

**Originating Office:** DS/EX/HRM

**Date:** 2/22/2019

**Subject: UPDATED: 2019 Decision Criteria for Tenure and Promotion in the Foreign Service**

**Distribution:** DS DC Area; DS Non-DC Area; DS Overseas

**Point of Contact:** Human Resources Performance Evaluation Office (HR/PE)

*[Department Notice #44436 dated 2/13/2019 is copied here for your information](#)*

### UPDATED: 2019 Decision Criteria for Tenure and Promotion in the Foreign Service

The updated Decision Criteria for Tenure and Promotion, commonly known as the Core Precepts, are now on the HR/PE website. I encourage all Foreign Service employees and their Raters and Reviewers, to scan them carefully. The performance of Foreign Service employees is evaluated and measured against these precepts.

<https://intranet.hr.state.sbu/offices/pe/Pages/default.aspx>

The six core competencies remain unchanged – leadership principles, managerial skills, interpersonal skills, communication and foreign language skills, intellectual skills, and substantive knowledge.

The substantive changes are as follows:

1. Addition of language promoting diversity and inclusion in the workplace, and excluding gender normative language or assignment of duties outside workplace responsibilities.
2. Emergency Action Plan work responsibilities for COMs, DCMs, and Principal Officers (coming out of a recent OIG report).
3. Clarification of supervisor duties on handling bullying and harassment in the workplace.

Core precepts remain applicable to all Foreign Service work and continue to reflect the principles of the Career Development Program (CDP) and the Professional Development Program (PDP), with their emphasis on operational effectiveness,

leadership and management effectiveness, sustained professional language and/or technical proficiency, and responsiveness to customer and service needs.

These Core Precepts/Decision Criteria will be in effect for the 2018-2019, 2019-2020, and 2020-2021 rating cycles.

The Core Precepts/Decision Criteria are negotiated with AFSA once every three years.