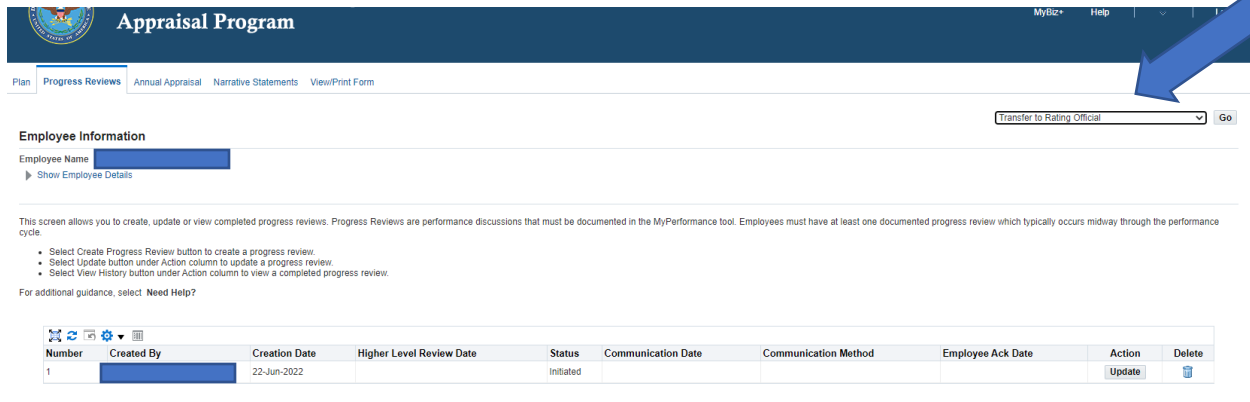
- Select Radio button next to the performance element and standard(s) you want to view and enter input.
- Select Show My Journal link located below the Employee Input heading to refer to or copy and paste any information for your progress review input.
- Select Go to Next Performance Element button at bottom right corner to go to the next performance element and standard(s).
- Select Go Back to Top of Page button at bottom right corner to go back to the top of the page.
- Select Approvals and Acknowledgments tab to go to Approvals and Acknowledgments page.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select **Need Help?**

Performance Elements

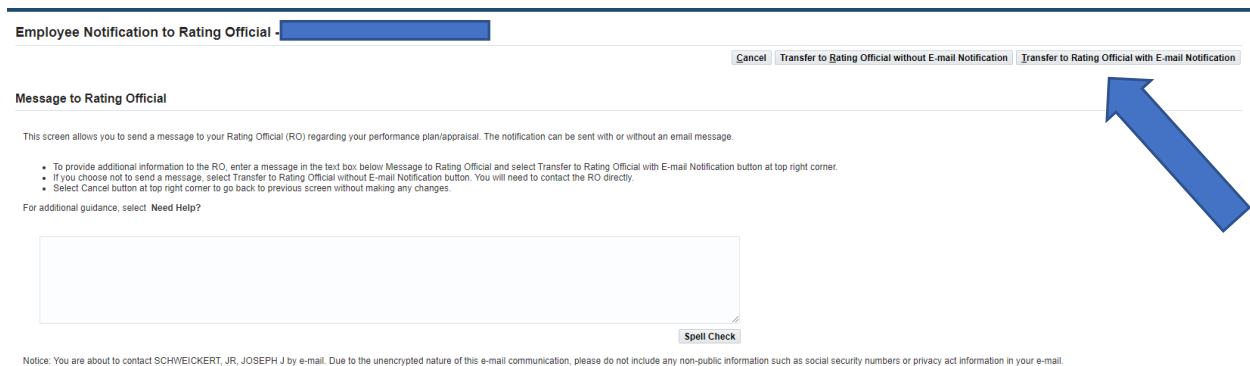
Order	Performance Element Title	Status	Performance Element Type
<input checked="" type="radio"/> 1	Supervisory	Approved	Critical
<input type="radio"/> 2	Employee Relations	Approved	Critical
<input type="radio"/> 3	Employee Benefits	Approved	Critical
<input type="radio"/> 4	USERRA	Approved	Critical

STEP 7: Select the “—Choose an Action—” drop-down menu and select “Transfer to Rating Official”. Hit “GO”.



