

All statements below were written by my supervisor Ed Strocko, Director of the Office of Spatial Analysis and Visualization, at the Bureau of Transportation Statistics, within the U.S. Department of Transportation.

Performance Element Rating Levels are: Unacceptable, Fully Successful, Exceeded Expectations, and Outstanding.

Performance Element 1 – Management Competencies

Allison had an **outstanding** year for this performance element. Although Allison's accomplishments are numerous in the management competencies area, two activities stand out as exemplars of her outstanding performance.

First, going above and beyond her performance plan, Allison demonstrated flexibility and customer service when she jumped in to assist the National Collaboration on Bike, Pedestrian, and Accessibility Infrastructure Data (NC-BPAID) as they worked across sectors to develop shared data specifications for geospatial bicycle, pedestrian and accessibility infrastructure data across the United States, to enable data sharing and coordination at a national scale. When the team lost their lead fellow and data scientist, Allison stepped in to fill the gap. Allison quickly created an NC-BPAID Attendance tracker to help keep track of the demographics of people attending our collaboration meetings.

Second, again going above and beyond her performance plan, Allison demonstrated strategic thinking and technical credibility when she staffed a USDOT senior executives Artificial Intelligence Work Group. Allison guided the work group in developing guiding principles for responsible acquisition and use of AI data. Key to this work was Allison's development of a data card that would allow program offices to provide transparency in AI dataset documentation.

Overall, Allison has continued to show tremendous growth in this performance element. She is encouraged to continue taking on new responsibilities and challenges in this area to demonstrate her ability to consistently work at the GS-12 level.

Performance Element 2 – Business results: timely delivery of high-quality BTS products and services

In PY25 Allison was **outstanding** for this performance element.

Of particular note was Allison's work on the Transportation Resilience and Vulnerability Data Program's Hazard Exposure Layers. Allison exhibited vision, decisiveness and problem solving when she initiated work in development of methods to analyze and extract information from the various geospatial data to produce Hazard Exposure Layers for

various transportation modes. She worked with OSAV geographers to flesh out use cases for these data. She identified core objectives and strategies and translated them into actionable data science plans. This involved meeting with various stakeholders throughout BTS (and beyond) that were interested in leveraging this dataset in order to understand what analyses would be most valuable and also feasible. Allison led DOT working group for feedback, collaborated with VOLPE to pursue future direction and validation, led discussions about users, use cases, and creating a useful and accurate product. Because of Allison's hard work, BTS is on solid footing to show progress in use of the TVAR and has a strong plan for moving forward in the coming year to automate and advance the BTS Hazard Exposure Layers.

Additionally, going above and beyond her performance plan Allison demonstrated resilience and business acumen when she assisted the National Transit Map team. When the team lost data science team members, Allison stepped in to implement automation process and explore options to improve process within TDP. She advocated for colleagues on NTM in a helpful manner, to help them overcome blockers. In this role, Allison's business acumen skills have led to change and delivered results for the NTM that have positioned the program to exceed the Department's participation milestone, rising to over 1,000.

Performance Element 3 – Technical Competence

Allison was **outstanding** for this performance element in PY25. She went above and beyond her performance plan in undertaking a number of initiatives.

Allison looks for strategic opportunities to advance the OSAV and BTS mission both with internal and external partners. She is quick to volunteer when opportunities arise to strengthen the OSAV role with internal or external partners. Allison was actively engaged with a number of key external groups where she works to build working relationships for our office. This was especially true for her Transportation Resiliency and Vulnerability projects and NC-BPAID effort. Allison gave master level presentations at interagency working groups like USDOT Geospatial User Group, Federal Committee on Statistical Methodology Geospatial Interest Group, and DOT TVAR Hazard Layers working group.

This year, Allison demonstrated technical credibility and technology management when she saw an opportunity to improve the Transportation Noise Map. Although carrying a full load of projects in her portfolio Allison used Python to fully automate the processing for Noise Map populations affected and also rebuilt the back end of the Noise Map App. Because of Allison's efforts BTS Noise Map app is able to be hosted in a lower cost mapping platform, there is an improved user interface and updates to the noise statistics can

happen quicker and more efficiently, save both time and money for BTS in a time of severe resource constraints.

Performance Element 4 – Collaboration and Teamwork

Allison was **outstanding** in PY25 for this element and demonstrated strong skills in developing others and team building.

Allison is actively engaged with a number of staff where she works to build relationships and a sense of belong in our office. Allison is always highly professional and courteously in response to inquiries and requests from her supervisor and others. Allison has a great ability to communicate with others, especially within BTS. She has taken the time to explain issues, and procedures and has generously assisted others in helping them solve problems.

Of particular note this year, was when Allison went above and beyond her performance plan. Allison demonstrated strong external awareness when she recognized OSAV was faced with the largest number of staff members and largest amount of projects the office ever had, combined with a return to office policy. Going above and beyond her performance plan she took the lead on improving office communication and workflows by created a whiteboard for brainstorming OSAV Weekly Report improvements. She developed processes for storing data in locations that make sense, and are communicated clearly with coworkers while also avoiding duplicated data/files. Allison's work led to more efficient communication and reporting within OSAV and a more complete and effective use of the technology tools at our disposal.

Allison is always highly professional and is both courteously and timely in response to inquiries and requests from her supervisor and others. I have received numerous compliments of the customer services she provides. She has worked with each office to understand their needs and worked with their staff to develop training and solutions to help them achieve their missions. Allison is a pleasure and joy to work with and a great addition to the team.