

# The Federal Performance Management Law & Framework



Performance management is the use of goals, measurement, analysis, and data-driven reviews to improve results of programs and the effectiveness and efficiency of agency operations. Simply put, **good management**. Administrations have implemented different systems over time to routinize good business practices across federal Government. In 2010 the GPRA Modernization Act was passed to build on a framework began by the 1993 Government Performance and Results Act. The intent of this bipartisan law was to promote the following:

- ❖ Improved service delivery
- ❖ Improved ROI through focus on priority, measurable outcomes
- ❖ Data-driven decision making
- ❖ Transparency and accountability
- ❖ Frequent monitoring of data on progress toward outcomes
- ❖ Coordinated, effective internal management of the government

## Key Components

### Setting Goals

Cross-Agency Priority Goals	A set of goals selected by the Administration in priority areas where implementation requires active collaboration between multiple agencies.
Strategic Goals & Objectives	Strategic goals are general, outcome-oriented, long-term goals for the major functions and operations of the agency. Strategic objectives are nestled under strategic goals and are more specific and usually describe the agency's role in achieving that outcome.
Performance Goals & Agency Priority Goals	Performance goals are aligned to the agency's strategic objectives and may contain a performance indicator, target and timeframe to define the level of performance to be achieved. Agency Priority Goals are a prioritized subset of those goals which are reported publicly on performance.gov.

### Reviewing Progress

CAP Goals Quarterly Review	CAP goal teams report quarterly on recent progress against indicators, targets, and milestones. OMB and the Performance Improvement Council review these reports.
APG Quarterly Review	Agency COOs, along with key personnel from program offices, run quarterly data-driven reviews of Agency Priority Goals to better understand progress and identify course corrections.
Annual Strategic Review	Agency heads and OMB conduct annual reviews of progress on the strategic objectives named in the Strategic Plan, considering the entire body of both qualitative and quantitative evidence.

### Planning & Reporting

Agency Strategic Plan	The Strategic Plan defines agency mission, long-term goals, strategies planned, and means of measurement.
Annual Performance Plan and Report	The plan is forward-looking, communicating the future year's strategic objectives and performance goals with other elements of the agency budget request. The report is backwards-looking, describing the results of the past year's efforts.

*For more information, check out [PIC.gov](https://www.pic.gov) or reach out to the PIC staff at [PICstaff@PIC.gov](mailto:PICstaff@PIC.gov).*