Overview

Agency Priority Goals (APGs) are specific, challenging goals that can be accomplished in a two-year period, offering a high priority opportunity for improvement. Agency leaders select a small handful of these goals, identify responsible individuals, and review progress on them on a quarterly basis, effectively motivating agency staff to work harder and smarter to improve performance and ensuring accountability for outcomes.

Why APGS?

APGs are a known effective mechanism for advancing priorities. The three-pronged approach includes public goal setting, quarterly leadership discussions, and regular public updates. These three factors have been shown to advance mission outcomes when appropriately chosen and adequately supported by leadership.

What makes an ideal APG?

- ❖ The goal advances Presidential Administration and federal agency leadership priorities
- ❖ The goal relies primarily on strong execution to be accomplished (not legislation or new funding)
- ❖ The goal focuses on mission outcomes, customer service, or efficiency
- ❖ The goal regularly uses data to inform decision-making and makes measurable progress in a two-year time frame
- ❖ The goal focuses on improving collaboration across components or scales up a previously successful model

Leadership role in APGs

Agency leadership (including Deputy Secretaries, Performance Improvement Officers, Chief Financial Officers, and Chief Human Capital Officers) have significant roles to play in the development of APGs. Specifically, leadership should set goals that reflect agency priorities and align with mission accomplishment, spearhead efforts to review progress on those goals, and make sure program leaders are identifying course corrections. Leadership should also promote a culture of using data and evidence to make decisions and monitor progress.

Anatomy of an APG

Successful APGs address a problem, have a set completion date, a target and an indicator. Below is an example of an effective APG:

> *Support the global effort to end preventable child and maternal deaths. By September 30, 2015, U.S. assistance to end preventable child and maternal deaths will contribute to reductions in under-five mortality in 24 maternal and child health U.S. Government-priority countries by four deaths per 1,000 live births as compared to a 2013 baseline.*

APG development and publication

	Formulation	OMB/PIC Review	Negotiation	Clearance	Publication
Goal Statement	Drafts Due Sept '17	Sept-Oct '17	Oct-Dec '17	Jan '18	Feb '18
Action Plans		Jan '18		Feb '18	March '18

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