The screenshot shows the 'Appraisal Program' interface. At the top, there is a navigation bar with 'MyBiz+' and 'Help'. Below it, there are tabs for 'Plan', 'Progress Reviews', 'Annual Appraisal', 'Narrative Statements', and 'View/Print Form'. A dropdown menu is open, showing 'Transfer to Rating Official' selected. Below the dropdown is a 'Go!' button. The main content area is titled 'Employee Information' and includes a form for 'Employee Name' and a 'Show Employee Details' link. Below this, there is a paragraph of text explaining the purpose of progress reviews and a list of instructions: 'Select Create Progress Review button to create a progress review.', 'Select Update button under Action column to update a progress review.', and 'Select View History button under Action column to view a completed progress review.' Below the instructions is a 'Need Help?' link. At the bottom, there is a table with columns: 'Number', 'Created By', 'Creation Date', 'Higher Level Review Date', 'Status', 'Communication Date', 'Communication Method', 'Employee Ack Date', 'Action', and 'Delete'. The table contains one row with the following data: '1', a redacted name, '22-Jun-2022', a redacted date, 'Initiated', a redacted date, a redacted method, a redacted date, 'Update', and a trash icon.

STEP 8: Select “Transfer to Rating Official with E-mail Notification”. *Note: It is optional to put a message to the RO in this section.*



The screenshot shows the 'Employee Notification to Rating Official' interface. At the top, there is a navigation bar with 'MyBiz+' and 'Help'. Below it, there are tabs for 'Plan', 'Progress Reviews', 'Annual Appraisal', 'Narrative Statements', and 'View/Print Form'. A dropdown menu is open, showing 'Transfer to Rating Official' selected. Below the dropdown is a 'Go!' button. The main content area is titled 'Employee Notification to Rating Official' and includes a form for 'Employee Name' and a 'Show Employee Details' link. Below this, there is a paragraph of text explaining the purpose of the notification and a list of instructions: 'To provide additional information to the RO, enter a message in the text box below Message to Rating Official and select Transfer to Rating Official with E-mail Notification button at top right corner.', 'If you choose not to send a message, select Transfer to Rating Official without E-mail Notification button. You will need to contact the RO directly.', and 'Select Cancel button at top right corner to go back to previous screen without making any changes.' Below the instructions is a 'Need Help?' link. At the bottom, there is a large text input box for 'Message to Rating Official' and a 'Spell Check' button. Below the input box, there is a note: 'Notice: You are about to contact SCHWEICKERT, JR, JOSEPH J by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-public information such as social security numbers or privacy act information in your e-mail.'

STEP 9: Supervisor will complete Rating Official Assessment and return to employee for acknowledgement.

STEP 10: Upon receipt of Progress Review from the RO, go to Progress Review- Approvals and Acknowledgements Tab. Click “Start” next to Step 4: Employee Acknowledgement. Acknowledge the Progress Review to finalize.

Progress Review Information

A progress review should acknowledge achievements to date and suggested areas for improvement. The supervisor and employee should engage in meaningful communications throughout the appraisal cycle to assess performance against the performance e

Progress Review Initiator PRIHODA, TAMMY M Progress Review Number 1
 Progress Review Status Initiated

Assessments **Approvals and Acknowledgments**

This screen allows you to start the approval and/or communication process or view status information of the employee's progress review.

- Select Show All Details link to see status information (date, method, etc.) and Hide All Details link to collapse all steps.
- Select > icon under Details column to see approval and/or communication information for each step and select < icon to collapse step.
- Select Start button under Action column for Steps 1 (if required) or 3, if available.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select **Need Help?**

Show All Details | Hide All Details

Details	Tasks	Status	Action
>	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
>	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
>	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
>	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Start ←

STEP BY STEP: HOW TO COMPLETE A PROGRESS REVIEW- Supervisor

STEP 1: DCPDS Portal – Login
<https://compo.dcpds.cpms.osd.mil/>

STEP 1: Login to your MyBiz+ Homepage. Find KEY SERVICES, under “Manager Functions” Click on “Performance Management and Appraisal”

Note: Your homepage may look different due to varying permissions within MyBiz+.

The screenshot displays the MyBiz+ homepage interface. At the top, it says "Welcome, [redacted]" and "The information is current as of 17-Jun-20[redacted]". Below this is a "Home" header. The main content area is divided into two columns. The left column is titled "Key Services" and contains a list of links: "Manage Key Services" (with a tip icon), "MyPerformance", "Request Employment Verification", "Update Contact Information", "Civilian Career Report", "Update Professional Development", "SF50 Personnel Actions", "Update MySupervisor", "Civilian Career Brief", "Manager Functions", "Performance Management and Appraisal", "Apply Action(s) to Multiple Employees", "Manage MyPerformance Trusted Agent Authorization", "View/Print Performance Management Reports", and "View Previous Requests". The right column is titled "Other DCPD" and contains "DCPDS Navigator" and "Add HR Region A MyBiz+ for HR Pr". Below that is a "Last Person" section with "Type of Action:" and "Effective Date:" fields. A large blue arrow points from the right side of the page towards the "Performance Management and Appraisal" link in the "Manager Functions" section.

