

Why iPDS?

- **Integrates Employee Development, Evaluation and Recognition**
- Equips employees to meet both **current and future** mission needs.
- Strengthens the performance culture: **Align employee performance and development**
- Enhances meritocracy and transparency: **Prioritize employee development**
 - Employee-supervisor engagement
 - Streamlined evaluation scale
 - Increased recognition
- **Reduces administrative burden and grow trust**

iPDS: The Evaluation Cycle

- Employee Performance Development Plan (EPDP):
 - Organization/Performance Goals
 - Developmental Goals
 - Grow Employee understanding of their impact to/on mission and overall value

Rating Cycle
...begins

- Supervisor-Employee Continuous Dialogue
- Check Ins (Formally noted)
- Year-round Awards (recognition/motivation)
- Early identification of under performers (remediation/removal)

...continues...

- Evaluation (3 rating options)
- Transformative Impact, Met Expectations, Did Not Meet Expectations
- Transformative Impact
 - Approval for Nomination occurs above 1st line Supervisor
 - Panel Adjudication & Recognition
 - Discussion with Employee

...and ends.

Transformative Impact...a profound, lasting change that fundamentally alters systems, behaviors, or processes for the better.

Transformative Impact: The Criteria

Standard by DCIPS Work Level	Criteria by Work Level
Transformative Impact (Expert)	Employee set a new standard by revolutionizing business processes, capabilities, products, or services that advanced IC/DoW level strategic initiatives. Employee delivered enduring results through sustained performance and personal leadership, including inspiring curiosity and humility, fostering a learning culture, championing openness and respect in communications, and collaborating and influencing across Defense Components to enact a shared vision.
Transformative Impact (Senior)	Employee set a new standard by developing new business processes, innovative capabilities, products, or services that advanced Component level strategic priorities. Employee delivered enduring results through sustained performance and personal leadership, including encouraging curiosity and sharing of ideas and lessons learned, role modeling openness and respect in communications, and engaging and collaborating across organizations to meet a shared purpose.
Transformative Impact (Full Performance)	Employee set a new standard by substantially contributing to or developing new business processes, capabilities, products, or services that advanced organizational strategic goals. Employee delivered enduring results through sustained performance and personal leadership, including demonstrating curiosity and sharing knowledge and lessons learned with others, communicating with respect and openness to alternative points of view, and engaging and collaborating across the organization to address priorities.
Transformative Impact (Entry/Developmental)	Employee set a new standard by advancing processes, capabilities, products, or services that contributed to achievement of organizational strategic goals. Employee delivered enduring results through sustained performance and personal leadership, including demonstrating curiosity and a willingness to learn and share information, being open and respectful in communications, and collaborating with others on unit priorities.

Transformative Impact: The Process

