



DPMAP: 21st Century Performance Management IMCOM Update - #4

DPMAP: 4 Changes From Total Army Performance Evaluation System (TAPES)

1. 3 rating levels (5=Outstanding, 3=Fully Successful, 1=Unsuccessful)
2. Annual rating cycle for ALL covered employees (01 April - 31 March)
3. Minimum period of 90 days required to be eligible for a rating in DPMAP
4. Minimum of 3 performance review discussions required between the supervisor and employee

How Will I Know What To Do

Every employee and supervisor that rates employees covered by DPMAP will attend a 2-day training covering all the important aspects of DPMAP.

All performance goals will use the **SMART criteria**: Specific, Measurable, Achievable, Relevant, and Timely to ensure

Performance management is an ongoing process, not a once a year meeting. You and your supervisor must **meet at least three times** during the year to discuss progress toward meeting your performance goals.

Your supervisor must tell you right away if your work needs improvement and explain what you must do to **improve your performance**. Ongoing, timely, and continuous communication is key.

You will help **write your own performance assessment** using the online MyPerformance system.

Overall, you will have clear objectives, more interaction with your supervisor regarding your performance, and greater input on your performance rating.

Who Is NOT Included in DPMAP

Some IMCOM employees will not transition to DPMAP. Those include those in Non-Appropriated Fund (NAF), Acquisition Demonstration Project (AcqDemo), Defense Civilian Intelligence Personnel System (DCIPS), and the Senior Executive Service (SES). But, even though they are not covered by the new appraisal system they must attend the 2-day training if they rate employees covered by DPMAP.

When Will Training Begin

Training for those who will provide training (T3 trainers) is already underway across IMCOM. Employees and supervisors will begin training 120 days prior to their scheduled DPMAP transition.

Until next time.....Stay Tuned and Stay Positive!