



# Performance Management Services

Partner with government's foremost experts in performance management to update your system, policy, and procedures to be in adherence with the latest policy guidance.

## Overview

Performance Management (PM) is more than an annual appraisal — it's about turning goals into results. PM addresses performance at every level: individuals, teams, programs, processes, and the organization as a whole.

In the federal environment, defining and measuring results can be challenging due to complex regulations and missions that govern the PM system and policy. OPM's expertise ensures your PM system and policy not only meet compliance requirements but also build a results-driven culture that enhances performance, develops talent, and drives organizational success.

## Performance Management Policy Review

The performance management policy is a critical tool for maximizing organizational effectiveness. OPM offers expert, third-party reviews of these policies in accordance with Title 5 U.S. Code Chapter 43 and performance management-related memos, providing clear recommendations for improvement.

Our team identifies opportunities for improvement, ensuring your policy meets current regulations, reflects proven strategies, and remains sustainable and effective for the future.

## Policy Review Services

Our experts provide comprehensive evaluations to determine whether your performance management system meets current federal requirements — and, if updates are needed, we prepare your policy for seamless re-submission and approval.

### Assess and Update

Evaluate whether your performance management system needs revisions and, if necessary, prepare it for re-submission to OPM for approval.

### Compliance Assurance

Verify that all policy requirements, procedures, and plan aligns with federal law and OPM regulations.

### Expert Briefings

Deliver clear, actionable briefings to agency leaders and HR teams, outlining review results and providing targeted recommendations to strengthen compliance and align with best practices.

## Performance Plan Review

Your performance plans are the foundation for accountability and results. We review all non-executive level performance plans (GS or equivalent) for compliance with federal regulations and the [Performance Management for Federal Employees memo](#). We assess the clarity and measurability of performance elements and standards at Levels 3, 4, and 5, and offer one-on-one consultations with supervisors to strengthen plan quality and effectiveness.

## Performance Plan Development

Empower your supervisors to lead with confidence and engage your workforce. OPM offers tailored performance plan development services that reflect the values and priorities of federal agencies. We focus on writing results-focused measurable performance standards and make recommendations based on federal regulations, memos, and best practices.

## Policy Alignment Made Simple

Are your non-SES/SP performance management policies and plans aligned with the latest requirements? Our services can help you meet these standards and apply proven best practices — turning policy alignment into a powerful driver of workforce performance and engagement.



### Why Choose OPM?

OPM's Strategic Consulting Center helps federal agencies align people, systems, and strategy to deliver mission results.

We build lean, skilled workforces, design efficient structures and processes, and strengthen performance management to meet top leadership priorities.

From workforce planning to organizational redesign, leadership development, and targeted training, we equip agencies with the tools, expertise, and support to drive lasting, measurable impact.

Contact us: [HRStrategy@opm.gov](mailto:HRStrategy@opm.gov)

## Performance Management - What's New?

See how today's requirements and best practices differ from past programs — and learn how to stay ahead.

### ▶ Previous Requirements

Performance year defined by agency.

Performance standards required to be defined at "Fully Successful" (level 3).

Supervisory-related standards.



### ✓ New Requirements

Standardized performance year of October 1 – September 30.

Performance standards required to be defined at and beyond "Fully Successful" (level 3).

Supervisory plans must include mandatory critical element "Holding Employees Accountable", with accompanying performance standards.

### ▶ Previous Best Practices

Use non-critical elements as needed.

Performance plans required to include one critical element.

Agencies choose number of progress reviews beyond required mid-year review.

Choice of Summary Rating Pattern A, B, C, D, E, F, G, or H.

Agencies use different number of rating levels for element and summary ratings.

Agencies determine formula for deriving summary ratings.



### ✓ New Best Practices

Non-critical elements should mostly be used for employees in developmental positions.

Non-supervisory performance plans must include three to six critical elements and supervisory plans to include four to seven.

Three progress reviews, including one at mid-year.

Summary Rating Pattern B, E, or H should be used. Summary Rating Pattern A can be used for excepted employees (seasonal employees, teachers, grades GS 1-4, and Federal Wage System).

The number of element rating levels and summary rating levels should be the same.

The rating formula should be simplified to simple average or weighted average.