

NC's New Performance Management Policy Is Here. Here's What It Means for You.

Colleagues,

We're following up on our [June 26 message](#) about performance management. Now that the new policy is officially in effect, we want to share more about what's changed and what it means for you.

What's new. And why it matters.

As of July 1, North Carolina has a new approach to performance management, called the [Managing Employee Work](#) policy. It was built on direct feedback from employees and managers across the state, as well as research from other states. The goal is simple: make performance conversations more useful, more frequent, and more focused on your growth.

Here are the biggest changes:

- **Regular check-ins replace the interim review.** Supervisors and employees are encouraged to schedule brief, ongoing check-ins throughout the year — focused on what's going well, what to work on, and how to grow — instead of the one-time mid-year interim review.
- **Ratings names are updated and the process simplified.** The new policy maintains a straightforward three-level rating system, but the rating names have been updated (Outstanding Performer (3), Successful Performer (2), or Needs Improvement (1)) to reflect the new focus on continuous feedback. Agencies will have the flexibility to assign one overall rating or continue to rate each individual goal and value.
- **The annual review is simpler and more consistent.** The end-of-year review now centers around three questions, summarized as: How did you perform against your goals? How did you demonstrate your agency's values? How can you continue to grow?
- **Growth and development are built in.** Employees are encouraged to include a growth and development goal as part of their annual work plan, making career development a regular part of the conversation.

What's coming next:

Your agency's annual performance evaluation for your performance in FY 2025-26 is already underway and will proceed as usual through the current NCVIP system. The new policy takes effect for FY 2026-27. We are looking forward to refreshing NCVIP by next year with a new, easier-to-use portal that will cut down on the time you spend on administrative tasks.

We encourage all employees to explore the [performance management webpage](#) and take the [available training course](#) to get familiar with the new approach. If you're a supervisor, the webpage also includes additional guidance on your role under the new policy. If you have questions, reach out to your [agency's HR team](#).

Thank you for your service to the people of North Carolina.

Staci Meyer
State Human Resources Director

