

**WAC 357-58-420 May employers supplement the standardized performance evaluation procedures and forms?** Agencies may tailor or supplement the managerial evaluation system to fulfill agency-unique needs, provided the emphasis is placed on:

- (1) Assessment of those leadership competencies that are critical to an effective managerial in a performance-based environment;
- (2) Planning for development and training in leadership competencies;
- (3) Collaboration and communication between the supervisor and managerial employee during the performance planning and evaluation process;
- (4) Planning for and assessment of results; and
- (5) Preparation of a performance management and development plan.

[Statutory Authority: Chapter 41.06 RCW. WSR 05-12-071, § 357-58-420, filed 5/27/05, effective 7/1/05.]