

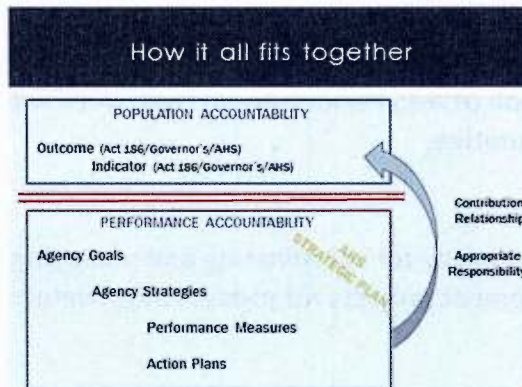
Agency of Human Services - Performance Accountability (and RBA)



Cross-Agency Strategies to Embed Accountability using RBA

- **AHS Strategic Plan (January 2016 – January 2019)**

- 5 Goals, 1-3 strategies to accomplish each. Uses RBA Framework to align with Act 186 outcomes:



- **Accountability Goal:** AHS will reinforce accountability throughout our organization by implementing key components of the AHS Performance Framework in order to become more efficient and effective in pursuit of our goals.
- **Strategies:**
 - AHS CO will develop a set of performance management competencies to be implemented and assessed across the Agency.
 - Each Department will develop a Performance Accountability Plan to embed AHS performance management competencies in each Department.
 - Each Department will reinforce Agency-wide accountability by demonstrating performance management competencies in an identified area of the organization.
- **Act 186 Reporting to the Legislature and public**
 - [Act 186 Scorecard](#) (population outcomes and indicators)
- **Performance Budgeting Exercise (AOA)**
 - [Performance Budgeting Scorecard](#)
 - 12 programs, three or more performance measures each
- **AHS RBA Training Corps**
 - 15 AHS RBA Trainers from across the Agency (volunteer)
 - Curriculum for introduction, training, and consulting to accomplish objectives around knowledge and use of RBA across Departments
- **Contracts and Grants – RBA Attachment A**
 - Piloting use of template for DA Mastergrant
 - Piloting use of template in grants in each Department

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- **AHS Results Scorecard**
 - In addition to Act 186 and Performance Budgeting Exercise, each Department is incorporating use of the Scorecard for any or all of the following purposes:
 - a) transparency
 - b) reporting
 - c) performance management
 - Monitoring progress on One Agency Strategic Plan
 - Piloting use of Scorecard for reporting groups of programs, i.e., MCO Investments
- **AHS Performance Accountability Committee**
 - Ongoing coordination of AHS Performance Framework Activities via the Performance Accountability Committee.
- **Continuous Improvement**
 - Strengthening our capacity for coordinating and managing Agency Improvement Model continuous improvement projects for process improvement.