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TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Continuous Performance Management SuccessFactors System Feedback Survey

State Civil Service will soon be distributing a survey to classified state employees in supervisory positions. The purpose of this survey is to gather insights on the implementation and effectiveness of Continuous Performance Management (CPM) during its Planning Phase from supervisors who used the CPM SuccessFactors System. Your participation will provide valuable feedback on how CPM can be refined to drive organizational success and enhance employee development.

By participating in this survey, you'll help us better understand your experience with CPM during the Planning Phase and identify any challenges you may have encountered. All surveys will be sent on or before April 4, 2025. Please note, this is an official survey and not spam. Each survey will include detailed instructions and deadlines for completion.

We appreciate your time and input. Your feedback is essential to shaping the future of CPM within our state government. **Please complete the survey by Thursday, May 1, 2025.**

If you have any questions, please contact the Learning, Performance, and Culture Division at (225) 342-8274.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director