STEP 2: If the employee provides a self-assessment, find “Action” category and select “Update” from the drop-down menu. Hit “GO”. *Note: If the employee chooses not to give a self-assessment, find the “Action” category and select “Retrieve” from the drop-down menu. Hit “Go”. Then from the same menu select “Update” and Hit “Go”.*

• Select the 'Go' button

Important: To become familiar with the columns, select the "Need Help?" link.

Plans/Appraisals In Progress

TIP Only Employees that have a plan in progress are listed below.

Show Me All Appraisals Appraisal Year ALL

Create New
--Choose a Plan Type-- Go

Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current Status	Action
2024	347206		DoD	Pending	Plan in Progress	View Go
2023	328490	07-Apr-2022	DoD	Approved	Plan Approved	View Go
2023	328484	07-Apr-2022	DoD	Approved	Plan Approved	View Go
2023	328483	07-Apr-2022	DoD	Approved	Plan Approved	View Go
2023	328083	06-Apr-2022	DoD	Approved	Plan Approved	View Go
2023	326972	05-Apr-2022	DoD	Approved	Plan Approved	View Go

Select the link to search for Completed Plans.

STEP 3: Click “Acknowledge”

Confirmation

Supervisory Commitment Statement

I acknowledge my role as a supervisor is vital in fostering a fair, credible, and transparent performance system. It is important that I ensure performance elements are linked to organizational performance goals, establish open communication, monitor and evaluate employee performance, recognize and reward performance, and appropriately address deficient performance.

Acknowledge

STEP 4: Select “Progress Reviews” tab.

Plan Progress Reviews Annual Appraisal Narrative Statements View/Print Form

Step 1: Plan Details Step 2: Mission Goals Step 3: Performance Elements and Standards Step 4: Approvals and Acknowledgments

Employee Information

Employee Name [Redacted]
Show Employee Details

This screen allows you to view and change the details of your performance plan/appraisal.

Step 1: Plan Details

- Verify the appraisal dates and rating official and higher level reviewer names are correct, and, if applicable, make the necessary changes.
- Select Save and Continue button at the bottom right corner to move to Step 2: Mission Goals.

TIP: Choose an Action – located at the top right corner – allows for selection of other actions throughout the performance cycle.

For additional guidance, select **Need Help?**

STEP 5: Only complete this step if the employee did not do a self-assessment. Click “Create Progress Review” button.

Plan | **Progress Reviews** | Annual Appraisal | Narrative Statements | View/Print Form

-- Choose an Action --

Employee Information
 Employee Name: PRIHODA, TAMMY M
 Show Employee Details

This screen allows you to create, update or view completed progress reviews. Progress Reviews are performance discussions that must be documented in the MyPerformance tool. Employees must have at least one documented progress review which typically occurs midway through the p cycle.

- Select Create Progress Review button to create a progress review.
- Select Update button under Action column to update a progress review.
- Select View History button under Action column to view a completed progress review.

For additional guidance, select **Need Help?**

Number	Created By	Creation Date	Higher Level Review Date	Status	Communication Date	Communication Method	Employee Ack Date	Action	De
No results found.									

Create Progress Review | Refresh | Print | Help



STEP 6: Provide performance feedback under “Rating Official Assessment” and click “Go to Next Performance Element”. Complete “Rating Official Assessment” for each Performance Element.

4166637616 | Appraisals and Acknowledgments

This screen allows you to view your performance elements and standards and provide input.

- Select Radio button next to the performance element and standard(s) you want to rate and enter input.
- Select Show My Journal link located below the Employee Input heading to refer to or copy and paste any information for your progress review input.
- Select Go to Next Performance Element button at bottom right corner to go to the next performance element and standard(s).
- Select Go Back to Top of Page button at bottom right corner to go back to the top of the page.
- Select Approvals and Acknowledgments tab to go to Approvals and Acknowledgments page.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select **Need Help?**

Performance Elements

Order	Performance Element Title	Status	Performance Element Type
1	Supervise personnel assigned to HRO/Employee Relations Section. Advises and provides counsel to employees regarding policies, procedures, and directives of management. Selects or recommends selection of candidates for vacancies, promotions, details and reassignments in consideration of skills and qualifications, mission requirements, and EEO and diversity objectives.	Approved	Critical
2	Employee necessary.	Approved	Critical
3	Employee Benefits.	Approved	Critical
4	USERRA.	Approved	Critical

Performance Element and Standard(s)

Supervises personnel assigned to HRO/Employee Relations Section. Advises and provides counsel to employees regarding policies, procedures, and directives of management. Selects or recommends selection of candidates for vacancies, promotions, details and reassignments in consideration of skills and qualifications, mission requirements, and EEO and diversity objectives.

