



**DHRM HR Highlights
November/December 2024**

COV Performance Evaluation Process with Competencies and a 5-Point Rating Scale

We are excited to be on the cusp of modernizing the Commonwealth's Performance Evaluation Process to include competencies and a 5-point rating scale. Evaluating employees on their job function or what they do, alongside how they do their job gives us a more holistic picture of an employee's growth and potential for success. The competencies represent our values, desired culture and how we strive to show up as civil servants each day. The competencies are what bind all of the unique jobs in the Commonwealth together and focus our attention on one-vision of stellar achievement across all agencies and job functions.

In addition, to standardize our Performance Review process, we will use one 5-point rating scale for all agencies and employees. The five point rating scale provides managers and employees with more details and information about an employee's work that will lead to more robust Performance Review conversations.

Please see the document [here](#) that shows our COV Competencies and new Rating Scale.