

POLICY: 4.4.4

Performance Management

Revised: April 2, 2015; February 7, 2013; and October 3, 2001

Last Reviewed: May 15, 2025

Adopted: March 17, 2015



POLICY:

The Technical College System of Georgia is committed to a work environment that strives for and rewards high performance, maximizes flexibility, and encourages professional development and ongoing communication between employees and supervisors. Therefore, the Commissioner shall establish the guiding principles and accompanying processes that comprise a Performance Management system for the System Office and all Technical Colleges. The process will include the periodic review and annual rating/evaluation of all employees, excluding short-term and temporary employees.

The General Assembly appropriates provided monies, performance-based salary increases for all eligible full-time employees of the System Office and all Technical Colleges will be delivered in a manner as outlined in the Appropriations Act, accompanying guidelines established by the Commissioner, and guidance from the Department of Administrative Services and the Office of Planning and Budget.

The Commissioner shall conduct an annual performance evaluation for each Technical College president.

RELATED AUTHORITY:

O.C.G.A. § 20-4-11 – Powers of Board

O.C.G.A. § 20-4-14 – TCSG Established; Powers and Duties

O.C.G.A. § 45-20-21 – Public Officers and Employees

TCSG Procedure: 4.4.4p – Performance Management