

Colleagues,

We've heard your feedback, and we're excited to share some positive changes coming to performance management. These updates are based on direct feedback, interviews, and focus groups with employees and managers across the state, and we hope they better support your growth and development.

New online resources are now available.

The Office of State Human Resources has launched a new performance management webpage with resources, guidance, and tools to support you and your supervisor throughout the year. Please take a few minutes to check it out and learn more about the new policy: oshr.nc.gov/state-employee-resources/performance-management. This short [training module](#) will help you understand what's new before the policy takes effect in July.

What's changing this summer?

Starting July 1, our approach to performance management will focus on regular, two-way conversations between employees and their supervisors. The goal is to make feedback more useful, more timely, and more focused on your growth and development. You'll hear more about the policy changes next month. After FY2025-26 reviews are completed, the current performance portal (NCVIP) will be refreshed with a new, easier-to-use system that will cut down on the time you spend on administrative tasks.

A quick note about this year's annual evaluations.

[Depending on your agency](#), your annual performance evaluation may be starting now or in the coming weeks. This year, the annual evaluations process will work the same way it always has. The new policy does not affect annual evaluations until next year.

If you have questions in the meantime, reach out to [your agency or office's HR team](#). Thank you for your service to the people of North Carolina.

Staci Meyer
State Human Resources Director

