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.