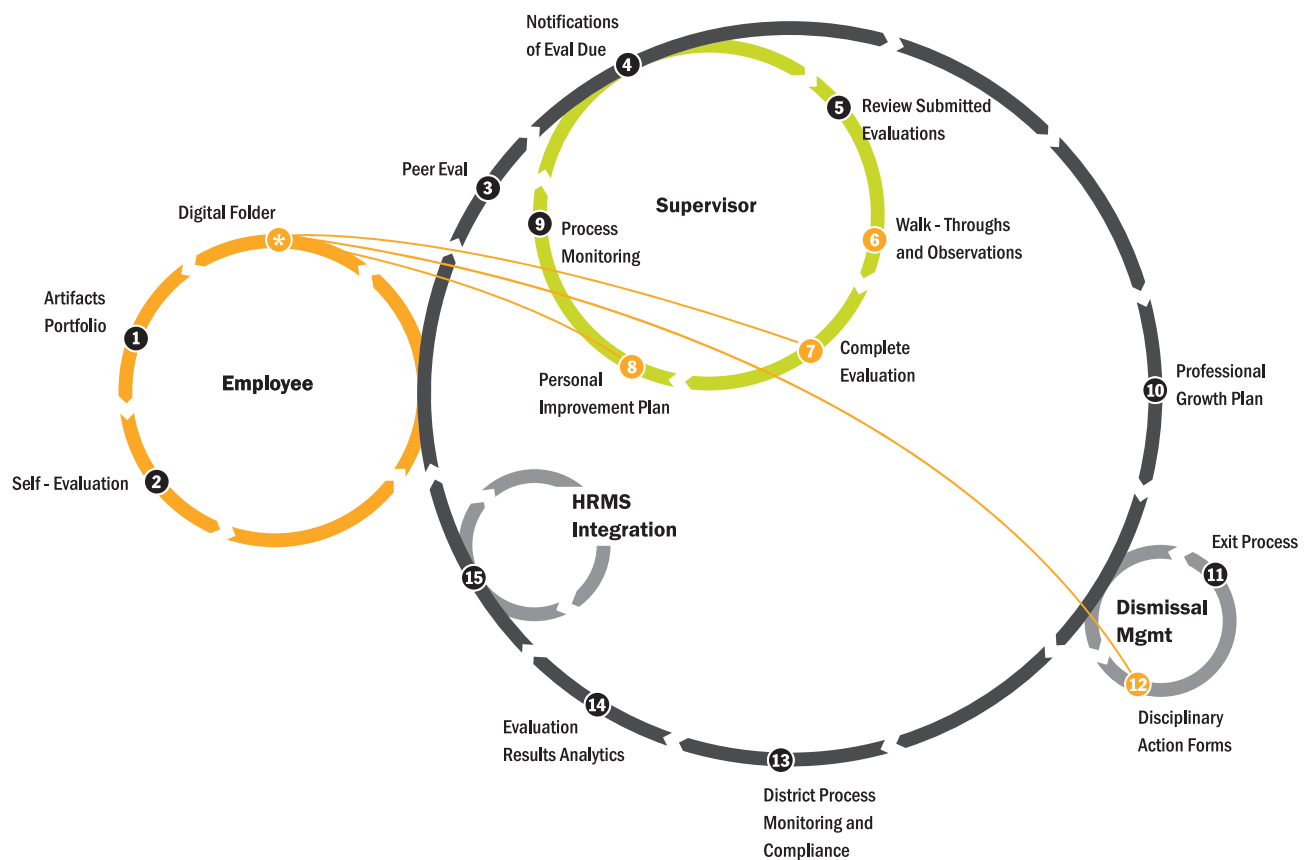




Talentedtm *perform*

TalentEdPerform – is the newest web-based performance management software specifically designed for K-12 institutions. With customizable online performance evaluations, automatic reminders and easy access to your talent’s data, people management success for your whole school district is just a click away.

- ⦿ Promote a common framework and systematic approach to useful performance evaluations
- ⦿ Dramatically reduce paperwork, minimize costs and simplify record keeping
- ⦿ Review Employee Performance against district objectives and standards
- ⦿ Reduce principal’s burden of tracking who is evaluated and when
- ⦿ Quickly identify Non-Performing employees and trends across the district
- ⦿ Easily document employee performance to stay compliant with legal and state regulations
- ⦿ Retain high performers and improve leadership succession pipeline
- ⦿ Build a performance-driven culture





Evaluations

Configurable Online Evaluation Forms

Allow teachers, classified staff and administrators to complete their own walkthroughs, observations, summative evaluations and any other form easily online. Automatic reminders inform employees when to complete their forms. Completed evaluations are automatically forwarded to appropriate supervisors for review. The best part, it is totally configurable to use your existing evaluation rubrics.

Evaluation Scheduling

Principals can relax with automated evaluation scheduling. They still have full control of the process knowing that they can delegate tasks to their assistant principals or request off-cycle appraisals of their employees.

Supervisor Dashboards and Evaluation Management

Track their upcoming tasks and meetings with an easy to use supervisor dashboard to ensure that evaluations are completed on time. Review your employee's evaluations, self-assessments, Personal Improvement Plans, Disciplinary Actions and more in a central location.

Colleagues/Peer Evaluation

Utilize online peer assessments to provide a unique perspective of performance. Peers can easily be grouped and provide feedback in a confidential manner.

Process Monitoring and Compliance

Ensure evaluations are being completed in accordance with your district guidelines. With reminders, alerts and workflow capabilities, the system ensures that the correct document is being completed at the correct time by the appropriate person.



Personal and Professional Goal Setting

Teacher Portfolio Management

Now your teachers can have their artifacts-based portfolio in digital form in a single location with easy access to their supervisor when needed. You can also tie their artifacts to desired standards.

Personal Improvement Plans

Address under-performing employees quickly by implementing customized personal improvement plans. Track progress of these plans anytime by accessing the employee's digital folder.

Standards Management

Systematically connect your evaluations to standards. With our configurable Standards Manager you can tie your evaluation forms to NBPTS Standards, ISLLC Standards or your own state developed standards.

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Outcomes

Feedback

It is easier than ever for employees to have access to the feedback they need. Evaluation results are available online anytime including historical information. Record strengths and areas for development. Track performance results over time to get continuous improvement in your workforce.

Track Performance Results

Monitor performance at the individual, building or district level. With easy to use reports and reminders, Superintendents and HR can see which evaluations are due soon and who needs to take the next step to stay on schedule.

Dismissal Process Management

Document poor evaluations and complete disciplinary action forms. Automated rules help you comply with even the most stringent dismissal process. Complete exit forms online and replace under-performing employees with high performing recruits.

Data - Driven Decisions

Dashboards and reports give you access to a complete view of performance management. Link your evaluation data to student data or other relevant teacher performance data.



HRMS System Integration

Keep your people performance data synchronized through seamless integration with your HRMS system.

Netchemia is one of the fastest-growing on-demand providers of data management solutions for K-12 school districts. Netchemia's software-as-a-service platform delivers simple, quick and affordable solutions for Talent management including Recruitment & Hiring (**SchoolRecruiter™**) and Performance Management (**TalentEd Perform™**) with no hardware to buy or software to install.

Netchemia serves over 325 educational organizations across the nation. The company's applications enable school districts of any size to improve efficiencies, reduce costs, and achieve positive educational impacts.