



Annual Performance Plan

Fiscal Year 2025

OCTOBER 2024



COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY

Annual Performance Plan for Fiscal Year 2025

This is a one-year performance plan for the Council of the Inspectors General on Integrity and Efficiency (CIGIE) and is associated with [CIGIE's Strategic Plan for Fiscal Years 2023–2027](#) (Strategic Plan) that outlines CIGIE's strategic goals and objectives. This performance plan identifies performance measures, targets, and responsible officials and components for each objective that supports CIGIE's four strategic goals.

In some cases, the objectives outlined to meet CIGIE's strategic goals have been modified slightly from the language present in the Strategic Plan. These modifications were made to account for CIGIE's current operating environment and to align with the OIG community's current initiatives and priorities. CIGIE maintains that the objectives as written will sufficiently address CIGIE's efforts to meet its strategic goals. Similarly, some of the performance measures in this plan are new and therefore require CIGIE to gather baseline data in Fiscal Year 2025 rather than set an arbitrary target.

CIGIE was created by the Inspector General Reform Act of 2008, which charged CIGIE to “address integrity, economy, and effectiveness issues that transcend individual government agencies, and increase 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.”

CIGIE Strategic Goals and FY 2025 Performance Measures

Strategic Goal 1 Enhanced integrity and strength of Federal programs and operations.

Objective 1
Strengthen support for CIGIE member activities that address cross-agency issues.

Objective 2
Enhance and deliver products that identify and address cross-agency vulnerabilities and weaknesses and promote effectiveness and efficiency in Federal programs and operations.

Number of CIGIE member activities that address cross-agency issues.

The degree to which CIGIE member activities address cross-agency issues.

Number of cross-agency products issued.

The degree to which CIGIE cross-agency products promote government effectiveness and efficiency.

Strategic Goal 2 A well-trained and highly skilled OIG community.

Objective 1
Enhance work quality and professional development of the OIG community workforce through accessible, relevant, and leading-edge training.

Objective 2
Enhance awareness, knowledge, and understanding of professional development principles throughout the OIG community through activities, training, and other resources.

Number of OIG-community students enrolled in CIGIE Training Institute programs.

The degree to which CIGIE members are satisfied with the CIGIE Training Institute's course offerings.

Number of activities, trainings, and other resources that promote professional development principles.

Strategic Goal 3 A focal point for collaboration, best practices, outreach, and innovation.

Objective 1
Facilitate collaboration and sharing of best practices within the OIG community to increase efficiency, effectiveness, and innovation.

Objective 2
Identify and develop opportunities to facilitate effective oversight across the federal government by leveraging the combined resources of the OIG community and incorporating data sharing and analytics practices and principles.

Objective 3
Represent the OIG community's collective interests, educate key stakeholders like such as the Presidential Transition Team and 119th Congress on CIGIE's mission and activities, and gather information about stakeholders' needs, priorities, and challenges.

Number of CIGIE member discussions/presentations on emerging issues, best practices, lessons learned, etc. in the OIG community.

Number of interagency oversight initiatives, facilitated through CIGIE's committee structure.

Number of external presentations about CIGIE and the OIG community's mission, initiatives, and priorities.

Strategic Goal 4 An efficient, well-managed organization that is innovative, resilient, and serves as an exemplar for other government organizations.

Objective 1
Improve CIGIE internal business processes, including financial resource management, human resource management, performance management, and technology management.

Objective 2
Leverage technology to secure, streamline and maximize efficiencies in CIGIE operations.

Number of policy/process reviews of CIGIE internal business processes.

Number of tools/applications leveraged to improve CIGIE operations.

Strategic Goal 1: Enhanced integrity and strength of Federal programs and operations.

Objective 1: Strengthen support for CIGIE member activities that address cross-agency issues.

Measure 1: Number of CIGIE member activities that address cross-agency issues.	
FY 2025 Target	Organize at least three CIGIE member activities that address cross-agency issues.
Responsible Official/Component	CIGIE Executive Director in coordination with CIGIE Committees.

