



# Performance Accountability Briefing Government Accountability Committee

Performance Management for Reporting, Budgeting  
and Strategic Planning – Statewide Plan

Presented By: Sue Zeller, Chief Performance Officer  
August 18, 2014

# Overview

- Statutory requirement 3 V.S.A. §§ 2311- 2313 (2014 Act 186 (S.293);
  - Population-Level Outcomes & Indicators
- RBA vs. Lean and other performance management methodologies;
- OMB new performance goals and measure required for grants/contracts with fed \$\$ as of 12-26-14;
- Vantage Programmatic Performance Module FY 2016 budget expansion;
- Governor's Strategic Plan – update for FY 2016 & 2017;
- Governor's Dashboard;
- **GOAL ~ USE THE SAME MEASURES FOR ALL!!!**

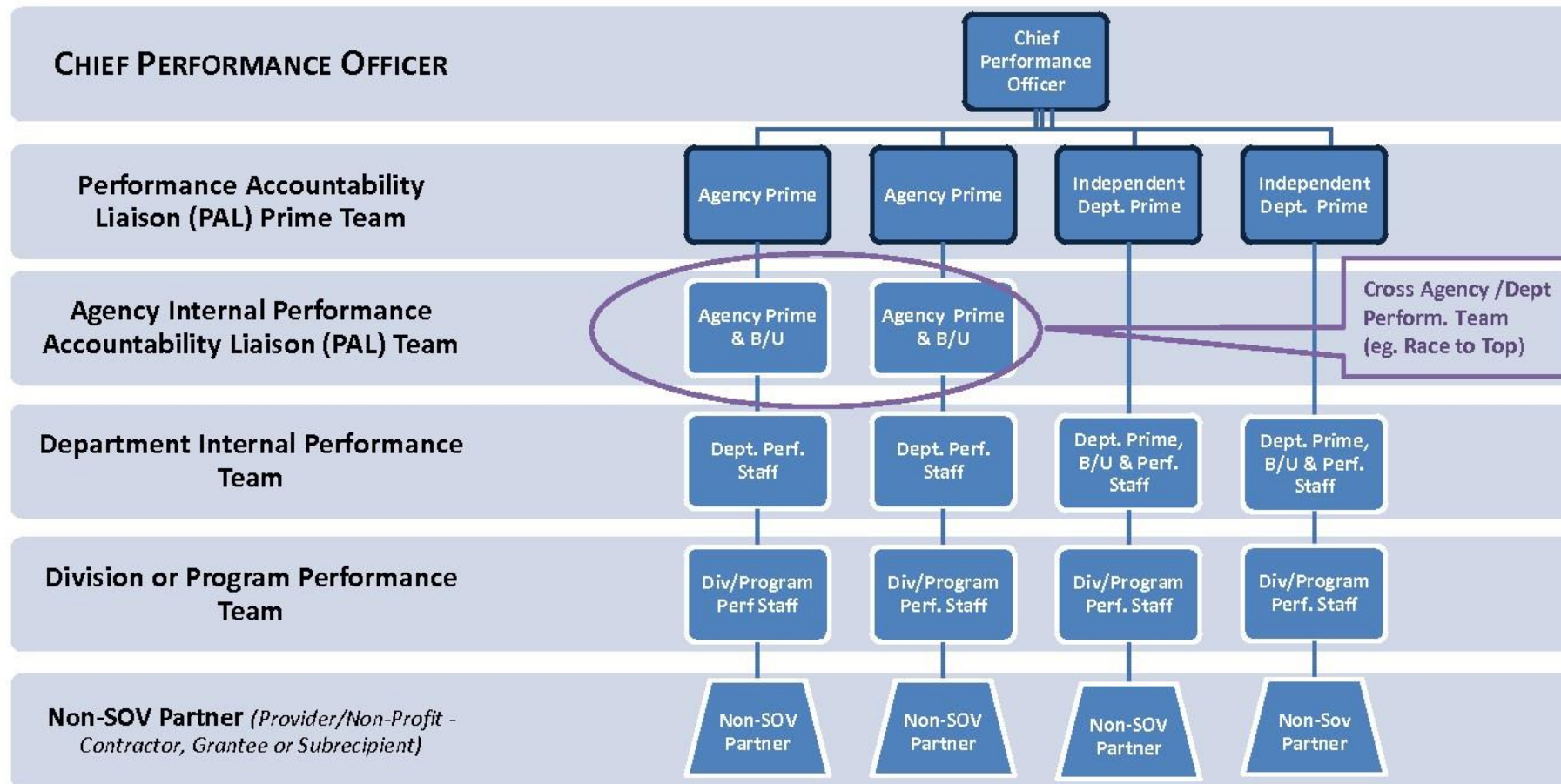
# Chief Performance Officer Role (CPO)