Explains performance expectations to employees and provides regular feedback on strengths and weaknesses. Holds employees responsible for satisfactory completion of work assignments. Initiates action to correct performance or conduct problems; prepares documentation to support action taken. Identifies employee developmental needs and provides or arranges for training, formal and informal.

Hears and resolves employee complaints and refers serious unresolved complaints to higher level management. Periodically reviews position descriptions to ensure accuracy and the most effective utilization of personnel resources.

Supports the Whistleblower Protection Program by responding constructively to employees who make protected disclosures under 5 USC 2302(b)(3); taking responsible and appropriate actions to resolve any such disclosures and creating an environment in which employees feel comfortable making such disclosures.

All tasks are performed also while in telework status.

Employee Input

Show My Journal

(JPM to 2000 characters) | Spell Check | Counter

Rating Official Assessment

Go to Next Performance Element | Go



STEP 7: Upon completion of performance element feedback for all performance elements, click on the “Approval and Acknowledgments” tab. To obtain HLR approval (optional), find Step 1: Rating Official Request or Document Higher Level Reviewer and click “Start”. Then click “Transfer to Higher Level Reviewer with Email Notification”. Progress Review then transfers to the HLR for approval and return to the RO.

Progress Review Information

A progress review should acknowledge achievements to date and suggested areas for improvement. The supervisor and employee should engage in meaningful communications throughout the appraisal cycle to assess performance against the performance elements and standards.

Progress Review Initiator [Redacted]
Progress Review Status Initiated Progress Review Number 1

Assessments Approvals and Acknowledgments

This screen allows you to start the approval and/or communication process or view status information of the employee's progress review.

- Select Show All Details link to see status information (date, method, etc.) and Hide All Details link to collapse all steps.
- Select > icon under Details column to see approval and/or communication information for each step and select < icon to collapse step.
- Select Start button under Action column for Steps 1 (if required) or 3, if available.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select **Need Help?**



Show All Details | Hide All Details

Details	Tasks	Status	Action
>	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
>	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
>	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
>	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

STEP 8: To move the Progress Review directly to the employee, find Step 3: Rating Official- Document Communication to Employee and click “Start”.

Progress Review Information

A progress review should acknowledge achievements to date and suggested areas for improvement. The supervisor and employee should engage in meaningful communications throughout the appraisal cycle to assess performance against the performance elements and standards.

Progress Review Initiator [Redacted]
Progress Review Status Initiated Progress Review Number 1

Assessments Approvals and Acknowledgments

This screen allows you to start the approval and/or communication process or view status information of the employee's progress review.

- Select Show All Details link to see status information (date, method, etc.) and Hide All Details link to collapse all steps.
- Select > icon under Details column to see approval and/or communication information for each step and select < icon to collapse step.
- Select Start button under Action column for Steps 1 (if required) or 3, if available.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select **Need Help?**



Show All Details | Hide All Details

Details	Tasks	Status	Action
>	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
>	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
>	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
>	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

STEP 9: Insert Communication Date, Method and Click “Save and Transfer for Acknowledgement”



Show All Details | Hide All Details

Details	Tasks	Status	Action
>	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
>	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
>	Step 3: Rating Official - Document Communication to Employee	Not Started	Start

Communication Date	<input type="text" value="(dd-mm-yyyy)"/>
Communication Method	<input type="text" value="Other"/>

>	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed
---	--	-------------	--------------------------

STEP 10: Employee must complete the final step of acknowledging the plan under Step 4: Employee Acknowledgment.

ANNUAL APPRAISAL- THE BASICS

Annual Appraisals. Each permanent and indefinite employee shall be rated annually. The appraisal period for all on-board NG employees begins 1 April and ends 31 March each year. The end-of-year appraisals shall be completed by NLT 31 May of each calendar year. The effective date is 01 June.

Probationary/Trial Period employees cannot be subject to an official performance appraisal rating until they have completed 12 months of Federal Service. The effective date of the appraisal shall be 60 days after the rating period ends. After the first appraisal, probationary/trial period employees move to the 1 April to 31 March annual appraisal period as appropriate. If an employee has less than 90 days following their probationary period that period should be included in the next appraisal period. For example, an employee's probationary period is 20 January 2022 to 19 January 2023, the follow-on appraisal period is 20 January 2023 to 31 March 2024.

Appraisal dates may be partial-year due to LWOP/AUS or job changes.

Postponement of Annual Appraisals. In rare instances, the annual performance appraisal may be postponed (with documentation of circumstances).

Staff Responsibilities:

Rating Officials (RO) (Supervisors): The supervisor is responsible for completing the employee's annual appraisal. Once completed, the RO will forward to the Higher-Level Reviewer for approval and is also responsible for documenting employee acknowledgement once completed.

