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# New Beginnings - Defense Performance Management and Appraisal Program (DPMAP)

Applicable to: Civilian

The National Defense Authorization Act 2010 directed the Department of Defense to design and implement a new performance management program referred to as the New Beginnings – Defense Performance Management and Appraisal Program. Air Force intends to implement the program in April 2017. The first annual appraisal under this system will be in 2018.

The Defense Performance Management and Appraisal Program (DPMAP) is designed to improve the Department's overall performance management, and places special emphasis on two-way communication and continuous feedback. The program will link organizational mission and goals to individual performance plans, ensure regular feedback during the appraisal cycle between employees and supervisors, and result in increased employee engagement.

Key features of the DPMAP are:

- 3-level rating pattern (Outstanding, Fully Successful and Unacceptable)
- Appraisal cycle of April 1 through March 31
- Minimum period of 90 days required to be eligible for a rating
- Minimum of three documented performance discussions between supervisor and employee

## 2022 Appraisal Guidance

- [CPS Transmittal: HAF A1C Msg # 2022-0010--DAF AF and NAF Civ Awards Policy for FY22](#)
- [FY22 Department of the Air Force Performance Award Policy for Central Salary Account \(CSA\) & Defense Acquisition Workforce Development Account \(DAWDA\) Employees](#)
- [FY 2022 DPMAP Appraisal and Award Processing Guidance](#)
- [FY 2022 Department of the Air Force Appropriated Fund and Nonappropriated Fund Civilian Award and Recognition Policy](#)

## MyPerformance Resources

- [Air Force Personnel Center Appraisal Process Slides Rating Official View](#)
- [Air Force Personnel Center Progress Review Process](#)
- [Apply Action\(s\) to Multiple Employees](#)
- [Completing Key Actions in MyPerformance Guide](#)

- [Creating a Narrative Statement - Rating Official](#)
- [Creating a Progress Review](#)
- [Creating an Annual Appraisal - Rating Official](#)
- [DPMAP - Frequently Asked Questions](#)
- [DPMAP - Progress Review Process](#)
- [MyBiz+ for Employees - Act as a Trusted Agent Guide](#)
- [MyBiz+ MyTeam vs Defense Performance Management and Appraisal Program Hierarchy](#)
- [MyPerformance \(DoD Performance Management and Appraisal Program\) Trusted Agent User Guide](#)
- [My Performance Tool - Employee User Guide](#)
- [My Performance Tool - Rating Official User Guide](#)
- [My Performance Tool - Super User Guide](#)
- [Air Force Personnel Center Appraisal Guide - Rating Official View](#)
- [Air Force Personnel Center Appraisal Guide - Higher Level Reviewer View](#)
- [Air Force Personnel Center Appraisal Guide - Employee View](#)
- [Air Force Personnel Center Appraisal Process Slides - Employee View](#)
- [AFPC Reconsideration Correction Guide](#)
- [AFPC Administrative Corrections Guide](#)
- [AFPC Webcast Reconsideration and Administrative Correction Tool](#)
- [Requesting MyPerformance Super User Access Final 19 September 2017](#)

## CPS Super User Resources

- [Optional DPMAP Completed Appraisal Change Worksheet](#)
- [AFPC Training - DPMAP Super User and Corrections Administrator Functions](#)
- [DoD Secure Appraisal Administrator Guide - Secure Super User Tool](#)

## Mandatory Supervisory Elements

- [DPMAP Supervisory Critical Elements - Diversity and Inclusion Memorandum](#)
- [DPMAP Supervisory Critical Elements 1 and 2](#)
- [DPMAP Supervisory Critical Elements Memorandum](#)

## Related Resources

- [OPM Performance Management Tips for a Hybrid Workplace](#)
- [DoDI 1400.25, Volume 431\\_AFI36-1002, DoD Civilian Performance Management System: Performance Management and Appraisal Program](#)
- [Air Force Defense Performance Management and Appraisal Program Frequently Asked Questions](#)
- [Secretary of the Air Force Memo, Defense Performance Management and Appraisal Program \(DPMAP\)](#)
- [Defense Civilian Personnel Advisory Service New Beginnings](#)
- [DD Form 2906, Department of Defense Performance Plan, Progress Review and Appraisal](#)