



## **Annual Performance Plan for Fiscal Year 2015**

This is a 1-year performance plan for the Council of the Inspectors General on Integrity and Efficiency (CIGIE or the Council) and is associated with CIGIE’s Strategic Plan for fiscal years 2012-2017 (Strategic Plan) that covers Council goals, objectives, and performance measures. This 1-year performance plan was accepted by a vote of the CIGIE membership at its September 16, 2014, meeting.

CIGIE was created by the Inspector General Reform Act of 2008 (P.L. 110-409) (IG Reform Act), which charged CIGIE with “address[ing] integrity, economy, and effectiveness issues that transcend individual Government agencies, and increase[ing] the professionalism and effectiveness of personnel by developing policies, standards and approaches to aid in the establishment of a well-trained and highly skilled workforce in the offices of the Inspectors General.”

The Strategic Plan is designed to continue our implementation of that legislative charge. This 1-year performance plan provides specificity to the strategies the Council will work towards achieving this fiscal year. Additionally, this plan has been prepared to further the common mission, vision, and goals articulated by the Inspector General (IG) community and established in our Strategic Plan, specifically:

Goal 1: Deliver timely, relevant products that identify and address cross-government vulnerabilities, opportunities for improvements, and best practices;

Goal 2: Promote and improve professional development for the IG community; and

Goal 3: Improve CIGIE capacity to carry out its mission and vision.

**GOAL 1: Deliver timely, relevant products that identify and address cross-government vulnerabilities, opportunities for improvements, and best practices.**

**Objective 1-A: Coordinate and support CIGIE member activities that address cross-government issues.**

- Objective 1-A-1: Using an established joint OIG community project to test the controls and processes of the new reporting systems for Federal Grants, complete four audits of the pilot reporting system by March 31, 2015. *(Responsible Official: Grant Reform Working Group Chair)*
- Objective 1-A-2: Perform an analytical research project on the protection provided to critical Research, Development, Test, and Evaluation (RDT&E) information and initiatives cutting across all government agencies and develop a non-binding assessment framework IGs could use in performing these assessments by December 31, 2014. *(Responsible Official: Inspections and Evaluations Committee – RDT&E Leader)*
- Objective 1-A-3: Develop a maturity model matrix for information security continuous monitoring under the Federal Information Security and Management Act and conduct a small pilot to evaluate the maturity model by September 30, 2015. *(Responsible Official: Information Technology Committee Chair)*
- Objective 1-A-4: Identify and initiate other projects, as appropriate, throughout the year. *(Responsible Official: Determined by the Executive Council)*
  - **Measure:** *Number of cross-government projects completed and reported.*
    - **Target:** *Three reports published in FY 2015.*

**GOAL 2: Promote and improve professional development for the IG community.**

**Objective 2-A: Provide high-quality training programs and services.**

- Objective 2-A-1: In partnership with CIGIE committees and IG practitioner groups, the Institute will ascertain the CIGIE members' projected training requirements. Based on these projections, the Institute will determine its FY16 level of training delivery for all three Academies. *(Responsible Official: Executive Director for the Training Institute)*
  - **Measure:** Finalize the FY16 annual projected training schedules for all three Academies by August 30, 2015.

- Objective 2-A-2: The CIGIE Training Institute will continue delivering high-quality professional development training to the IG community through FY 2015. (*Responsible Official: Executive Director for the Training Institute*)
  - **Measure:** *Number of OIG staff receiving CIGIE-sponsored professional training programs.*
    - **Target:** *1,750 students per year*
      - *(Audit, Inspection, and Evaluation Academy deliver training to 900 IG employees)*
      - *(Leadership and Mission Support Academy deliver training to 350 IG employees)*
      - *(IG Criminal Investigator Academy deliver training to 500 IG employees)*
- Objective 2-A-3: Assess the effectiveness of each Academy's FY 2015 offered training. (*Responsible Official: Executive Director for the Training Institute*)
  - **Measure:** *Percentage of positively scored evaluations of CIGIE-sponsored training sessions from the participants and their supervisors for FY 2015.*
    - **Target:** *90% per year.*
- Objective 2-A-4: Develop and implement a plan to expand current training program certification to the maximum effect. (*Responsible Official: Executive Director for the Training Institute*)
  - **Measure:** *Apply for and complete certification process for no fewer than four Academy training programs.*
    - **Target:** *Achieve four accreditations/certifications by September 30, 2015.*