NOTE: RO should request employee to provide a self-assessment. If employee does not provide self-assessment within a reasonable timeframe the supervisor should retrieve the plan/appraisal, and note the employee declined to provide employee feedback.

Higher Level Reviewer (HLR) (At least one Level Higher than the Supervisor): The Higher-Level Reviewer will review and approve the annual appraisal. Once the appraisal is approved it cannot be edited. If changes are needed the appraisal should be returned to the RO prior to approval.

NOTE - Only The Adjutant General can serve as both RO and HLR for the same employee.

Employee: The employee should provide a self-assessment and transfer to the RO. Upon receipt of annual appraisal employee is to acknowledge the progress review.

Ratings:

Level 5 – Outstanding. Average score of all critical elements with a performance rating of 4.3 or above with no critical element rated at 1 will result in an overall rating of record of 5.

Level 3 – Fully Successful. Average score of all critical elements is less than 4.3 with no critical element being rated at 1 will result in an overall rating of record of 3.

Level 1 – Unacceptable. Any critical element rated as 1 will result in an overall rating of record of 1. An appraisal with any element rated as 1 will require a follow-up Performance Improvement Plan.

STEP BY STEP: HOW TO COMPLETE AN ANNUAL APPRAISAL- Employee

DCPDS Portal – Login
<https://compo.dcpds.cpms.osd.mil/>

STEP 1: Login to your MyBiz+ Homepage. Click “My Performance” under KEY SERVICES.

Note: Your homepage may look different due to varying permissions within MyBiz+.

Welcome, [Redacted] The information is current as of 17-Jun-20: [Redacted]

Home

Key Services

- MyPerformance
- Request Employment Verification
- Update Contact Information
- Civilian Career Report
- Update Professional Development
- SF50 Personnel Actions
- Update MySupervisor
- Civilian Career Brief
- Manager Functions
 - Performance Management and Appraisal
 - Apply Action(s) to Multiple Employees
 - Manage MyPerformance Trusted Agent Authorization
 - View/Print Performance Management Reports
 - View Previous Requests

Other DCPD

- DCPDS Navigator
- Add HR Region A MyBiz+ for HR Pr

Last Person

Type of Action:

Effective Date:

A large blue arrow points from the right side of the page towards the 'MyPerformance' link in the 'Key Services' menu.

STEP 2: Find “Action” category and select “Update” from the drop-down menu. Hit “GO”.

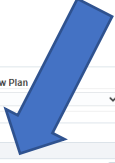
Important: To become familiar with the columns, select the 'Need Help?' link.

Appraisals of [REDACTED]

Create New Plan
--Choose a Plan Type-- [Go]

Records Displayed 10 [Refresh] [Settings] [Filter]

Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current Status	Action
2023	344769	07-Jun-2022	DoD	Approved	Plan Approved	Update [Go]



STEP 3: Select “Annual Appraisal” tab.

Plan Progress Reviews Annual Appraisal Narrative Statements View/Print Form

Step 1: Plan Details Step 2: Mission Goals Performance Elements and Standards Step 4: Approvals and Acknowledgments

Employee Information

Employee Name [REDACTED]
▶ Show Employee Details

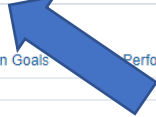
This screen allows you to view and change the details of your performance plan/appraisal.

Step 1: Plan Details

- Verify the appraisal dates and rating official and higher level reviewer names are correct, and, if applicable, make the necessary changes.
- Select Save and Continue button at the bottom right corner to move to Step 2: Mission Goals.

TIP: Choose an Action – located at the top right corner – allows for selection of other actions throughout the performance cycle.

For additional guidance, select **Need Help?**



STEP 4: Provide Self-assessment under the Inputs and Ratings Tab under “Employee Input” and click “Go to Next Performance Element”. Complete “Employee Input” on each Performance Element.

Inputs and Ratings | Approvals and Acknowledgments

Employee Information

Employee Name [Redacted]

Show Employee Details

A written rating of record must be provided at the end of the appraisal cycle for each employee who has been under an approved performance plan for 90 calendar days during the cycle.

This screen allows you to view your performance elements and standards; you want to view and enter input.

- Select Rating button next to the performance element and standard(s) you want to view and enter input.
- Select Show My Journal link located below the Employee Input heading to refer to or copy and paste any information for your annual appraisal input.
- Select Go to Next Performance Element button at bottom right corner to go to the next performance element and standard(s).
- Select Go Back to Top of Page button at bottom right corner to go back to the top of the page.
- Select Done and Continue button at bottom right corner to go to Approvals and Acknowledgments page.

