New Federal Strategic Planning Framework

Aligning the Department's Strategic Plan,
Balanced Scorecards, and
SES Performance Plans

2010 Government Performance Results Act (GPRA) Modernization

Legislative Intent:

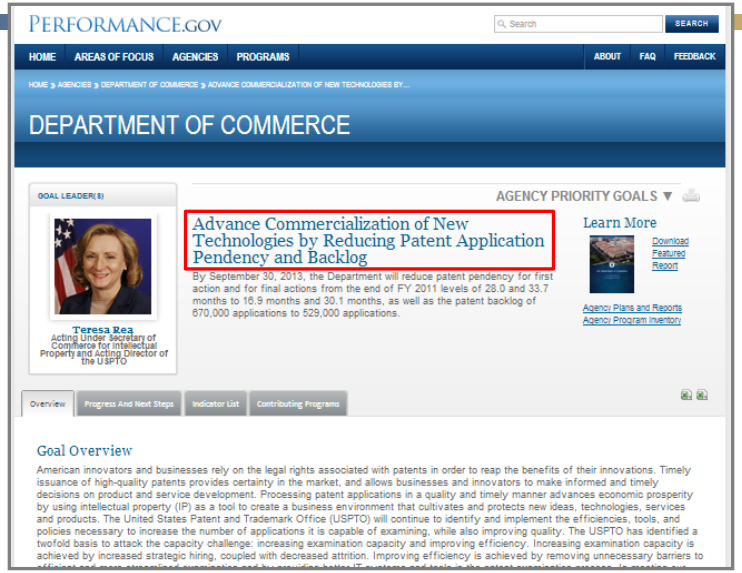
- **Improved Performance (ROI) through Focus on Priority Measurable Outcomes**
- **Frequent Monitoring of Progress Toward Outcomes**
- **Data-Based Decision Making**
- **Transparency**
  - **Performance Reporting Modernization**

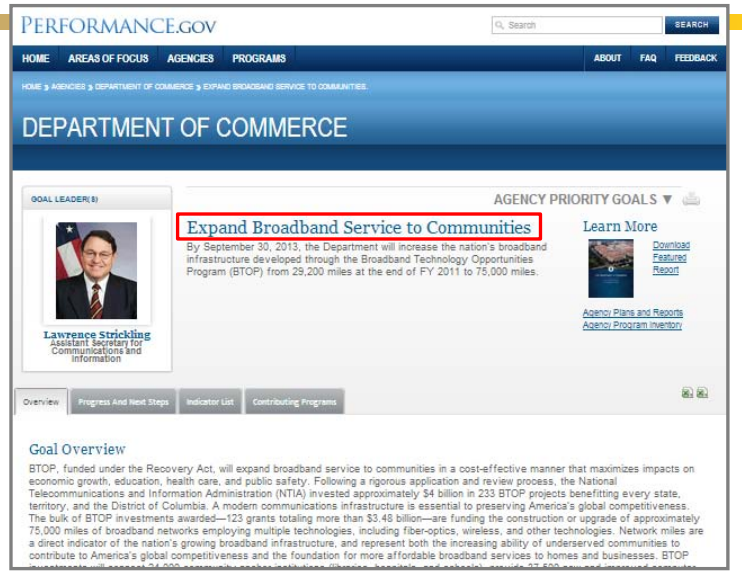
2010 Government Performance Results Act (GPRA) Modernization

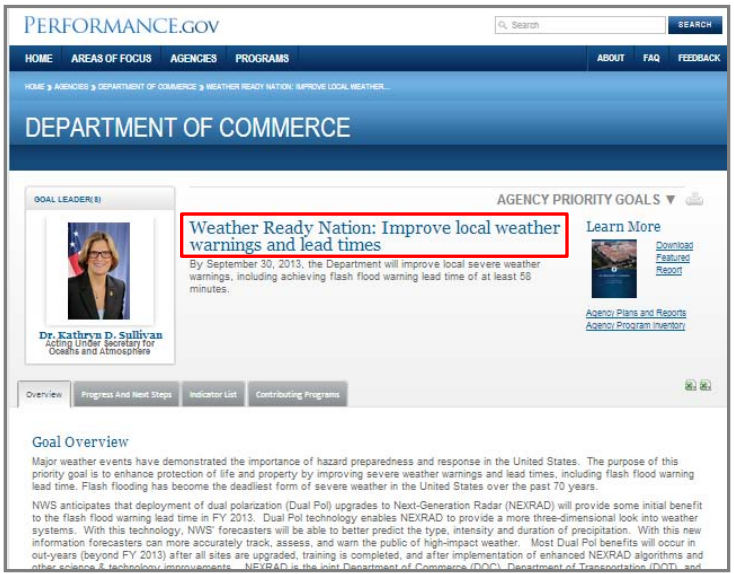
First Requirements Implemented:

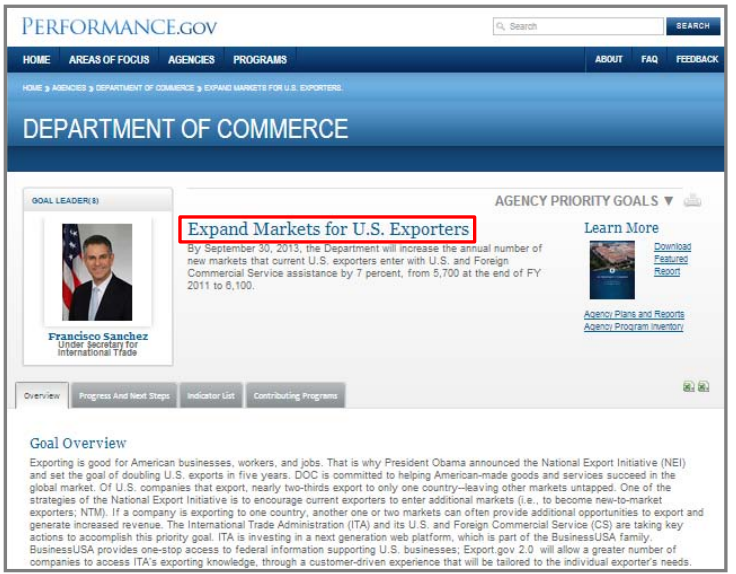
- **Designation of COO, PIO, and Goal Leaders**
- **Agency Priority Goals and Cross Agency Priority Goals**
- **Indicators *(aka Measures of Performance, Outcome, Output)***
- **Quarterly Reviews**
- **APG Progress Reports on Performance.gov**