**Objective 2-B: Identify and disseminate additional OIG employee development opportunities.**

- Objective 2-B-1: Utilize established training and professional development resources such as academia, government, and private vendors to identify and provide training and professional development opportunities for OIG employees in addition to regularly scheduled CIGIE-sponsored training programs. (*Responsible Official: Executive Director for the Training Institute*)
  - **Measure:** *New learning opportunities for employee training and development identified and disseminated to the OIG community.*

- *Target: Identify and disseminate five new opportunities for OIG employee development by September 30, 2015.*

**GOAL 3: Improve CIGIE capacity to carry out its mission and vision.**

**Objective 3-A: Leverage technology to advance CIGIE capacity.**

- Objective 3-A-1: Assess and implement a collaborative online site to improve CIGIE business operations. (*Responsible Official: Executive Director*)
- Objective 3-A-2: Implement and monitor processes to ensure a cost-effective approach to ensuring the security of CIGIE information based on the level of risk associated with the information. (*Responsible Official: Executive Director*)
- Objective 3-A-3: Assess and implement a Student Information Management System and electronic evaluation system for the Training Institute that will assist in improving the efficiency of several operational processes. (*Responsible Official: Executive Director for the Training Institute*)
  - *Measure: Establish an electronic collaborative work environment for CIGIE.*
    - *Target: June 30, 2015.*
  - *Measure: Results of CIGIE's first FISMA Evaluative Review.*
    - *Target: First annual evaluation reflects substantial compliance towards implementing FISMA requirements.*
  - *Measure: Implement a Student Information Management System and Electronic Evaluation System*
    - *Target: September 30, 2015*

**Objective 3-B: Serve as a clearinghouse for best practices to continually improve IG community business operations.**

- Objective 3-B-1: The chairs of the CIGIE Audit and Investigations Committees will report, orally or in writing, to the full Council on the status of the IG community peer review programs and make any recommendations for changes to management of the programs by September 30, 2015, and annually thereafter. (*Responsible Officials: Audit and Investigations Committee Chairs*)

- Objective 3-B-2: Review, and update and issue, where appropriate, all quality standards and peer review guides under the Council’s purview by September 30, 2015. (*Responsible Officials: Committee Chairs*)
  - **Measure:** *Number of formal OIG professional quality standards and peer review guides that have been reviewed to determine if updates are needed.*
    - **Target:** *100% of standards or guides reviewed annually.*

**Objective 3-C: Educate stakeholders on CIGIE’s mission and activities based on stakeholders’ needs, priorities, and challenges.**

- Objective 3-C-1: Conduct meetings and presentations, and develop and distribute information, to better inform stakeholders about CIGIE’s mission and activities. (*Responsible Official: Executive Director*)
  - **Measure:** *Number of activities, contacts, or presentations used to educate stakeholders on CIGIE’s mission and activities.*
    - **Target:** *Combination of 15 activities, contacts, or presentations used by September 30, 2015.*

**Objective 3-D: Administer CIGIE resources efficiently.**

- Objective 3-D-1: Obtain CIGIE members and stakeholders perspectives on the future of CIGIE, and develop a strategic roadmap toward achieving the statutory mission and member agreed upon additional charges and missions for CIGIE by September 2015. (*Responsible Officials: Executive Council*)
- Objective 3-D-2: Maintain a sound financial management system. (*Responsible Official: Executive Director*)
  - **Measure:** *Develop and Issue CIGIE’s next Five Year Strategic Plan.*
    - **Target:** *September 30, 2015.*
  - **Measure:** *Results of an annual financial statement audit, including review of the Council’s internal control systems.*
    - **Target:** *Unqualified opinion annually.*
  - **Measure:** *Variance within major budget object classes in projected annual budget.*

- *Target: Variances not to exceed 20% or \$25,000, whichever is less. Approval obtained from CIGIE's Executive Council for all variances over this specified target.*