- Statutory Officer
- Develop statewide plan (performance, budget, strategic plan and grants/contracts)
- Timeline – 3 to 5 years;
- Organize and hold in-house training for PALs and members of Performance Teams;
- Work with early adopters;
- Assist development of measures, data collection and reporting by agencies & departments;
- Consolidate annual Population Level Report to Legislature (Goal – use Scorecard tool);
- Governor's Strategic Plan update

# Performance Accountability Liaison Role

## (“PAL”) [Isn't that special!]

- Statutory Role;
- Assist CPO with plan roll-out of statewide plan;
- Work within Agency and/or Department Performance Team to develop best measures for all uses;
- Work within Agency and/or Department to develop data collection if necessary;
- Keep senior management informed;
- Be prepared to answer all Legislative questions from Committees on performance measures (measure, budget, strategic plan);
- Assist and network with other PALs



**Chief Performance Officer:** Responsible for development and roll-out of statewide population and performance management system to meet the requirements of 2014 Act XXX (S.293), including training, oversight, budget pilot program expansion, consolidated statewide reporting and strategic plan inclusion.

**Performance Accountability Liaisons:** Created in 2014 Act XXX (S.293); responsible for reviewing with the General Assembly any of the population level outcomes and indicators set forth in S.293 to which that agency contributes and for responding to any other requests for results-based accountability information requested by the General Assembly; reports to the Chief Performance Officer on any action taken under S.293.

**Agency and/or Departmental Internal Performance Team:** Responsible for the development and roll-out of unit population and performance management system to meet the requirements of 2014 Act XXX (S.293), including budget pilot program expansion (when applicable), unit reporting and strategic plan inclusion.