FY 12/13 Agency Priority Goals









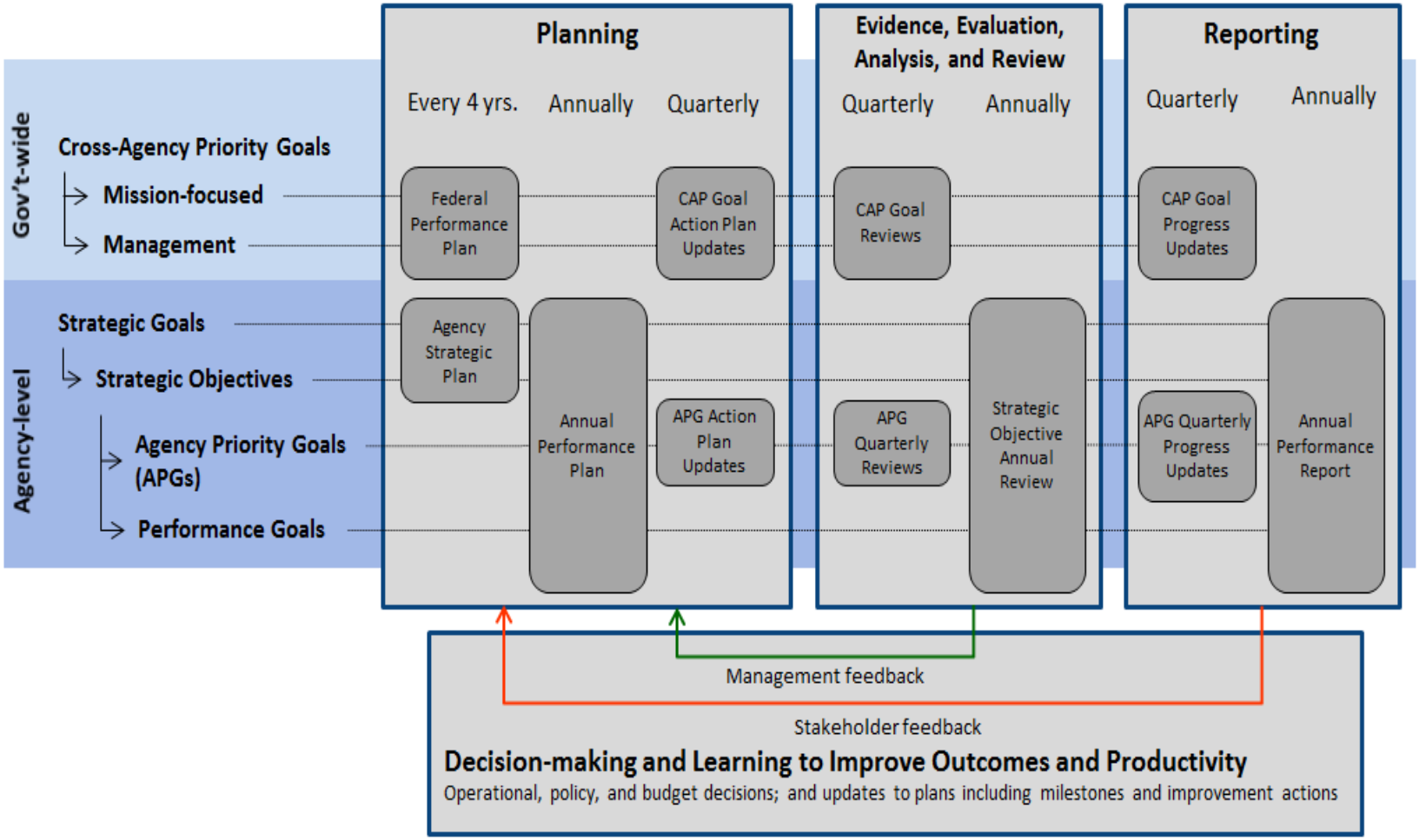
2010 Government Performance Results Act (GPRA) Modernization

Requirements Currently Being Implemented:

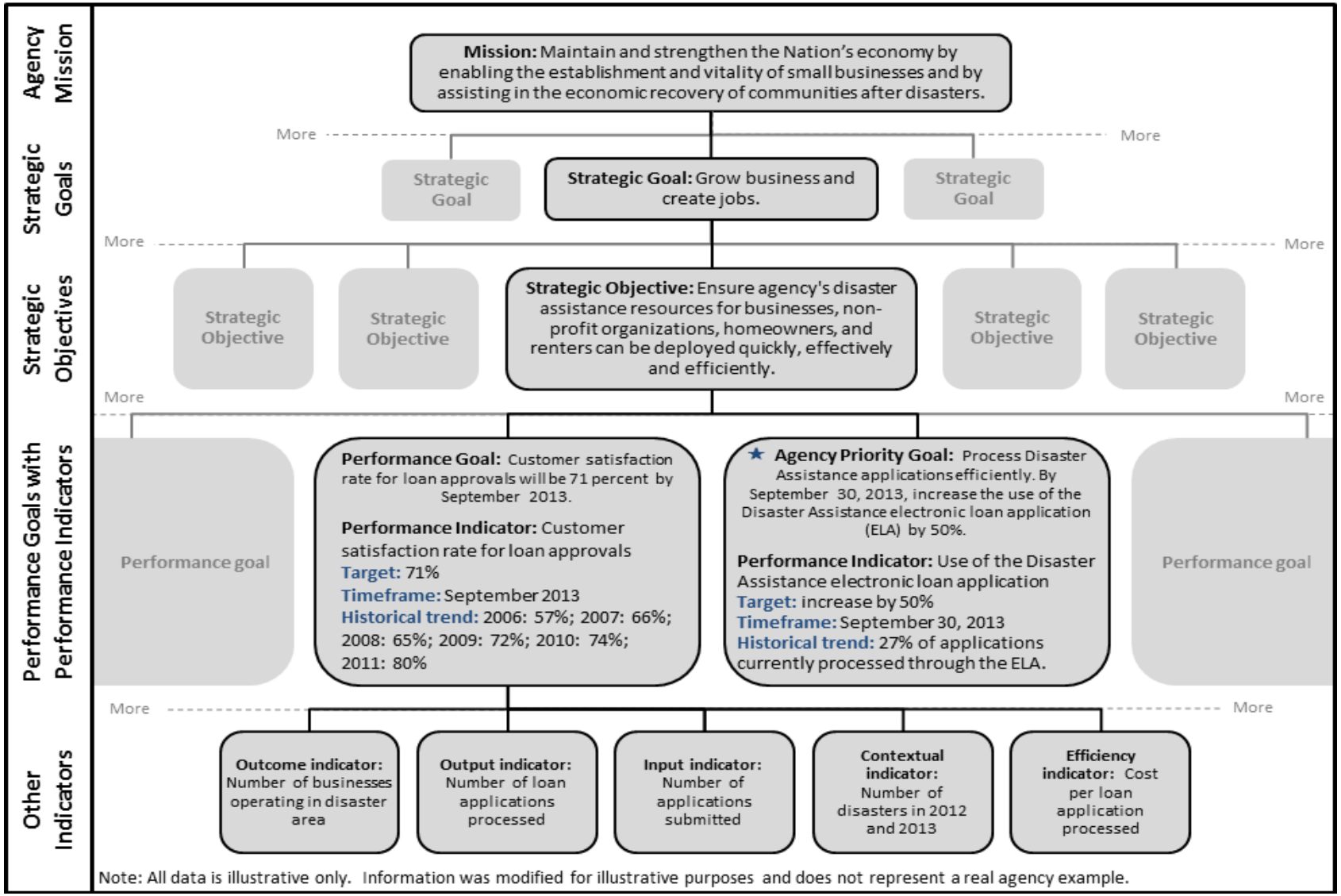
- **A Federal Program Inventory (FPI)**
- **A revised Strategic Plan**
  Published one year after a presidential term begins;
  Revised Strategic Objectives and Agency Priority Goals
- **Strategic Plans published on Performance.gov**
- **Annual Strategic Review of Strategic Objective progress**

2010 Government Performance Results Act (GPRA) Modernization

How it will all fit together:



How Strategic Goal, Strategic Objectives and APGs Align



OMB's Guidance On Strategic Plans

MANAGEMENT PROCEDURES MEMORANDUM NO. 2013-01

For each Strategic Objective (SO):

- **Context**
- **External Factors**
- **Strategies**
- **Indicators**
- **Contributing Programs**
- **Evidence**

DOC Balanced Scorecards

Reviewed Quarterly by the Department's COO (Deputy Secretary) and Goals Leaders (Bureau Principals); includes:

- **Agency Priority Goals**
- **Mission Progress Indications**
  (Strategic Objective Indicators and Leading Indicators)
- **Customer Service Indicators**
- **Process Performance Indicators**
- **Workforce Excellence Indicators**

For DOC Balanced Scorecard

Strategic Objective Indicators from the Strategic Plan and their "leading" indicators

For each Strategic Objective necessary to provide:

- **Human Capital Results**
- **Acquisition Quality**
- **Information Technology**
- **Process Performance**

For "Results" in SES Performance Plans

Measures from Bureau BSCs

- **Measures linked to/aligned to BSC measures**
- **Performance in a region, for one stakeholder group, one process, one part of a process, one service**
- **Development of Evidence referenced in the Strategic Plan**

So We All "Get" the Plan….

Use Plain Language

- ***Do:*** **EDA supports U.S. manufacturing by providing local governments utilities grants to operate plants.**

- ***Don't:*** **EDA's budget reflects support for national efforts to increase domestic manufacturing by providing assistance to communities for the infrastructure (roads and sewage) needed for community development and economic growth from the location and expansion of manufacturing facilities.**

www.plainlanguage.gov

So We All "Get" the Plan….

Keep it short

- **Agency Priority Goals supporting information**
- **Strategic Objectives supporting information**
  - **Briefly discuss significant: strategies, contributions, evidence**
  - **Cite "evidence" and references, don't rehash them**
  - **Matrices not narrative**

Questions/Comments?