

PerformancePAM

PerformancePAM is a completely browser-based, paperless professional development software that automatically routes teacher evaluations from start to finish based on organizational hierarchy to accommodate for administrator only, administrator and teacher, self evaluations, or 360° peer evaluations. PerformancePAM integrates directly with your current HRMS system eliminating the need for rekeying of employee data and guaranteeing the accuracy of employee information. PerformancePAM can also standalone. Our simple turnkey implementation process has Performance-PAM up and running in your organization quickly and accurately.

PerformancePAM makes teachers feel right at home with its customization capabilities and ease of access. The look and feel of PerformancePAM can be tailored to reflect your school brand or culture and can also be customized based on user role. Users can access the system from their desk or at home through a web browser, allowing evaluations to be completed anytime.

PerformancePAM contains sample evaluation templates that can be customized to your requirements; however, templates can also be created from scratch to accommodate your unique requirements. Measurement criteria in these templates can be defined for similar job functions. The phrase selector provides a competency and score specific list of comments that helps evaluators articulate the reasons why they rated the teacher as they did depending on the competency and score selected. The word check feature maintains a bank of words and phrases that will be flagged as disallowed if someone attempts to include them in an evaluation or other documentation.

Budgets for salary increases can be input into PerformancePAM to assist administrators with the allocation of resources. This feature helps schools and departments stay within budget when rewarding teachers financially.

Goal management is made easy with PerformancePAM. Administrators and teachers alike can define individual goals of a professional or personal nature for a holistic professional development plan. Future goals and objectives will appear on the next evaluation for easy assessment and follow up. An employee journal allows teachers and administrators to record notes on goals and performance between appraisal cycles throughout the year.

At PerformancePAM, we help people and organizations realize their full potential. From developing innovative solutions to providing world class customer support, PerformancePAM is dedicated to surpassing expectations in all aspects of our business. For more information about Performance-PAM, please contact us at 800-551-6875 or visit www.performancepam.com.

Professional Development

Browser-based Appraisals

This browser-based professional development software is a role-based evaluation routing system.

Paperless

This completely paperless system allows supervisors to manage faculty performance in an environmentally friendly way.

Setup Defaults for Quick Start

Global setup options, sample evaluations, and HRMS integration allow you to implement PerformancePAM quickly to get the results you need.

Customizable Appraisal Forms

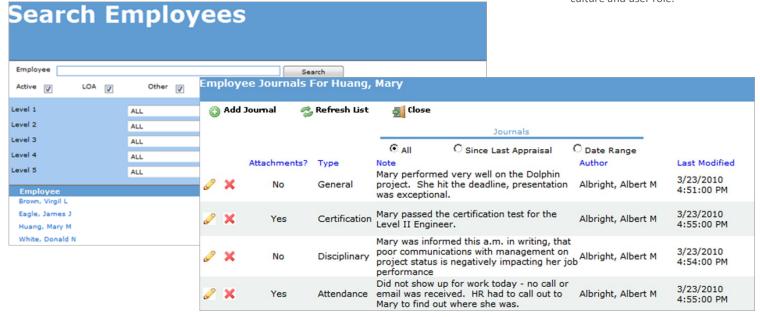
Open, text-based evaluation forms are the default; however measurement criteria can be defined for similar job functions. Evaluations can be as simple or as detailed as your organization needs them to be. Any default setting can be changed for an individual evaluation.

Automatic Routing

Reviewers may be set as administrator only, administrator and teacher, or 360° peer evaluation. PerformancePAM appropriately routes approvals based on the organizational hierarchy.

Branding

Brand your school and tailor the look and feel of the system based on culture and user role.



PerformancePAM for Education

FEATURES

| Browser-based Evaluations | PerformancePAM is a browser-based professional development role-based system with a SQL driven back end. Administrators and teachers alike can access the system from their desk or at home through a web browser, allowing appraisals to be completed anytime. |
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| Integrates with Your HRMS Solution | PerformancePAM's tight integration with HRMS solutions eliminates duplicate data entry and guarantees accurate employee information. PerformancePAM collects employee demographics and displays them in the appraisal. Sensitive employee information is only viewable by the appropriate administrators. |
| Phrase Selector | The PerformancePAM phrase selector provides a competency and score specific list of comments a reviewer can choose from when composing feedback in an evaluation. |
| Word Check | Word Check allows Human Resources to maintain a bank of words and phrases that Performance-PAM will flag as disallowed if a reviewer attempts to include one of them in an evaluation or other employee documentation. |
| Budget Entry Screen | The budget entry screen allows a department to input a budget for salary increases and allocate the resources as appropriate while staying within budget. |
| Employee Journal | The employee journal is an area where teachers and administrators can record notes on goals and performance between appraisal cycles throughout the year. |
| Enhanced Goals | Administrators and teachers may set and define individual employee goals related to personal and professional development. Administrators can insert goals into any section of a teacher's evaluation to allow for better tracking of assigned goals. |
| Advanced Filtering | Advanced filtering provides increased search functionality that allows users to filter searches based on department, job code, and other parameters. |
| Electronic Signature Capability | There is no need to print, sign, and scan evaluations to make them complete. Administrators and teachers can sign off on evaluations electronically even without a signature pad. |
| Spell Check | Misspelled words in any notes or comments areas will appear underlined in red. Right-clicking on the misspelled word will result in correct spelling suggestions. |
| Self & 360° Peer Reviews | Preserve the integrity of 360° peer evaluations by letting PerformancePAM determine who views which screens. By default, PerformancePAM limits what peer reviewers see when they score evaluations, maintaining the honesty and integrity of the peer reviewed evaluation. |
| Electronic and Totally Paperless | With PerformancePAM's electronic work flow, administrators know when to initiate evaluations, reviewers know when to review, and approvers know when it's time to approve. When the evaluation is final, it can be electronically signed for a totally paperless process. |
| Manage Past <i>and</i> Future Performance | Once in the system, past evaluations are accessible for future reviews. Administrators have on- demand status of current evaluations as they are reviewed and approved. Future goals and objec- tives show up on the next evaluation, allowing administrators to focus on organizational goal achievement. |
| Activity Center | This workflow driven user interface is a personal portal which allows users to see the status of any evaluations they are responsible for at any moment in time. |
| Message Center | The Message Center provides customized alerts to users based on actions that must be taken or have already been taken on any evaluations that user is responsible for. |
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