Student Performance Management

Employees in the Federal Public Service go through a formal performance management process to track progress and performance. This involves regular discussions between employees and managers, and formal documentation of these discussions at the beginning of the fiscal year, mid-year, and end of year. Students must also undergo a similar process designed specifically for them.

There are two forms that are used to outline your performance objectives and your manager’s assessment of your performance. Student performance is assessed against a set of core competencies that are used across the entire public service

**Competencies vs. Core Competencies**

Competencies are the knowledge, skills, abilities, and behaviors that contribute to individual and organizational performance. Each competency has behavioural indicators associated with it, also known as expected behaviours. These provide guidance on what you should be doing at each competency level.

At the beginning of your term with HC or PHAC, your manager/supervisor should inform you of the expected competencies identified in your performance agreement. As a student, you should understand how you are expected to achieve your work objectives. These competencies will be reviewed during your work term and evaluated at the end of your term.

If you meet your work objectives but do not work effectively with others, alienate colleagues, or waste public resources, problems are likely to arise that can undermine workforce productivity and damage the reputation of the federal public service. To prevent this, the performance agreement specifies four core competencies for all employees in the federal public service regardless of level or occupation:

1. **Demonstrating integrity and respect**
2. **Thinking things through**
3. **Working effectively with others**
4. **Showing initiative and being action-oriented**

LINK for more information on the four core competencies:

[Behavioural indicators for core competencies (canada.ca)](https://intranet.canada.ca/hr-rh/ptm-grt/pm-gr/pmc-dgr/bi-ic-eng.asp)

Your manager/supervisor will also consider:

* How often you perform in a manner that is consistent with the corresponding behavioural indicators
* How well you demonstrated core competencies
* Whether you required close supervision or direction

The Student Performance Objectives & Parameters Evaluation outlines your performance objectives:



The Student Performance Evaluation is used for your manager’s assessment of your performance.



For more information on performance management for students, talk to your manager or contact the Student Office (<mailto:hc.students-etudiants.sc@canada.ca>).