Measure 2: The degree to which CIGIE member activities address cross-agency issues.	
FY 2025 Target	Establish a quantitative baseline measure this performance period.
Responsible Official/Component	CIGIE Executive Director.

Objective 2: Enhance and deliver products that identify and address cross-agency vulnerabilities and weaknesses and promote effectiveness and efficiency in Federal programs and operations.

Measure 1: Number of cross-agency products issued.	
FY 2025 Target	Issue at least two cross-agency products.
Responsible Official/Component	CIGIE Executive Director in coordination with CIGIE Committees.

Measure 2: The degree to which CIGIE cross-agency products promote government effectiveness and efficiency.	
FY 2025 Target	Establish a quantitative baseline measurement this performance period.
Responsible Official/Component	CIGIE Executive Director.

Strategic Goal 2: A well-trained and highly skilled OIG community.

Objective 1: Enhance work quality and professional development of the OIG community workforce through accessible, relevant, and leading-edge training.

Measure 1: Number of OIG-community students enrolled in CIGIE Training Institute programs.	
FY 2025 Target	Establish a quantitative baseline measurement this performance period.
Responsible Official/Component	CIGIE Training Institute.

Measure 2: The degree to which CIGIE members are satisfied with the CIGIE Training Institute's course offerings.	
FY 2025 Target	Establish a quantitative baseline measurement this performance period.
Responsible Official/Component	CIGIE Training Institute.

Objective 2: Enhance awareness, knowledge, and understanding of professional development principles throughout the OIG community through activities, training, and other resources.

Measure: Number of activities, trainings, and other resources that promote employee professional development principles.	
FY 2025 Target	Coordinate at least three activities, trainings, or products to promote professional development.
Responsible Official/Component	CIGIE Executive Director in coordination with CIGIE Committees.

Strategic Goal 3: A focal point for collaboration, best practices, outreach, and innovation.

Objective 1: Facilitate collaboration and sharing of best practices within the OIG community to increase efficiency, effectiveness, and innovation.

Measure: Number of CIGIE member discussions/presentations on emerging issues, best practices, lessons learned, etc. in the OIG community.	
FY 2025 Target	Organize at least four CIGIE member discussions/presentations on emerging issues, best practices, lessons learned, etc. from internal and/or external stakeholders (for example, DOJ, GAO, OMB, etc.).
Responsible Official/Component	CIGIE Executive Director.

Objective 2: Identify and develop opportunities to facilitate effective oversight across the federal government by leveraging the combined resources of the OIG community and incorporating data sharing and analytics practices and principles.

Measure: Number of interagency oversight initiatives, facilitated through CIGIE’s committee structure.	
FY 2025 Target	Oversee at least three interagency oversight initiatives, through CIGIE’s committee structure.
Responsible Official/Component	CIGIE Executive Director in coordination with the Pandemic Response Accountability Committee.

Objective 3: Represent the OIG community’s collective interests, educate key stakeholders like such as the Presidential Transition Team and 119th Congress on CIGIE’s mission and activities, and gather information about stakeholders’ needs, priorities, and challenges.

Measure: Number of external presentations about CIGIE and the OIG community’s mission, initiatives, and proprieties.	
FY 2025 Target	Participate in at least three meetings/conferences with external stakeholders to promote CIGIE and the IG community.
Responsible Official/Component	CIGIE Executive Director in coordination with CIGIE Committees.

Strategic Goal 4: An efficient, well-managed organization that is innovative, resilient, and serves as an exemplar for other government organizations.

Objective 1: Improve CIGIE internal business processes, including financial resource management, human resource management, performance management, and technology management.

Measure: Number of policy/process reviews of CIGIE internal business processes.	
FY 2025 Target	Review at least three CIGIE internal business policies/processes and update as appropriate.
Responsible Official/Component	CIGIE Operations.

Objective 2: Leverage technology to secure, streamline and maximize efficiencies in CIGIE operations.

Measure: Number of tools/applications leveraged to improve CIGIE operations.	
FY 2025 Target	Leverage at least two tools/applications to improve CIGIE operations.
Responsible Official/Component	CIGIE Operations.