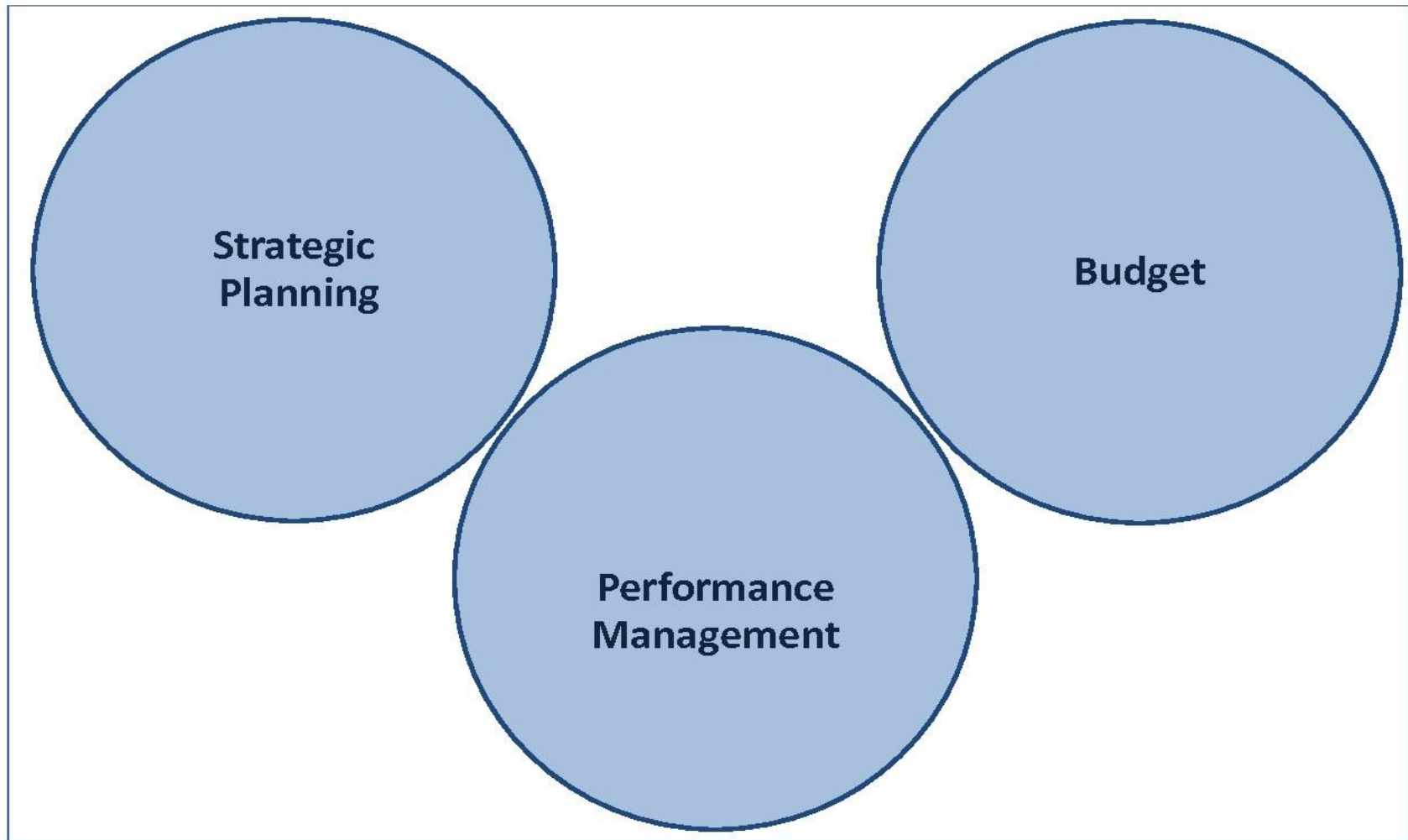
**Division or Program Performance Team:** Responsible for the development of performance measures and related data development for individual programs including budget information.

**Non-SOV Partner:** Responsible for meeting and reporting on performance measures incorporated into their funding (through state contracts and/or grants) which support program results

