

# Performance Evaluation & Improvement Plans

All UMHS employees must have an annual performance evaluation. Evaluations must match the job description and include job specific expectations and a development plan. The last 3 years of the employee's evaluation documents are kept in the blue folder.

If an employee has been here less than three (3) years, you can answer "Yes" to this audit question if they have as many years as their length of employment allows.

- [Performance Management System Policy](#)
- [Performance Expectation and Competencies](#)
- [Staff Performance Evaluation and Planning Form](#)
- [Leadership Performance Evaluation and Planning Form](#)
- [Nursing Evaluation Forms](#)
- [Writing Job-Specific Expectations](#)
- [Manage Competency Report Instructions](#) and [Manage Competency Report Data Entry Instructions](#)