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	Training  PERFORMANCE EVALUATION - PLANNERS AND PROJECT MANAGERS PROGRAM - WATER RESOURCES SUPPORT CENTER	
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DEPARTMENT OF THE ARMY  
U.S. Army Corps of Engineers  
Washington, DC 20314-1000

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Training  
PERFORMANCE EVALUATION - PLANNERS AND PROJECT  
MANAGERS PROGRAM  
WATER RESOURCES SUPPORT CENTER

1. Purpose. To establish policy for the Performance Evaluation of program participants while on the Planners and Project Managers (PPM) long-term training program.

2. Applicability. All HQUSACE/OCE elements, major subordinate commands (MSC), districts, laboratories and field operating activities (FOA).

3. References.

- a. AR 690-400, Chapter 430
- b. ER 350-1-416

4. Objectives. This performance evaluation policy is designed to:

a. Link performance objectives of participant, participant's supervisor and the Director, Planners and Project Managers Program.

b. Ensure that participants are:

(1) Given a performance plan and an equitable annual performance evaluation for the period of time they are on the PPM program.

(2) Informed of elements and performance standards at the beginning of the program and whenever there are changes in the elements and standards.

(3) Motivated and given the opportunity to perform to their full potential.

(4) Held accountable for meeting performance standards.

(5) Provided feedback on performance compared with performance standards, and on ways to improve.

ER 350-1-419  
30 Oct 92

(6) Assigned summary rating levels based on performance during the rating period.

5. Policy. To ensure that the participant's performance evaluation coincides with consideration of the participant's SKAP panel ratings, PPM performance evaluations will be given at the middle and at the end of the program. Participants will be informed of the performance elements and standards at the beginning of the program and when there are changes made in the elements or standards. The Director or Training Administrator of the PPM Program will meet individually with each participant to determine mutual goals and performance objectives. Performance evaluations will be based on how well the participant meets these performance objectives.

6. Responsibilities. The Director or Training Administrator of the PPM Program will:

a. Meet with participants at the beginning of the PPM Program to discuss goals and objectives of each participant.

b. Establish a performance plan and an evaluation system.


c. Develop guidance and implementing instructions.

d. Implement the evaluation system.

e. At mid-year and at the end of the program, notify the supervisor of each respective participant's performance during the PPM Program.

7. The participant's supervisor will use the summary rating given by the Director or Training Administrator of the PPM Program in the participant's official performance appraisal.

FOR THE COMMANDER:

  
MILTON HUNTER  
Colonel, Corps of Engineers  
Chief of Staff