

How the Alabama Community College System **saves 70% more time** on performance management for 24 colleges



CHALLENGE ONE

24 colleges used 24 different performance management tools

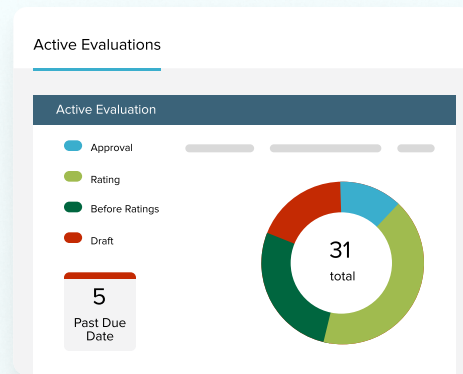
The Alabama Community College System (ACCS) oversees 24 community colleges across the state – and each one used a different performance management tool. This meant **ACCS had to maintain 24 systems** and performance management was **inconsistent from school to school**.

The ACCS
reduced time spent
managing evaluations
by **~70%**

OUTCOME

A single, standardized solution for all 24 community colleges

Now, all 24 schools use the same performance management software: Perform. With one centralized system, the ACCS has **standardized performance management across all of their colleges** and eliminated the time and frustration of maintaining multiple tools.



CHALLENGE TWO

No easy way to distribute evaluations and track completion

For every performance evaluation cycle, HR had to **scan paper evaluation forms and email them out for each college to distribute** and mail back by the due date. After the deadline, HR filed through every manager's folder to see who didn't complete the form and email them a reminder – one-by-one.

OUTCOME

Real-time visibility into evaluation completion across all schools

With Perform, managers at every ACCS college complete evaluations directly in the system – and **HR can track their progress to completion in real time**. Managers receive automated reminder emails when evaluations are due, resulting in a **20% boost in completion rates**.

*"We have one evaluation for administrative staff, adjunct staff, instructors – **if one changes, all of them change. I don't have to manually update them, which has been great.**"*

Shain Wilson, Senior Information Analyst – HR/Payroll, Alabama Community College System