For additional guidance, select **Need Help?**

Performance Elements

Order	Performance Element Title	Status	Performance Element Type
1	Supervisory	Approved	Critical
2	Employee Relations	Approved	Critical
3	Employee Benefits	Approved	Critical
4	LBS/PRA	Approved	Critical

Performance Element and Standard(s)

Supervises personnel assigned to HR/Employee Relations Section. Advises and provides counsel to employees regarding policies, procedures, and direction of management. Selects or recommends selection of candidates for vacancies, promotions, details and reassignments in consideration of skills and qualifications, mission requirements, and EEO and diversity objectives.

Supplies performance expectations to employees and provides regular feedback on strengths and weaknesses. Holds employee responsible for satisfactory completion of work assignments. Initiates action to correct performance or critical problems, prepares documentation to support action taken. Identifies employee developmental needs and provides or arranges for training, formal and informal.

Plans and monitors employee compliance and resolve unresolvable complaints to higher level management. Periodically reviews position descriptions to ensure accuracy, and the most effective utilization of personnel resources.

Supports the Whistleblower/Retaliation Program by reviewing conductually to employees who make protected disclosures under 5 USC 2302(b)(5), being responsible and appropriate actions to resolve any such disclosures, and creating an environment in which employee feel comfortable making such disclosures.

All tasks are performed also while in telework status.

Employee Input

Show My Journal

(Limit to 2000 characters)

Spell Check Counter

Rating Official Narrative

STEP 5: Select the “—Choose an Action—” drop-down menu and select “Transfer to Rating Official”. Hit “GO”.

Inputs and Ratings | Approvals and Acknowledgments

Employee Information

Employee Name [Redacted]

Show Employee Details

A written rating of record must be provided at the end of the appraisal cycle for each employee who has been under an approved performance plan for 90 calendar days during the cycle.

This screen allows you to view your performance elements and standards; you want to view and enter input.

- Select Rating button next to the performance element and standard(s) you want to view and enter input.
- Select Show My Journal link located below the Employee Input heading to refer to or copy and paste any information for your annual appraisal input.
- Select Go to Next Performance Element button at bottom right corner to go to the next performance element and standard(s).
- Select Go Back to Top of Page button at bottom right corner to go back to the top of the page.
- Select Done and Continue button at bottom right corner to go to Approvals and Acknowledgments page.

For additional guidance, select **Need Help?**

Performance Elements

Order	Performance Element Title	Status	Performance Element Type
1	Supervisory	Approved	Critical
2	Employee Relations	Approved	Critical
3	Employee Benefits	Approved	Critical
4	LBS/PRA	Approved	Critical

Choose an Action

- Choose an Action
- Change Rating Official or Rating Level Standard
- Change My Journal
- Page Progress
- Return to Home Page

STEP 6: Select “Transfer to Rating Official with E-mail Notification”. *Note: It is optional to put a message to the RO in this section.*

Employee Notification to Rating Official - [Redacted]

[Cancel](#) | [Transfer to Rating Official without E-mail Notification](#) | [Transfer to Rating Official with E-mail Notification](#)

Message to Rating Official


This screen allows you to send a message to your Rating Official (RO) regarding your performance plan/appraisal. The notification can be sent with or without an email message.

- To provide additional information to the RO, enter a message in the text box below Message to Rating Official and select Transfer to Rating Official with E-mail Notification button at top right corner.
- If you choose not to send a message, select Transfer to Rating Official without E-mail Notification button. You will need to contact the RO directly.
- Select Cancel button at top right corner to go back to previous screen without making any changes.

For additional guidance, select [Need Help?](#)

[Spell Check](#)

Note: You are about to contact SCHWEICKERT, JR, JOSEPH J by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-public information such as social security numbers or privacy act information in your e-mail.



STEP 7: Supervisor will complete Rating Official Assessment, route to Higher Level Reviewer for approval and return to employee for acknowledgement.

STEP 8: Upon receipt of Annual Appraisal from the RO, go to Annual Appraisal- Approvals and Acknowledgements Tab. Click “Start” next to Step 4: Employee Acknowledgement. Acknowledge the Annual Appraisal to finalize.

Assessments | **Approvals and Acknowledgements**

This screen allows you to start the approval and/or communication process or view status information of the employee's progress review.

- Select Show All Details link to see status information (date, method, etc.) and Hide All Details link to collapse all steps.
- Select > icon under Details column to see approval and/or communication information for each step and select < icon to collapse step.
- Select Start button under Action column for Steps 1 (if required) or 3, if available.
- Select Go Back to Progress Reviews button at top right corner to go back to Progress Reviews page.

