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# PERFORMANCE APPRAISAL REPORT - DR. SOK MEAN

Official Institutional Publication

Department of Human Resources  
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## **PAGE 2: Chapter 1: Performance Summary**

### **Appraisal Information**

Name: Dr. Sok Mean

Employee ID: ERA-19880410

Appraisal Period: Semester I - 2026

Civil Service Rank: Chief Officer / Rank IVA

### **Appraisal Scores**

Overall Score: 92.5 / 100

Evaluation Rating: Outstanding

### **Evaluation Summary**

The performance score of 92.5 indicates outstanding performance. Performance score indicates exceptional leadership and contribution to the Digital Policy Reform syllabus.

## **PAGE 3: Chapter 2: Lecture Attendance**

### **Lecture Attendance Track**

Recorded Attendance: 98%

### **Attendance Benchmarks**

- Required standard attendance: 90%
- Achieved attendance: 98%
- Remarks: Exemplary attendance and lecture coordination recorded.

## **PAGE 4: Chapter 3: Academic Research & Papers**

### **Research Achievements**

Research Publications Rating: 88%

### **Publications Details**

- Active Journal Publications: 88%
- Peer Review Feedback Score: Outstanding contribution
- Academic research publications are reviewed annually by the Academic Council.

## PAGE 5: Chapter 4: Student Appraisal Feedback

### Student Survey Results

Student Feedback Rating: 91%

### Survey Details

- Overall Student Appraisal Score: 91%
- Key Strengths: Classroom engagement, clarity of public governance topics, and remote didactics.
- Recommended Actions: Maintain the high level of interactive didactics using digital whiteboards.

## PAGE 6: Chapter 5: Leadership Notes

### Bureau Contributions

The employee has actively contributed to the governance of the bureau, aligning with strategic training goals of RSA.

### Leadership Observations

- Contribution to Syllabus Reform: Highly active role in department seminars.
- Administrative Coordination: Seamless execution of institutional logistics.
- Coaching Trainees: Guided junior civil service administrators through policy drafts.

## **PAGE 7: Chapter 6: Professional Growth Plan**

### **Growth Recommendations**

To sustain high academic performance, the following development activities are recommended:

### **Recommended Programs**

- Advanced digital systems training curriculum program.
- International academic governance leadership forum in Singapore.
- Collaborative policy research draft project with ASEAN institutes.

## **PAGE 8: Chapter 7: Career Progression Milestones**

### **Civil Service Rank Elevation**

Current Rank: Chief Officer / Rank IVA

Next Eligible Grade: Grade I / Executive Director

### **Appraisal Progression Standards**

- Minimum KPI score required for elevation: 85.0
- Years of service required: Standard civil service eligibility criteria
- Next evaluation cycle: Semester II - 2026

## **PAGE 9: Appendix: Evaluation Standards**

### **RSA Evaluation Rubrics**

- Outstanding (90.0 - 100.0): Exceptional leadership, teaching, and research.
- Very Good (80.0 - 89.9): Consistent high performance across all core objectives.
- Good (70.0 - 79.9): Meets basic institutional standards with room for growth.

### **End of Document**

This performance appraisal report is officially approved by H.E. Lok Chumteav Keo Mum, HR Director of RSA.