

# Reaching for the Top:

## Managing Program Information



# Driving Forces

## The President's Management Agenda

### #5 - Budget and Performance Integration

- Measure performance
- Identify outcomes (public benefits)
- Hold programs accountable
- Identify the full cost of programs

**Net Result = Performance-based Budgeting**



# Implementation

## Office of Management and Budget (OMB)

### Program Assessment Rating Tool (PART)

1. Program Purpose & Design (20%)
2. Strategic Planning (10%)
3. Program Management (20%)
4. Program Results (50%)



# PM Shortcomings in PART

- Long-term performance measures not adequately defined
- Budget requests not explicitly tied to goals
- Did not show progressively improved efficiencies or cost savings
- No independent evaluations



# The Bottom Line

Plant Materials needs to clearly show how it will measure long-term performance to be able to identify the benefits and outcomes as a result of its activities.



# Efforts Underway

- Develop a new program strategic plan
- Identify 2-4 long-term performance measures
- Refine the PMC performance measurement system
- Refine the budgeting process



# Performance

**Agency/OMB**

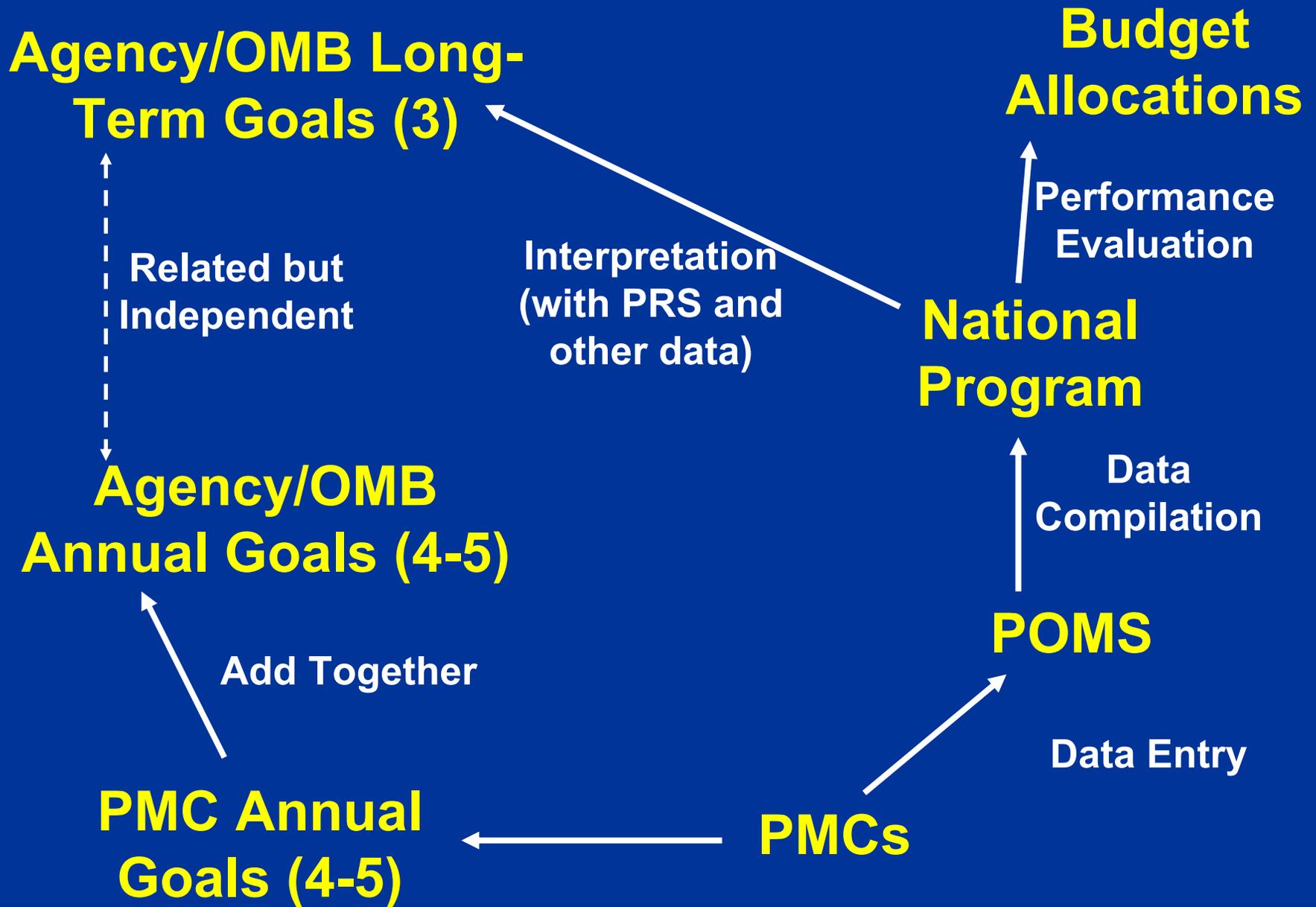
Long-Term and  
Annual Goals

**Program Leader**

Performance  
Summaries and  
Tie to Budget  
Allocations

**PMCs**

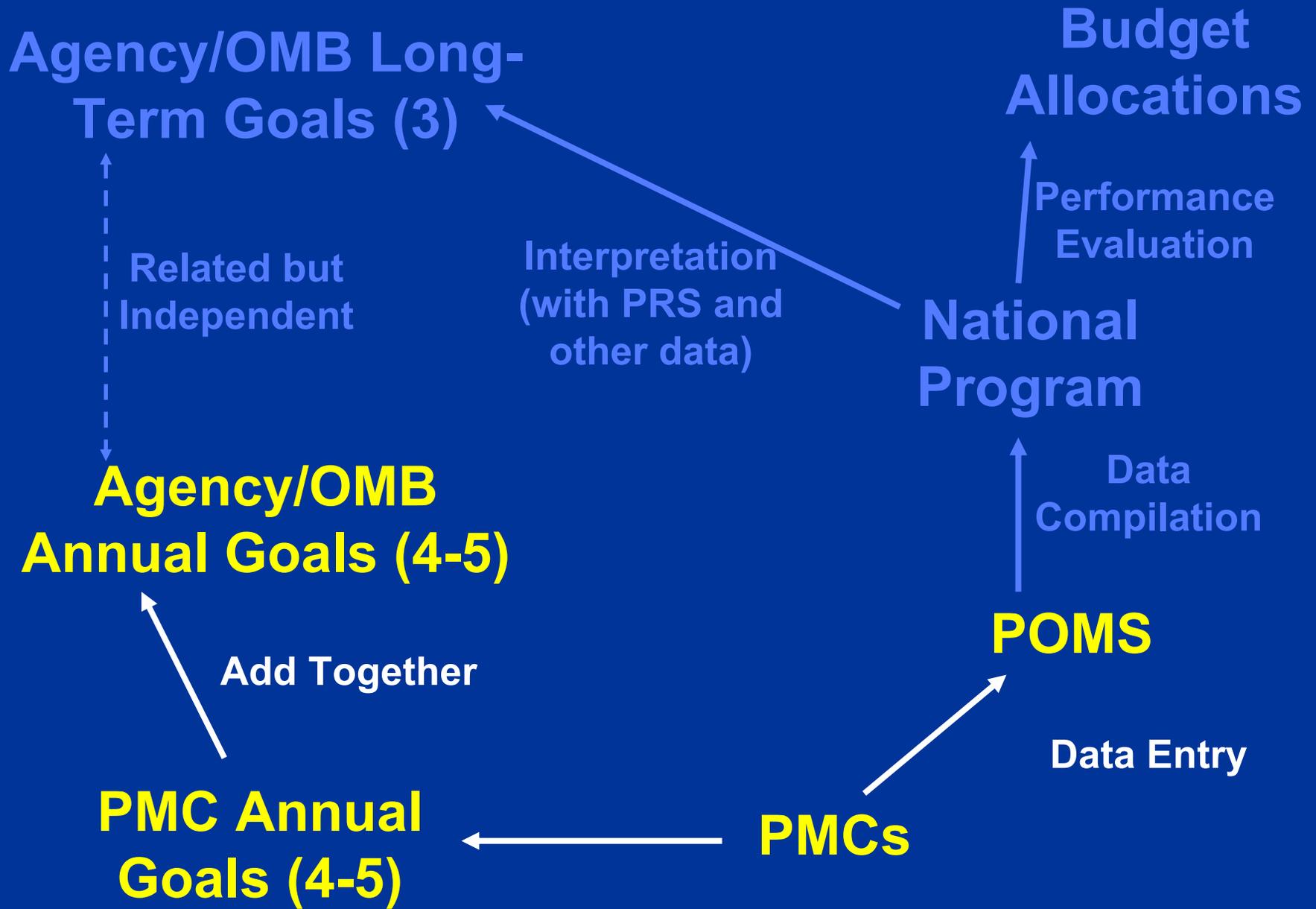
Annual Goals,  
Other  
Performance  
Factors



# PMC Performance Goals

- Technical Written Documents prepared and transferred
- Formal Technical Training coordinated and/or presented by PMC staff
- New Plant Releases
- Foundation seed and plants maintained and available for commercial production





# Measuring PMC Performance

- Pre-release Activities 10%
- New Plant Releases 15%
- Release Maintenance 10%
- Technology Development 10%
- Scientific Documents 15%
- Popular Documents 10%
- Training 15%
- Presentations 10%
- Direct Technical Assistance 5%