For additional guidance, select [Need Help?](#)

Show All Details | Hide All Details

Details	Tasks	Status	Action
>	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
>	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
>	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
>	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Start



STEP BY STEP: HOW TO COMPLETE AN ANNUAL APPRAISAL- Supervisor

STEP 1: DCPDS Portal – Login
<https://compo.dcpds.cpms.osd.mil/>

STEP 1: Login to your MyBiz+ Homepage. Find KEY SERVICES, under “Manager Functions” Click on “Performance Management and Appraisal”

Note: Your homepage may look different due to varying permissions within MyBiz+.

The screenshot shows the DCPDS Portal MyBiz+ homepage. At the top, it says "Welcome, [redacted]" and "The information is current as of 17-Jun-20: [redacted]". Below this is a "Home" button. The main content area is divided into two columns. The left column is titled "Key Services" and contains a list of links: "Manage Key Services" (with a tip icon), "MyPerformance", "Request Employment Verification", "Update Contact Information", "Civilian Career Report", "Update Professional Development", "SF50 Personnel Actions", "Update MySupervisor", "Civilian Career Brief", "Manager Functions", "Performance Management and Appraisal", "Apply Action(s) to Multiple Employees", "Manage MyPerformance Trusted Agent Authorization", "View/Print Performance Management Reports", and "View Previous Requests". A large blue arrow points to the "Performance Management and Appraisal" link. The right column is titled "Other DCPD" and contains links for "DCPDS Navigator" and "Add HR Region A MyBiz+ for HR Pr". Below this is a "Last Person" section with fields for "Type of Action:" and "Effective Date:".

STEP 2: If the employee provides a self-assessment, find “Action” category and select “Update” from the drop-down menu. Hit “GO”. *Note: If the employee chooses not to give a self-assessment, find the “Action” category and select “Retrieve” from the drop-down menu. Hit “Go”. Then from the same menu select “Update” and Hit “Go”.*

• Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Plans/Appraisals In Progress

TIP Only Employees that have a plan in progress are listed below.

Show Me All Appraisals Appraisal Year ALL

Create New -Choose a Plan Type-- Go

Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current Status	Action
2024	347206		DoD	Pending	Plan in Progress	View Go
2023	328490	07-Apr-2022	DoD	Approved	Plan Approved	View Go
2023	328484	07-Apr-2022	DoD	Approved	Plan Approved	View Go
2023	328483	07-Apr-2022	DoD	Approved	Plan Approved	Retrieve Go
2023	328063	06-Apr-2022	DoD	Approved	Plan Approved	View/Print Form Go
2023	326972	05-Apr-2022	DoD	Approved	Plan Approved	Change RO and/or HLR Go
						Track Progress Go
						View Go

Select the link to search for Completed Plans.

STEP 3: Click “Acknowledge”

Confirmation

Supervisory Commitment Statement

I acknowledge my role as a supervisor is vital in fostering a fair, credible, and transparent performance system. It is important that I ensure performance elements are linked to organizational performance goals, establish open communication, monitor and evaluate employee performance, recognize and reward performance, and appropriately address deficient performance.

Acknowledge

STEP 4: Select “Annual Appraisal” tab.

Plan Progress Reviews Annual Appraisal Narrative Statements View/Print Form

Step 1: Plan Details Step 2: Mission Goals Performance Elements and Standards Step 4: Approvals and Acknowledgments

Employee Information

Employee Name PRIHODA, TAMMY M

Show Employee Details

This screen allows you to view and change the details of your performance plan/appraisal.

Step 1: Plan Details

- Verify the appraisal dates and rating official and higher level reviewer names are correct, and, if applicable, make the necessary changes.
- Select Save and Continue button at the bottom right corner to move to Step 2: Mission Goals.

TIP: Choose an Action – located at the top right corner – allows for selection of other actions throughout the performance cycle.

For additional guidance, select Need Help?

STEP 5: Provide performance feedback under “Rating Official Narrative” and click “Go to Next Performance Element”. Complete “Rating Official Narrative” for each Performance Element.

The screenshot shows the 'Annual Appraisal' interface. At the top, there are tabs for 'Plan', 'Progress Reviews', 'Annual Appraisal', 'Narrative Statements', and 'View/Print Form'. The 'Annual Appraisal' tab is active, and the 'Inputs and Ratings' sub-tab is selected. Below this, there is an 'Employee Information' section with a redacted name and a 'Show Employee Details' link. A paragraph of instructions follows, explaining that a written rating of record must be provided at the end of the appraisal cycle. Below this is a 'Performance Elements' table with columns for Order, Performance Element Title, Status, and Performance Element Type. The table lists four elements: 1. Supervisory (Approved, Critical), 2. Employee Relations (Approved, Critical), 3. Employee Benefits (Approved, Critical), and 4. USERRA (Approved, Critical). Below the table is a 'Performance Element and Standard(s)' section with detailed text. The 'Employee Input' section contains a large text area for providing feedback, with a 'Show My Journal' link above it and a 'Split Check' button below it. The 'Rating Official Narrative' section is at the bottom, with a blue arrow pointing to the text input area.

