

KIPP Performance Management Cycle

Performance Management is the facilitation of results through your employees, through a continuous cycle of:



Clarify Roles and Responsibilities

Strategically allocate work and define formal and informal roles to maximize results and individual development

Set Goals and Expectations

Clearly articulate cascading performance goals, behavioral expectations, and Individual Development Plans (IDPs)

Coach and Monitor

Regularly observe and monitor progress, provide resources and feedback to improve performance and develop individuals

Evaluate

Periodically and formally assess performance and development in alignment with goals and aspirations