# Measuring PMC Performance

- Performance scores will be adjusted for FTEs
- Performance scale balances differences in PMCs
- Scores can be averaged from year-to-year to show overall changes to the program and the effect of budget changes



# Details: Pre-release Activities

- Collections
- Active Initial Evaluation Plantings
- Active Advanced Evaluation Plantings
- Active Field Evaluation Plantings
- Initial Seed Increase
- Advanced Seed Increase



# Details: New Releases

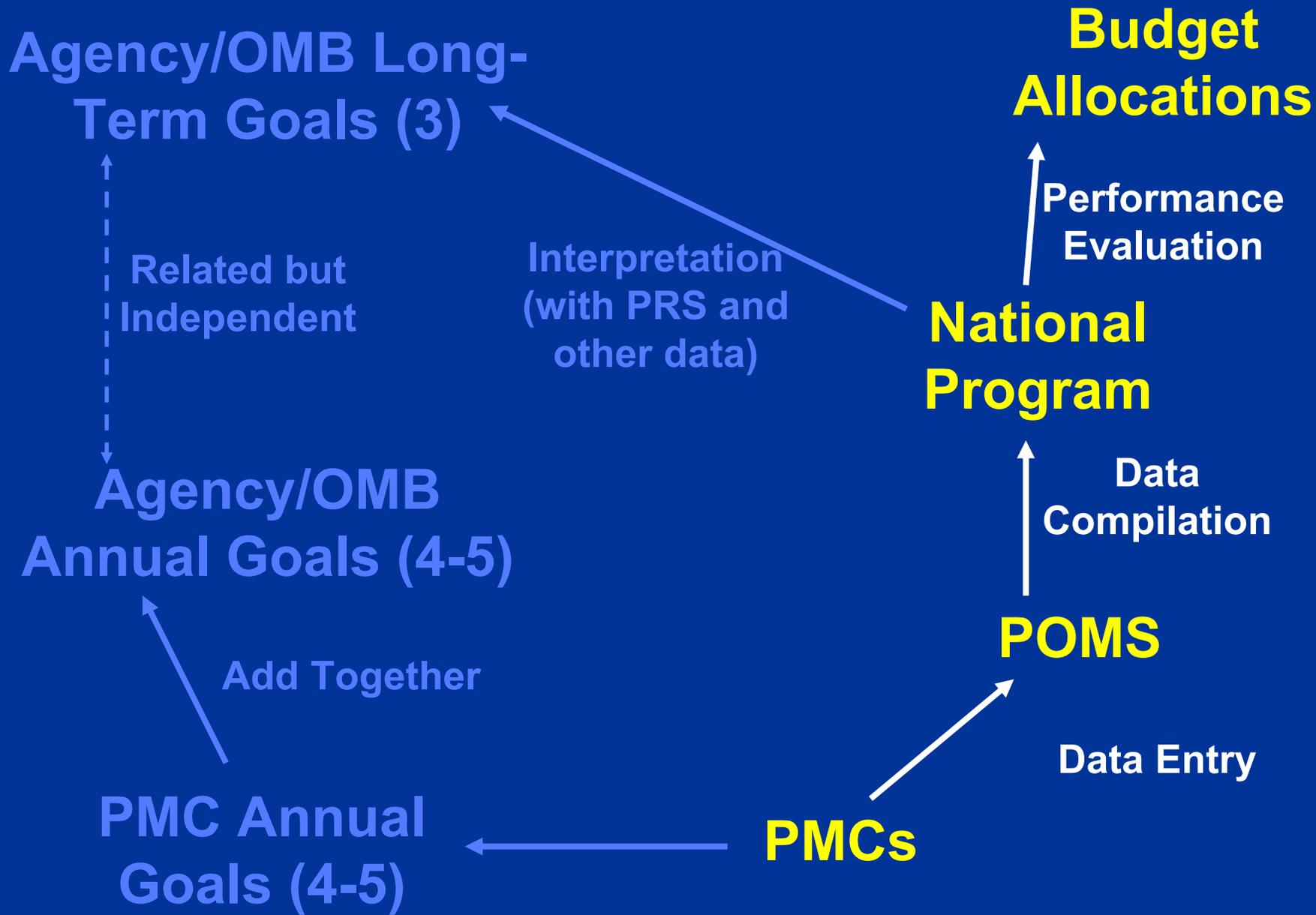
- Cultivar 3.00 points
- Tested 2.00 points
- Selected 1.00 points
- Source-identified 0.25 points



# Details: Scientific Documents

- Refereed Journal Article 2.00 points
- Technical Notes 1.50 points
- Plant Guide 1.25 points
- Release Brochure 0.75 points
- Published Abstracts 0.25 points