# Kick-Off and Training

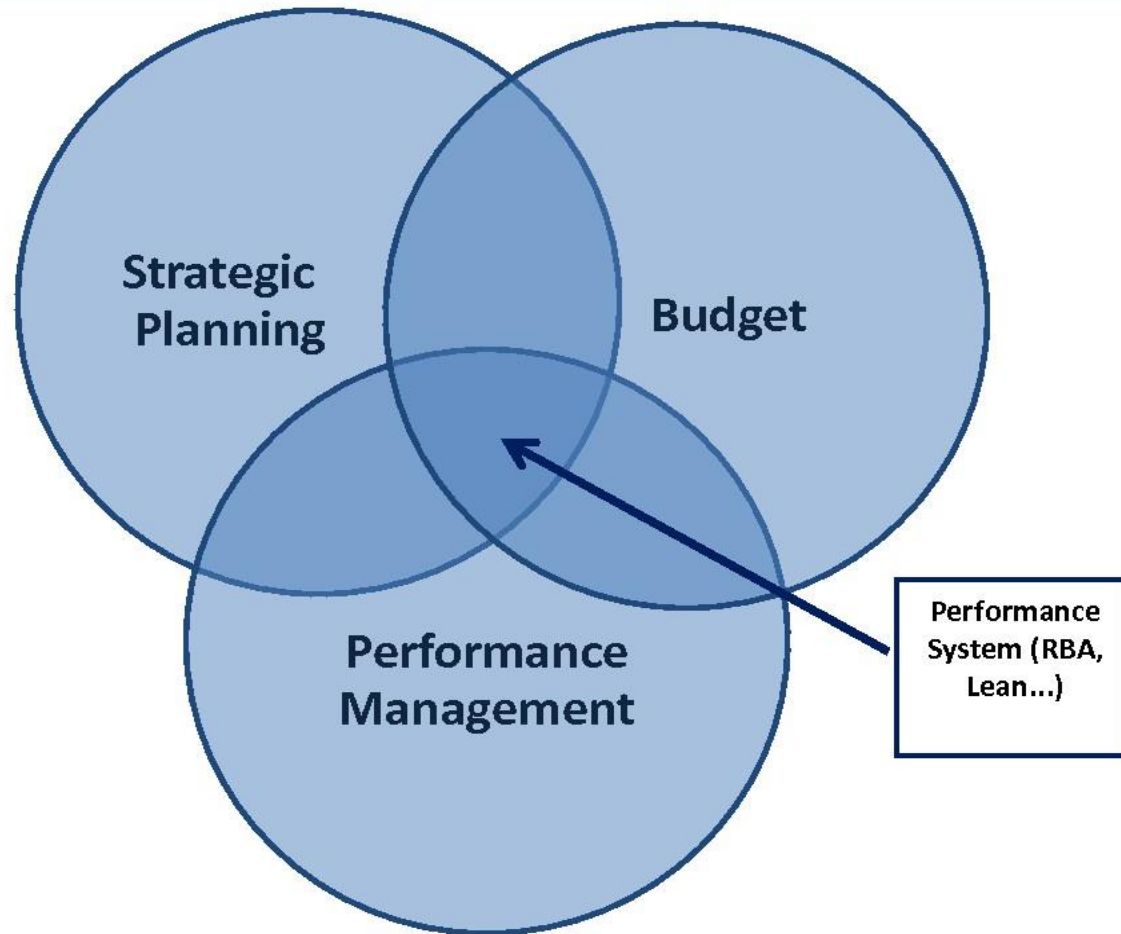
- 57 PALs identified so far (prime & back-up and JFO contact):
  - 21 attended RBA 101 previously;
  - 6 with previous RBA Master and/or Train the Trainer;
  - 60 trained in two in-house RBA 101 sessions;
  - 7 remaining untrained in RBA;
- RBA 101 training for Budget Analysts (6/3/14);
- Kick-Off Meeting:
  - June 18<sup>th</sup> – Pavilion
- Two One-Day RBA 101 sessions (attend one):
  - Monday, July 14<sup>th</sup> - AGO 3<sup>rd</sup> floor Montpelier
  - Tuesday, July 22<sup>nd</sup> - AGO 3<sup>rd</sup> floor Montpelier