STEP 6: Upon completion of performance element feedback for all performance elements, click on the “Approval and Acknowledgements” tab. To obtain HLR approval, find Step 1: Rating Official Request or Document Higher Level Reviewer and click “Start”. Then click “Transfer to Higher Level Reviewer with Email Notification”. Progress Review then transfers to the HLR for approval and return to the RO.

The screenshot shows the 'Approvals and Acknowledgements' section. At the top, there are tabs for 'Assessments' and 'Approvals and Acknowledgements'. The 'Approvals and Acknowledgements' tab is active. Below this, there is a paragraph of instructions explaining that the screen allows you to start the approval and/or communication process or view status information of the employee's progress review. Below this is a 'Details Tasks' table with columns for Status and Action. The table lists four steps: 1. Rating Official - Request or Document Higher Level Review (if required) (Not Started, Start), 2. Higher Level Reviewer - Review (if required) (Not Started, Not Started), 3. Rating Official - Document Communication to Employee (Not Started, Start), and 4. Rating Official - Document Employee Acknowledgment (Not Started, Step 3 must be completed). A blue arrow points to the 'Start' button for Step 1.

STEP 7: HLR will click on “Approvals and Acknowledgements” tab and click “Start” next to the Step 2: Higher Level Reviewer. HLR will complete the approval process and return the approved appraisal to the RO.

STEP 8: Once RO receives approved appraisal, return to Approvals and Acknowledgement Tab and Go to Step 3. Insert Communication Date, Method and Click “Save and Transfer for Acknowledgement”

Details	Tasks	Status	Action
▶	Step 1: Rating Official - Request or Document Higher Level Review (if required)	Not Started	Start
▶	Step 2: Higher Level Reviewer - Review (if required)	Not Started	Not Started
▲	Step 3: Rating Official - Document Communication to Employee	Not Started	Start

Communication Date

Communication Method

▶	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed
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STEP 9: Employee must complete the final step of acknowledging the Appraisal under Step 4: Employee Acknowledgement.

FREQUENT ASKED QUESTIONS

Q: Does the effective date of the performance plan/appraisal have any impact on the employee?

A: The effective date of the appraisal is the date the appraisal rating is effective on the employee record. Incentive award submission deadlines are based on the effective date. For example: Sustained Superior Performance (SSP) Awards must be submitted to HRO within 90 days of the effective date and Quality Step Increase (QSI) Awards must be submitted to HRO within 30 days of the effective date.

Q: Who is the proper person to fill the role of HLR?

A: The HLR should be one level higher than the RO. For employees whose immediate supervisor is TAG, TAG serves as both RO and HLR. **No other exceptions are authorized.**

Q: What is the role of the HLR?

A: The role of the HLR is to review and approve ratings of record and performance decisions. Ensures rating officials execute the performance management process within the established guidelines and timelines. The HLR may also approve performance plans established by the RO for the employee.

Q: What if there is a change in Supervisor?

A: Plans may be changed during the appraisal period but must be reapproved. Newly assigned ROs and HLRs may approve performance documents. Input from all applicable supervisors for the rating period should be considered in the performance narratives and appraisal.

Q: I have a new employee and there is not 90 days left in the rating period, how do I date their plan?

A: If there is not enough time to have an approved plan for 90 days within the rating period, include that short period of time in the next appraisal year. For example: If you have a new employee who started 14-Feb-2022, the plan year should be 14-Feb-2022 through 31-Mar-2023 with the effective date of 01-Jun-2023.

Q. I am giving my employee an unacceptable rating of record, what do I do?

A: RO must issue a Performance Improvement Plan (PIP) to an employee when issuing an unacceptable rating of record. Contact HRO-ERS for guidance prior to taking action.

10 THINGS TO CONSIDER

1. Personalize your feedback. Avoid copy and pasting for multiple employees.
2. Give substantiated feedback. Provide examples.
3. Avoid one-liners.
4. Do not skip HLR review on annual appraisals.
5. Watch for spelling errors and sentence structure.
6. Remember to reward deserving employees.
7. Always give employees a chance to provide input into their performance elements and standards.
8. You can give more than one progress review throughout the year. This is a good way to document performance success, opportunities and feedback.
9. Plans, progress reviews and annual appraisals will not show as complete unless the employee acknowledges.
10. As a supervisor it is your responsibility to ensure your employees are taken care of!