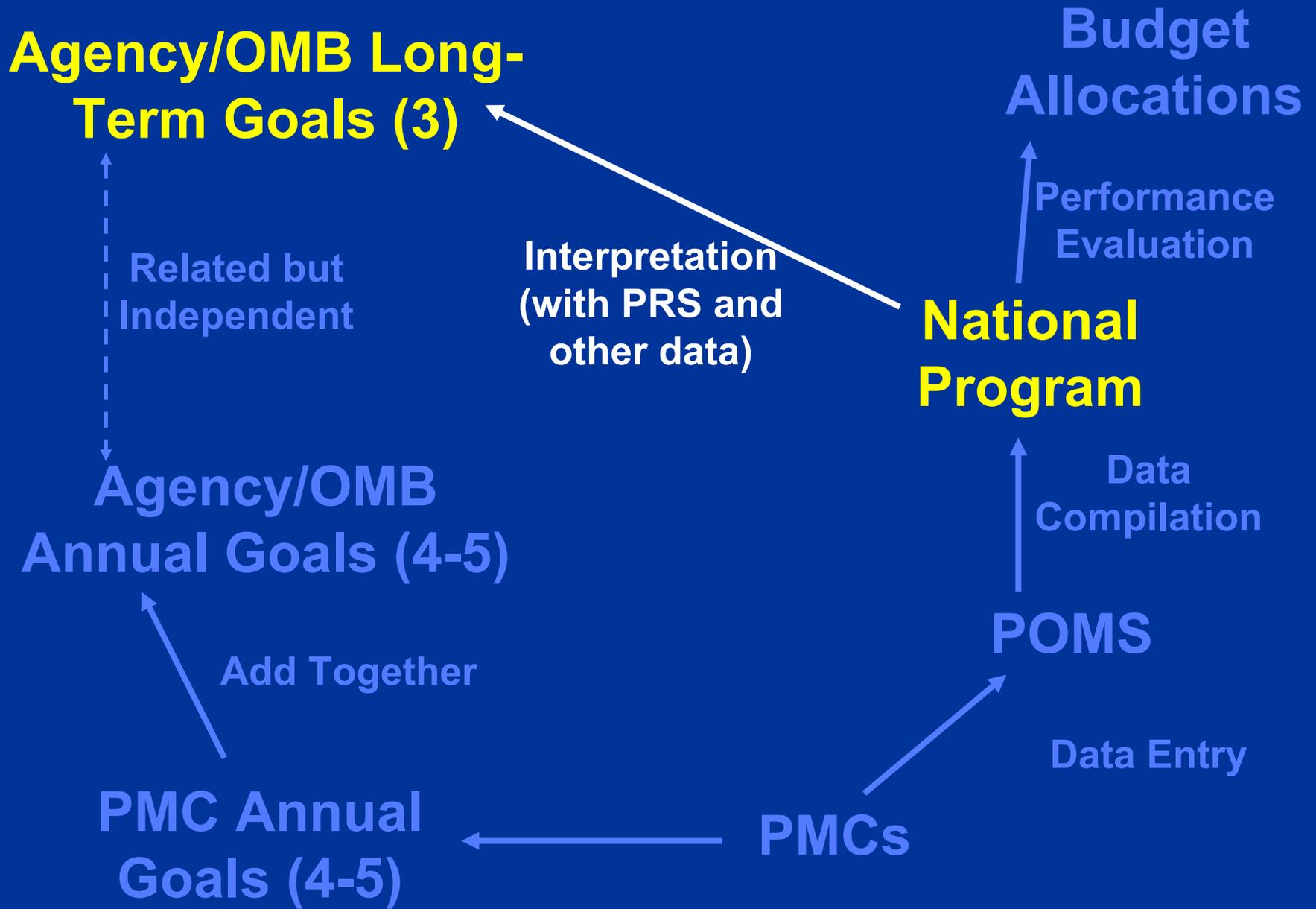




# Proposed Long-Term Goals

- Plant Materials releases applied in conservation (% PM releases in commercial production)
- % of identified conservation needs met
- Acres seeded or planted with PM releases or technology (collected through PRS)





# Data Collection in POMS

- Data entry needs to be multi-purpose
- Performance-related data needs to be transparently collected
- Some current modules can be redesigned (e.g. Customers Assisted)
- Some new modules will need to be added (e.g. Evaluations, Long-Range Planning)



# Relationships

- PMC Long-Range Plans will tie into the National PM Strategic Plan
- PM data entry in PRS may be modified
- Budget allocations are tied to performance



# Uncertainties

- Will OMB accept what we are proposing?
- How will Plant Materials Specialist activities and data fit into all of this for performance?
- How long will it take to make changes in POMS?



# Data Quality

- Quality checks will be used for key data components
- PMCs and Specialists need to insure that they are entering appropriate data
- Data entry needs to be timely



# Goals for Implementation

- Excessive data entry will be minimized
- True performance will be measured as accurately as possible
- The system will be fair
- Every PMC will have the opportunity to do well