# POPULATION AND PERFORMANCE ACCOUNTABILITY PLANNING & BUDGETING INTER-RELATIONSHIP



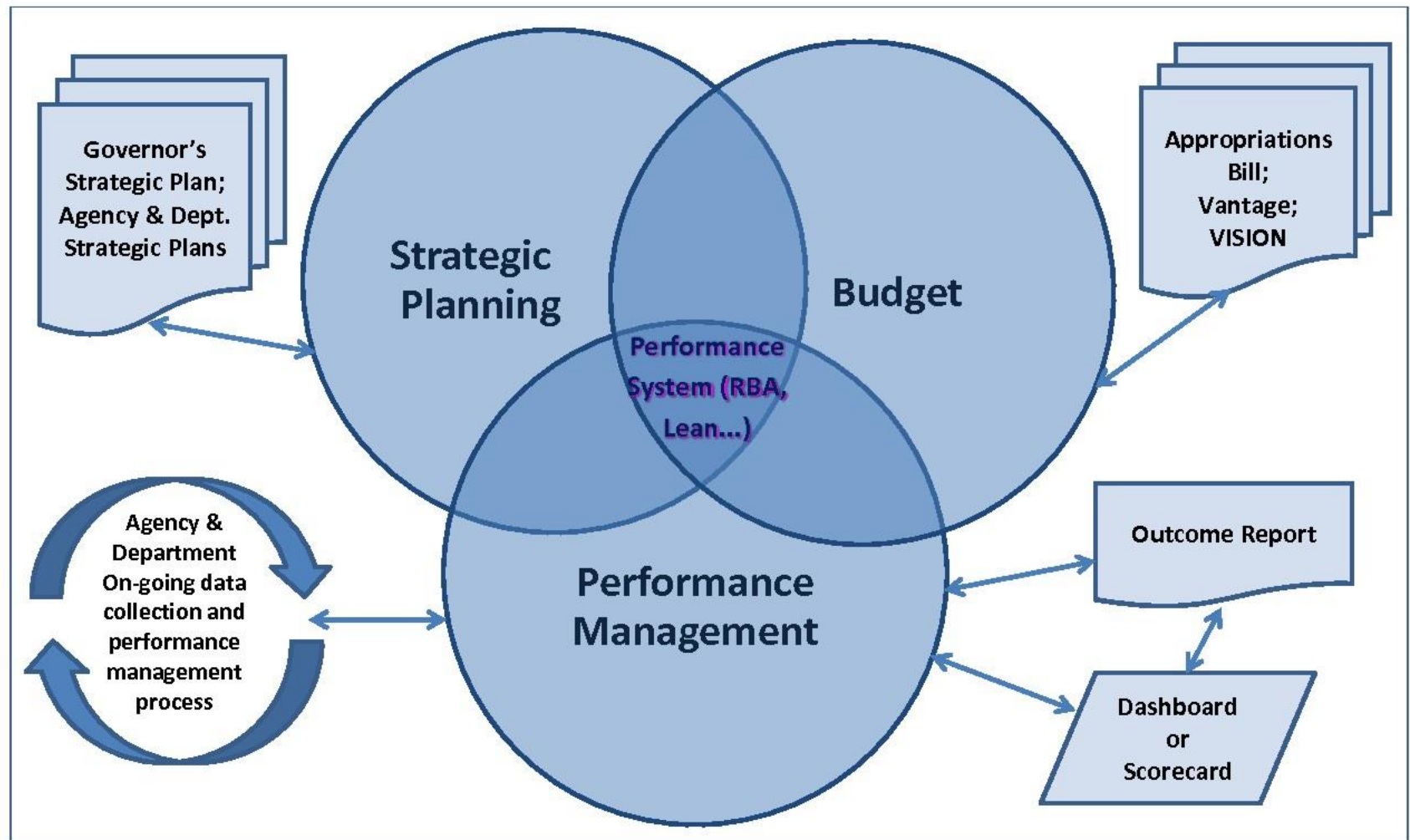


# POPULATION AND PERFORMANCE ACCOUNTABILITY PLANNING & BUDGETING INTER-RELATIONSHIP





# POPULATION AND PERFORMANCE ACCOUNTABILITY; PLANNING & BUDGETING SYSTEM



# Vermont Population Outcomes 2014 - S.293

*(1) Vermont has a prosperous economy.*

*(2) Vermonters are healthy.*

*(3) Vermont's environment is clean and sustainable.*

*(4) Vermont's communities are safe and supportive.*

