**Evaluation Sub-Committee Meeting Minutes**

**Nov. 6, 2014**

**11:00am – 12:00pm**

In attendance: Stephanie Davis, Hang Nguyen, Pete Bagley, John Rice, Cindy Hyslop, Laurie Walsh, Lynette MacFarlan, Mardell Wilkins, Janie Moore

Unable to attend: Lora McCarty, Steve Garcia, Tami Mette

Purpose of the sub-committee was clarified.

Sub-Committee meetings are open to Evaluation Committee members and vice versa, in order to facilitate communication about the Evaluation

Role weight ranges were discussed

 The possibility of defining the ranges in terms of Standard Deviation was brought up

Long discussion on the pros and cons of impact weights

 A survey will be sent out to all committee and sub-committee members to decide on the fate of the internal impact weights!

Do we need a narrative to justify achieving a satisfactory rating, or just for commendable and excellent?

What is the goal of revising the form – simplification?

All agreed to keep the Role Weights but need to change the ranges.