

# AHS Results Framework

Question to Answer	Performance Framework	Bioscience	Public Health
<p>What do we want to accomplish?</p> <p>How are we going to accomplish it?</p> <p>How do we know if we are moving toward our desired results?</p> <p>How much are we doing? How well are we doing it? Is anybody better off?</p> <p>What will it take to get there?</p>	<p><b>RESULTS</b></p> <p>High level, whole population results.</p> <p>Clear results statements allow us to communicate priorities and align actions to desired results.</p> <p><b>MEASUREMENT</b></p> <p>Indicators or performance measures that tell us whether we are achieving results.</p> <p><b>MONITORING</b></p> <p>Analyzing measures to make informed decisions about next steps.</p>	<ul style="list-style-type: none"> <li>• Commissioner's Stat Meetings</li> <li>• identifying opportunities for improvement,</li> <li>• project selection</li> <li>• communication"</li>   <li>• Cross-Departmental Research and Statistics Group</li>   <li>• Commissioner's Stat Meetings</li> <li>• Performance Accountability Committee</li> </ul>	<ul style="list-style-type: none"> <li>• <u>Strategic Plans</u></li> <li>• <u>Medicaid Quality Plan</u></li> <li>• <u>State of Vermont Strategic Plan</u></li>   <li>• <u>Results Based Accountability</u></li>   <li>• <u>Dashboard</u></li> <li>• <u>AHS STAT Presentations</u></li> </ul>
<p>How can we move closer to our intended results when our performance could be improved?</p> <p>What should be included in our contracts and grants to ensure these resources are acting in alignment with the agency/department strategic plans?</p> <p>What needs to be included in staff performance standards and coaching and evaluation discussions to ensure alignment of staff performance with desired results.</p>	<p><b>QUALITY IMPROVEMENT</b></p> <p>Projects undertaken to improve results at the program level ("little QI) and at the whole population level (bug QI)</p> <p><b>COMMUNITY PARTNER PERFORMANCE</b></p> <p>Ensuring our grants and contracts have stated results, measures to establish whether results are being achieved, and a mechanism to improve results if they are not being achieved.</p> <p><b>STAFF PERFORMANCE</b></p> <p>Results are accomplished because staff understand strategic priorities, are invested in the outcomes, have the skills to do their jobs and the permission to engage in improvement activities.</p>	<ul style="list-style-type: none"> <li>• <u>Agency Improvement Model</u></li> <li>• <u>Performance Improvement Projects (PIP)</u></li> <li>• Compliance with IGAs and Federal Regulations</li>   <li>• Individual Quality Improvement</li> <li>• AHS HRD Consortium</li> </ul>	<ul style="list-style-type: none"> <li>• <u>AIM Web Site*</u></li> <li>• <u>AIM Training*</u></li> <li>• <u>CMS Model for PIPs</u></li>   <li>• <u>Guide to Performance Based Agreements*</u></li> <li>• <u>Contracts intranet page*</u></li>   <li>• <u>Supervisory Training*</u></li> <li>• <u>Guide to Performance Management</u></li> <li>• <u>Workforce Development Strategic Plan*</u></li> </ul>

\* On the AHS Intranet site and only accessible when on the GovNet system.