*(5) Vermont's families are safe, nurturing, stable, and supported.*

*(6) Vermont's children and young people achieve their potential, including:*

*(A) Pregnant women and young people thrive.*

*(B) Children are ready for school.*

*(C) Children succeed in school.*

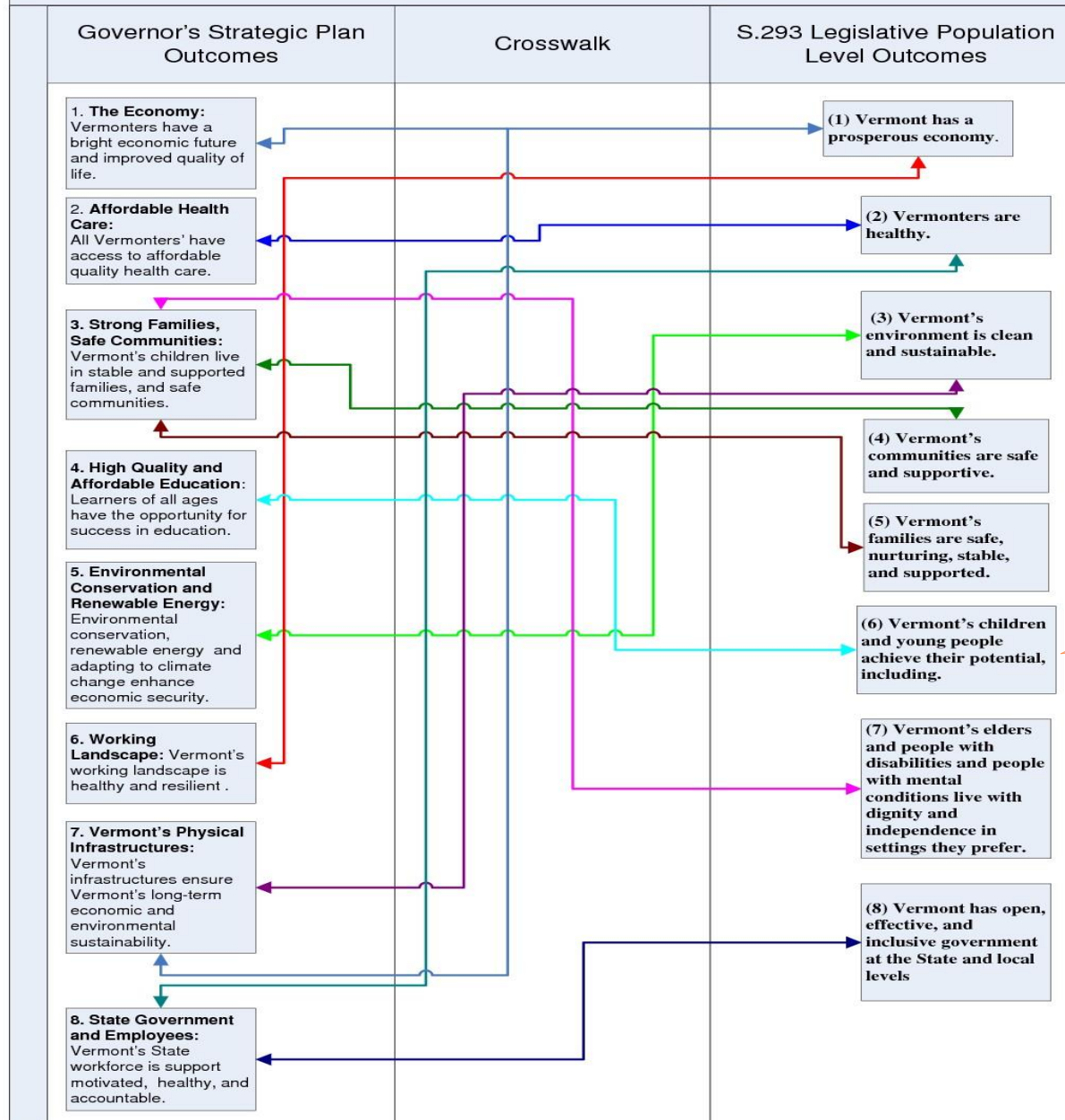
*(D) Youths choose healthy behaviors.*

*(E) Youths successfully transition to adulthood.*

*(7) Vermont's elders and people with disabilities and people with mental conditions live with dignity and independence in settings they prefer.*

