



GPRA MODERNIZATION ACT OF 2010

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GPRA Modernization Act of 2010



- President Obama signed the GPRA Modernization Act of 2010 into law on January 4, 2011.
- The purpose of the law is:
 - To require quarterly performance assessments of government programs for purposes of assessing agency performance and improvement, and
 - To establish agency performance improvement officers and the Performance Improvement Council.



GPRA Modernization Act of 2010, cont.



- GPRA 2010 does not replace the Government Performance Results Act of 1993.
- GPRA 2010 modernizes the federal government's performance management framework.
- GPRA 2010 retains and amplifies aspects of GPRA 1993 while addressing some of its weaknesses.
- GPRA 2010 reinforces key elements to improve the effectiveness and efficiency of government.

What are the Key Elements of Government Improvement?



- Leaders set clear and ambitious goals for a limited number of outcome-focused priorities and management priorities.
- Agencies measure, analyze, and communicate performance information to identify successful practices to spread.
- Agencies identify and communicate problematic practices to prevent or correct; and,
- Leaders frequently conduct in-depth performance reviews to drive progress on their priorities.

GPRA 2010 Establishes Two New Performance Management Frameworks



- GPRA 2010 requires the Office of Management and Budget to work with agencies to develop a single Federal Government Performance Plan.
 - The Plan establishes two types of priority goals: outcome-oriented goals and goals for management improvements.
- Agencies will begin to identify and report on agency priority goals that will be updated every two years.
 - This differs from GPRA 1993 that requires annual reporting of established GPRA measures in the agency's annual budget documents.
 - GPRA 2010 requires quarterly targets, quarterly reporting on a public website, and clearly defined quarterly milestones.

Priority Goals of the Federal Government



- To improve performance and management, federal government priority goals will include:
 - Outcome-oriented goals covering a limited number of crosscutting policy areas; and
- Goals for management improvements needed across the federal government, including these identified in the law:
 - Financial management,
 - Human capital management,
 - Information technology management,
 - Procurement and acquisition management, and
 - Real property management.



Federal Government Performance Plan



- OMB will coordinate the process to develop outcome-oriented priority goals in a limited number of crosscutting policy areas.
- The Plan will also include priority goals to improve government management.
- The Plan will be submitted with each budget cycle.
- It will be released electronically.
- It will be updated at least annually.

Federal Government Performance Plan, cont.



- The priority goals are long-term in nature.
- The OMB, with the support of the Performance Improvement Council, will review the quarterly performance of each priority goal, the overall trend data, and the likelihood of meeting the planned level of performance.
- The priority goals are expected to improve the performance and **management** of the federal government.

Hiring Reform: An Example of Human Capital Management



- In a May 2010 memo, President Obama directed agencies to implement changes to allow faster and smarter hiring of federal employees.
- The goal is start-to-finish hiring in 80 days.
- The Office of Personnel Management (OPM) reports that the average time of hiring has decreased from 130 days to 105 days.



Agency Priority Goals



- Agency priority goals represent the second performance management framework of GPRA 2010.
- Every two years the IHS Director will identify agency priority goals from among the performance goals of the Agency.
- The agency priority goals shall:
 - Reflect the highest priorities of the agency,
 - Have a clearly identified goal leader responsible for achieving each agency priority goal,
 - Have interim quarterly targets for performance indicators, and
 - Have clearly defined quarterly milestones.

Agency Priority Goals, cont.



- The agency head, the Chief Operating Officer, the Performance Improvement Officer, and the identified priority goal leader will review the quarterly progress of each agency priority goal.
- No later than 10/1/2012 this information will be made available on an OMB-supported website.

Other Requirements in GPRA 2010



- Agencies will establish Chief Operating Officers and a Performance Improvement Officer to support the Chief Operating Officer.
- OMB will establish the Performance Improvement Council to assist the Director of OMB.
- This will help by:
 - Improving the performance of the federal government, and
 - Achieving the federal government priority goals.

Agency Chief Operating Officer



- The Chief Operating Officer will be named by each agency by May 2, 2011.
- The Chief Operating Officer will be responsible for providing overall organization management to improve agency performance and goals of the agency.
- This will be accomplished through the use of strategic and performance planning, measurement, analysis, regular assessment of progress, and the use of performance information to improve results.

Performance Improvement Officer



- This individual is a senior executive of the agency and reports directly to the Chief Operating Officer.
- The Performance Improvement Officer is expected to support the COO in leading performance improvement efforts across the agency.
- GPRA 2010 elevates the PIO role to support the agency head and COO in conducting regular performance reviews, goal selection, analysis, cross-agency collaboration, alignment of personnel performance appraisals, and communication of performance information.



Summary of GPRA 2010



- GPRA 1993 is not going away.
- GPRA 2010 adds two new types of priority goals at the federal level:
 - Long-term outcome oriented priority goals, and
 - Priority goals to improve government management.
- GPRA 2010 modernizes the federal government's performance management framework by creating two new frameworks:
 - ONE government-wide Performance Plan will be developed by OMB with input from departments and agencies.
 - Agency priority goals will be identified and reported quarterly on an OMB sponsored website.

Summary, cont.



- GPRA 2010 will use performance to make decisions at the federal level and the agency level.
- The OMB led Performance Improvement Council will monitor the goals in the Federal Plan.
- GPRA 2010 increases efficiency by developing a limited number of cross-cutting goals, such as multiple agency efforts to reduce obesity.
- GPRA 2010 tasks the agency Chief Operating Officer and the Performance Improvement Officer with the overall organization management to improve agency performance.

OMB Direction of GPRA 2010



- OMB released its memo in April 2011 providing initial guidance on implementing GPRA 2010.
- The memo states that OMB will release more guidance on specific aspects of GPRA 2010 in the coming months.
- Please check the OMB website periodically for memoranda that discuss GPRA 2010.



Questions?