



Byron P. Decoteau, Jr., Director

Post Office Box 94111
Baton Rouge, LA 70804-9111
225.342.8274
scsinfo@civilservice.la.gov
civilservice.la.gov

GENERAL CIRCULAR NUMBER 2026-031

DATE: June 17, 2026

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Continuous Performance Management SuccessFactors System Feedback Survey

State Civil Service will soon distribute 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) now that we have completed a full year of planning and evaluation. This survey will cover multiple roles within the system, including 1st-level evaluators, 2nd-level evaluators, and Agency Administrators. Your participation will provide valuable feedback on how CPM drives organizational success and enhances employee development.

By participating in this survey, you'll help us better understand your experience with CPM during the performance year and identify any challenges you may have encountered. All surveys will be sent on or before June 18, 2026. 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 Friday, July 17, 2026.**

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