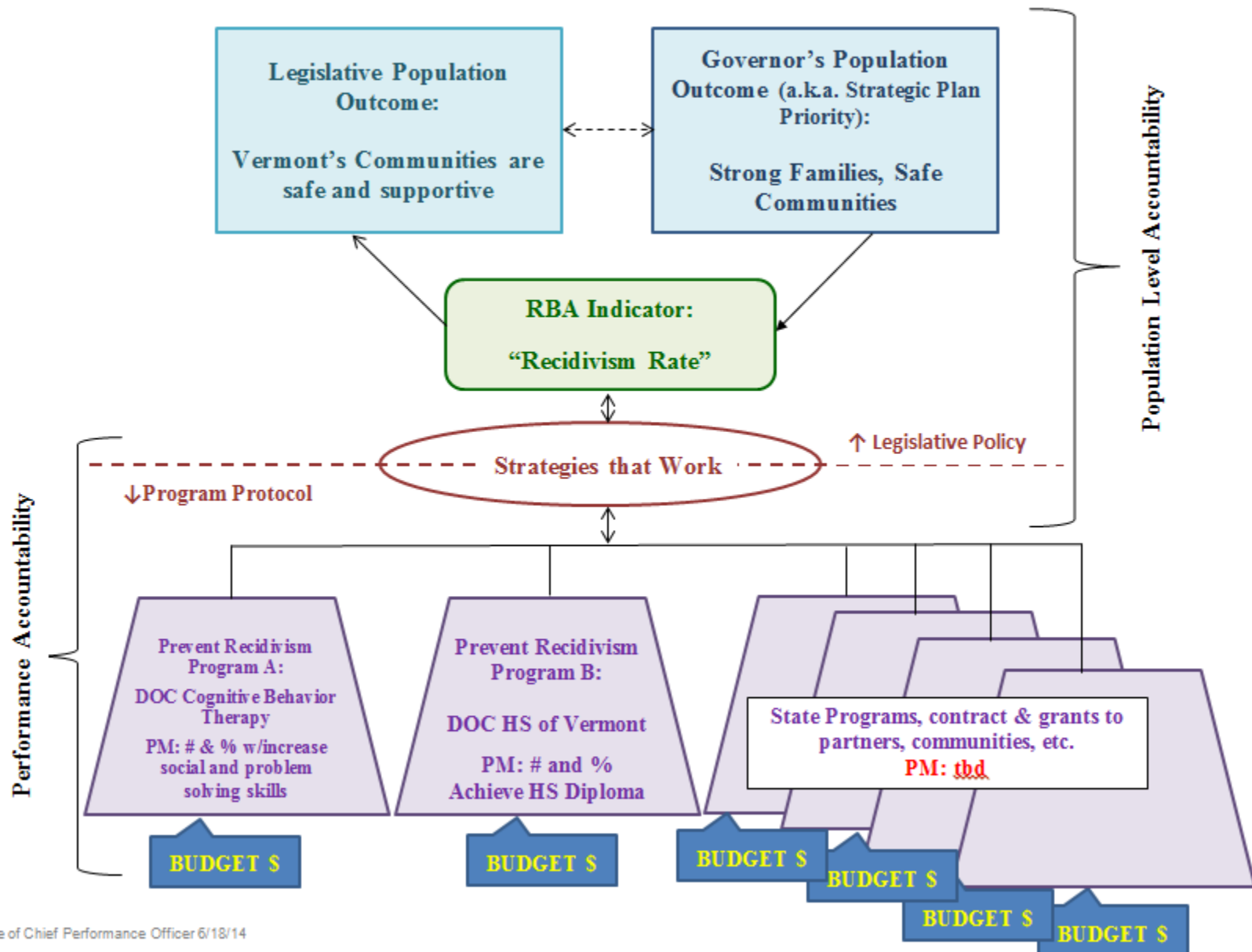
*(8) Vermont has open, effective, and inclusive government at the State and local levels*

# Crosswalk – Governor’s Strategic Plan vs. S.293 Population Outcomes (\*\*DRAFT\*\*)



#6 has 4 sub Outcomes

## POPULATION OUTCOMES & STRATEGIC PLAN → PERFORMANCE BUDGET PILOT



# Key Element of Everything!

- **Data – Why?**
  - For Planning;
  - For Policy Decisions;
  - For Measurement;
  - For Reporting.
- **Data – Where?**
  - Does it exist?
  - Who has/owns it?
  - Can we get it?
  - Or, can we substitute?
- **Data – Planning?**
  - New IT Systems must address it during design!
  - Data is not IT's responsibility alone!
  - Departments must own and understand it!
  - Depts. need a Data Plan!

# Performance Accountability Timeline

S.293 Passed  
(to be signed 6/??/14)

Assign PALs  
May 2014

Kick-Off and Training  
June 2014

Benchmarks,  
Contracts/Grants and  
PAL Report Due  
July 30<sup>th</sup> (CPO  
annually)

Agency/Dept.  
Performance  
Team Work  
July - August 2014

Update Strategic Plan  
Melding w/S.293  
Outcomes & Indicators  
and adding FY  
2016/2017 (Aug-Dec)

Select programs for  
Performance Budget  
Sept. (FY 2016 &  
annually thereafter)

Strategic Plan re-issued