

Annual Performance Plan for Fiscal Year 2019

This is a one-year performance plan for the Council of the Inspectors General on Integrity and Efficiency (CIGIE or Council) and is associated with CIGIE’s Strategic Plan for fiscal years 2018 – 2022 (Strategic Plan) that covers the Council’s Goals and Objectives. This performance plan adds performance measures and responsible officials to those goals and objectives. It was ratified by the CIGIE Executive Council and subsequently approved by the membership on November 20, 2018. Most of the measures in the 2018 performance plan were new and, therefore, required that baseline data be gathered, rather than setting arbitrary targets

Most of the Objectives have a “Measure 0” preceding the actual measures of performance. A “measure 0” was created for most objectives to assist in determining the objective’s relevance, interest, and/or impact for each OIG.

CIGIE was created by the Inspector General Reform Act of 2008 (P.L. 110-409) (IG Reform Act), 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.”

The CIGIE 2018-2022 Strategic Plan is designed to continue our implementation of that legislative charge. *This* performance plan provides additional specificity to the strategies the Council will work towards in 2019. 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: Enhanced integrity and strength of Federal programs and operations

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

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

Goal 4: An efficient, well-managed organization

Three initiatives are proposed in 2019 to address these goals, and to provide concrete actions that improve the survey scores and facilitate more effective CIGIE operations. These initiatives are:

- Establish a formal strategic planning cycle and planning process – addresses all four goals
 - Maintain a strategic planner detailee
 - Schedule an annual strategic planning offsite
 - Change biennial EC offsite to annual
 - Refine and continue annual survey
 - Continue to use consistent qualitative and quantitative measures within the annual performance plan
 - Sponsor or co-sponsor annual CIGIE offsite
- Conduct a study on shared or common access services – addresses Goals 3 and 4
 - Define needs and requirements
 - Recommend alternatives, and benefits/costs/ROI
 - Estimate feasibility
 - Generate implementation options
- Restart the Journal of Public Inquiry and/or other forms of professional journals – addresses all four goals
 - Improves internal and external communication (an overarching finding from the survey)
 - Promotes common identity within IG Community
 - Promotes improvement in the practice and profession of the inspectors general

Goal # 1: Enhanced integrity and strength of Federal programs and operations

Objective # 1: Strengthen support for CIGIE member activities that address cross-government issues. (Responsible Official:Committee Chairs)

Measure #0: The degree that CIGIE cross-agency products promote effectiveness and efficiency?

Target: Improve over 2018 survey results.

Measure # 1: Level of OIG satisfaction with cross-cutting activities, studies, and products.

Target: Improve over 2018 survey results.

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. (Responsible Officials: Committee Chairs)

Measure #0: The degree CIGIE cross-agency products promote effectiveness and efficiency.

Target: Improve over 2018 survey results.

Measure # 1: Number of cross-agency products issued.

Target: Three products a year.

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

Objective # 1: Work with each professional discipline/committee to develop or refine workflow models, as required, leveraging existing information gathered from the OIG community. (Responsible Official: Executive Director for the Training Institute)

Measure # 1: Percent of workflow models meeting training industry professional standards.

Target: Establish a quantitative baseline measurement this performance period.

Objective # 2: Enhance work quality and professional development of the OIG community workforce through accessible, relevant, and leading-edge training. (Responsible Official: Executive Director for the Training Institute)

Measure #0: The degree that the Training Institute is the first training provider member offices looks to for training.

Target: Establish a baseline measurement this performance period.

Measure # 1: Percent of OIG community workforce able to access identified core, Training Institute-provided learning content for critical IG technical fields, leadership, and mission support, regardless of location.

Target: Improve over 2018 survey results.

Measure # 2: Percent of supervisors indicating training/professional development improved the course participants' job performance.

Target: Improve over 2018 survey results.

Goal #3: A focal point for collaboration, best practices, and outreach

Objective # 1: Facilitate collaboration and sharing of best practices within the OIG community to increase efficiency and effectiveness. (Responsible Official: Committee Chairs)

Measure #0: The degree IG Community best practices impact your organization?

Target: Improve over 2018 survey results.

Measure # 1: Level of CIGIE members' satisfaction with collaboration and/or shared best practices.

Target: Improve over 2018 survey results.

Objective # 2: Identify and develop opportunities for leveraging the combined resources of the OIG community (e.g., IT, contracting, etc.). (Responsible Officials: Executive Council)

Measure #0: The degree that CIGIE shared resources assist your organization.

Target: Improve over 2018 survey results.

Measure # 1: Benefits to OIGs that participated in shared resources. These may include cost savings, resource efficiencies and a decrease in duplication of effort among participating IGs.

Target: Improve over 2018 survey results.

Measure # 2: CIGIE members' satisfaction with shared resource activities.

Target: Improve over 2018 survey results.

Objective # 3: Educate stakeholders on CIGIE’s mission and activities, and gather information about stakeholders’ needs, priorities, and challenges. (Responsible Official: Executive Director)

Measure #0: Awareness of CIGIE’s efforts to educate stakeholders.

Target: Improve over 2018 survey results.

Measure # 1: Number of activities used to educate stakeholders and gather their feedback.

Target: Maintain or improve over 2018

Measure # 2: Level of CIGIE member participation with CIGIE’s education and outreach efforts.

Target: Improve over 2018 survey results.

Goal # 4: An efficient, well-managed organization

Objective # 1: Improve CIGIE internal business processes, including financial resource management, human resource management, and performance measurement (Responsible Official: Executive Director)

Measure #0: Awareness of CIGIE’s efforts to improve internal business processes.

Target: Improve over 2018 survey results.

Measure # 1: Annual audit results, compared to a clean audit, and level of completion of follow-up on annual audit recommendations.

Target: Maintain past completion levels.

Measure # 2: Usefulness of the CIGIE performance measurement system, i.e., this survey.

Target: Establish a baseline measurement this performance period.

Objective # 2: Leverage technology to streamline and find efficiencies in CIGIE operations. (Responsible Official: Executive Director)

Measure # 1: Business processes improved using technology.

Target: Establish a baseline measurement for this performance period.